

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

INSTITUTION ACCOUNT(S): TANGERINE EQUITY
GROWTH - S&P/TSX**Saputo Inc.**

Meeting Date: 08/04/2022 **Country:** Canada **Ticker:** SAP
Record Date: 06/17/2022 **Meeting Type:** Annual
Primary Security ID: 802912105

Shares Voted: 41,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lino A. Saputo	Mgmt	For	For	For
1.2	Elect Director Louis-Philippe Carriere	Mgmt	For	For	For
1.3	Elect Director Henry E. Demone	Mgmt	For	For	For
1.4	Elect Director Olu Fajemirokun-Beck	Mgmt	For	For	For
1.5	Elect Director Anthony M. Fata	Mgmt	For	For	For
1.6	Elect Director Annalisa King	Mgmt	For	For	For
1.7	Elect Director Karen Kinsley	Mgmt	For	For	For
1.8	Elect Director Diane Nysztor	Mgmt	For	For	For
1.9	Elect Director Franziska Ruf	Mgmt	For	For	For
1.10	Elect Director Annette Verschuren	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Increase Formal Employee Representation in Strategic Decision-Making	SH	Against	Against	Against
5	SP 3: Propose French As Official Language	SH	Against	Refer	Against

CAE Inc.

Meeting Date: 08/10/2022 **Country:** Canada **Ticker:** CAE
Record Date: 06/15/2022 **Meeting Type:** Annual
Primary Security ID: 124765108

Shares Voted: 54,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Margaret S. (Peg) Billson	Mgmt	For	For	For

CAE Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Elise Eberwein	Mgmt	For	For	For
1.4	Elect Director Michael M. Fortier	Mgmt	For	For	For
1.5	Elect Director Marianne Harrison	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.7	Elect Director Mary Lou Maher	Mgmt	For	For	For
1.8	Elect Director Francois Olivier	Mgmt	For	For	For
1.9	Elect Director Marc Parent	Mgmt	For	For	For
1.10	Elect Director David G. Perkins	Mgmt	For	For	For
1.11	Elect Director Michael E. Roach	Mgmt	For	For	For
1.12	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1.13	Elect Director Andrew J. Stevens	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Alimentation Couche-Tard Inc.

Meeting Date: 08/31/2022

Country: Canada

Ticker: ATD

Record Date: 07/05/2022

Meeting Type: Annual/Special

Primary Security ID: 01626P304

Shares Voted: 141,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Multiple Voting Shareholders	Mgmt			
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2.1	Elect Director Alain Bouchard	Mgmt	For	For	For
2.2	Elect Director Louis Vachon	Mgmt	For	For	For
2.3	Elect Director Jean Bernier	Mgmt	For	For	For
2.4	Elect Director Karinne Bouchard	Mgmt	For	For	For
2.5	Elect Director Eric Boyko	Mgmt	For	For	For
2.6	Elect Director Jacques D'Amours	Mgmt	For	For	For
2.7	Elect Director Janice L. Fields	Mgmt	For	For	For
2.8	Elect Director Eric Fortin	Mgmt	For	For	For
2.9	Elect Director Richard Fortin	Mgmt	For	For	For

Alimentation Couche-Tard Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Brian Hannasch	Mgmt	For	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	For	For
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For	For
2.13	Elect Director Monique F. Leroux	Mgmt	For	For	For
2.14	Elect Director Real Plourde	Mgmt	For	For	For
2.15	Elect Director Daniel Rabinowicz	Mgmt	For	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Articles Re: Changes in the Classes of Shares of the Corporation	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5	SP 1: Adopt French as the Official Language of the Corporation	SH	Against	Refer	Against
6	SP 2: Increase Formal Employee Representation in Highly Strategic Decision-Making	SH	Against	Against	Against
7	SP 3: Report on Representation of Women in Management Positions	SH	Against	Against	Against
8	SP 4: Business Protection	SH	Against	Against	Against

Open Text Corporation

Meeting Date: 09/15/2022

Country: Canada

Ticker: OTEX

Record Date: 08/04/2022

Meeting Type: Annual

Primary Security ID: 683715106

Shares Voted: 46,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	For	For
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	For
1.3	Elect Director Randy Fowlie	Mgmt	For	For	For
1.4	Elect Director David Fraser	Mgmt	For	For	For
1.5	Elect Director Gail E. Hamilton	Mgmt	For	For	For
1.6	Elect Director Robert (Bob) Hau	Mgmt	For	For	For
1.7	Elect Director Ann M. Powell	Mgmt	For	For	For
1.8	Elect Director Stephen J. Sadler	Mgmt	For	For	For
1.9	Elect Director Michael Slaunwhite	Mgmt	For	For	For
1.10	Elect Director Katharine B. Stevenson	Mgmt	For	For	For

Open Text Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Deborah Weinstein	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against
4	Approve Shareholder Rights Plan	Mgmt	For	For	For

Brookfield Asset Management Inc.

Meeting Date: 11/09/2022 **Country:** Canada **Ticker:** BAM.A
Record Date: 10/03/2022 **Meeting Type:** Special
Primary Security ID: 112585104

Shares Voted: 245,849

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Limited Voting Shareholders	Mgmt			
1	Approve Division of the Corporation into Two Publicly Traded Companies and the Distribution of its Asset Management Business Ownership	Mgmt	For	For	For
2	Approve MSOP Resolution	Mgmt	For	For	For
3	Approve NQMSOP Resolution	Mgmt	For	For	For
4	Approve Manager Escrowed Stock Plan Resolution	Mgmt	For	For	For

Metro Inc.

Meeting Date: 01/24/2023 **Country:** Canada **Ticker:** MRU
Record Date: 12/02/2022 **Meeting Type:** Annual
Primary Security ID: 59162N109

Shares Voted: 40,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For	For
1.5	Elect Director Michel Coutu	Mgmt	For	For	For
1.6	Elect Director Stephanie Coyles	Mgmt	For	For	For
1.7	Elect Director Russell Goodman	Mgmt	For	For	For

Metro Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Marc Guay	Mgmt	For	For	For
1.9	Elect Director Christian W.E. Haub	Mgmt	For	For	For
1.10	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.11	Elect Director Christine Magee	Mgmt	For	For	For
1.12	Elect Director Brian McManus	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5	SP 1: Adopt Near and Long-Term Science-Based Greenhouse Gas Emissions Reduction Targets	SH	Against	Refer	Against
6	SP 2: Report on Actual and Potential Human Rights Impacts on Migrant Workers	SH	Against	Against	Against

CGI Inc.

Meeting Date: 02/01/2023

Country: Canada

Ticker: GIB.A

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 12532H104

Shares Voted: 36,317

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

CGI Inc.

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

Canadian Imperial Bank of Commerce

Meeting Date: 04/04/2023 **Country:** Canada **Ticker:** CM
Record Date: 02/06/2023 **Meeting Type:** Annual
Primary Security ID: 136069101

Shares Voted: 161,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ammar Aljoundi	Mgmt	For	For	For
1b	Elect Director Charles J. G. Brindamour	Mgmt	For	For	For
1c	Elect Director Nanci E. Caldwell	Mgmt	For	For	For
1d	Elect Director Michelle L. Collins	Mgmt	For	For	For
1e	Elect Director Luc Desjardins	Mgmt	For	For	For
1f	Elect Director Victor G. Dodig	Mgmt	For	For	For
1g	Elect Director Kevin J. Kelly	Mgmt	For	For	For
1h	Elect Director Christine E. Larsen	Mgmt	For	For	For
1i	Elect Director Mary Lou Maher	Mgmt	For	For	For
1j	Elect Director William F. Morneau	Mgmt	For	For	For
1k	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1l	Elect Director Martine Turcotte	Mgmt	For	For	For
1m	Elect Director Barry L. Zubrow	Mgmt	For	For	For

Canadian Imperial Bank of Commerce

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 on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Refer	Against
5	SP 2: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against
6	SP 3: Invest in and Finance the Canadian Oil and Gas Sector	SH	Against	Against	Against

The Bank of Nova Scotia

Meeting Date: 04/04/2023 **Country:** Canada **Ticker:** BNS
Record Date: 02/07/2023 **Meeting Type:** Annual
Primary Security ID: 064149107

Shares Voted: 212,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1.2	Elect Director Guillermo E. Babatz	Mgmt	For	For	For
1.3	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.4	Elect Director Daniel (Don) H. Callahan	Mgmt	For	For	For
1.5	Elect Director W. Dave Dowrich	Mgmt	For	For	For
1.6	Elect Director Lynn K. Patterson	Mgmt	For	For	For
1.7	Elect Director Michael D. Penner	Mgmt	For	For	For
1.8	Elect Director Una M. Power	Mgmt	For	For	For
1.9	Elect Director Aaron W. Regent	Mgmt	For	For	For
1.10	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.11	Elect Director L. Scott Thomson	Mgmt	For	For	For
1.12	Elect Director Benita M. Warmbold	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against
5	SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	SH	Against	Abstain	Against

Meeting Date: 04/05/2023

Country: Canada

Ticker: RY

Record Date: 02/07/2023

Meeting Type: Annual/Special

Primary Security ID: 780087102

Shares Voted: 248,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Maryann Turcke	Mgmt	For	Withhold	Withhold
1.9	Elect Director Thierry Vandal	Mgmt	For	For	For
1.10	Elect Director Bridget A. van Kralingen	Mgmt	For	For	For
1.11	Elect Director Frank Vettese	Mgmt	For	For	For
1.12	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
5	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
A	SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Against	Abstain	Against
B	SP 2: Revise the Bank's Human Rights Position Statement	SH	Against	Abstain	Against
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Against	Abstain	Against
D	SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	SH	Against	Abstain	Against
E	SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	SH	Against	Abstain	Against
F	SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Refer	Against

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
G	SP 7: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against
H	SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	Abstain	Against

FirstService Corporation

Meeting Date: 04/06/2023 **Country:** Canada **Ticker:** FSV
Record Date: 03/03/2023 **Meeting Type:** Annual/Special
Primary Security ID: 33767E202

Shares Voted: 6,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yousry Bissada	Mgmt	For	Withhold	Withhold
1b	Elect Director Elizabeth Carducci	Mgmt	For	For	For
1c	Elect Director Steve H. Grimshaw	Mgmt	For	For	For
1d	Elect Director Jay S. Hennick	Mgmt	For	Refer	For
1e	Elect Director D. Scott Patterson	Mgmt	For	For	For
1f	Elect Director Frederick F. Reichheld	Mgmt	For	For	For
1g	Elect Director Joan Eloise Sproul	Mgmt	For	For	For
1h	Elect Director Erin J. Wallace	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Amend Stock Option Plan	Mgmt	For	Against	Against
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Bank of Montreal

Meeting Date: 04/18/2023 **Country:** Canada **Ticker:** BMO
Record Date: 02/17/2023 **Meeting Type:** Annual
Primary Security ID: 063671101

Shares Voted: 125,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janice M. Babiak	Mgmt	For	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	For	For
1.3	Elect Director Craig W. Broderick	Mgmt	For	For	For

Bank of Montreal

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director George A. Cope	Mgmt	For	For	For
1.5	Elect Director Stephen Dent	Mgmt	For	For	For
1.6	Elect Director Christine A. Edwards	Mgmt	For	For	For
1.7	Elect Director Martin S. Eichenbaum	Mgmt	For	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For	For
1.9	Elect Director Linda S. Huber	Mgmt	For	For	For
1.10	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.12	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.13	Elect Director Darryl White	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
A	SP 1: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against
B	SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	SH	Against	Against	Against
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Against	Abstain	Against

The Toronto-Dominion Bank

Meeting Date: 04/20/2023

Country: Canada

Ticker: TD

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 891160509

Shares Voted: 322,741

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cherie L. Brant	Mgmt	For	For	For
1.2	Elect Director Amy W. Brinkley	Mgmt	For	For	For
1.3	Elect Director Brian C. Ferguson	Mgmt	For	For	For
1.4	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1.5	Elect Director David E. Kepler	Mgmt	For	For	For
1.6	Elect Director Brian M. Levitt	Mgmt	For	For	For
1.7	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.8	Elect Director Karen E. Maidment	Mgmt	For	For	For
1.9	Elect Director Bharat B. Masrani	Mgmt	For	For	For

The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Claude Mongeau	Mgmt	For	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.12	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.13	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.14	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	SH	Against	Abstain	Against
5	SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Against	Abstain	Against
6	SP 3: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against
7	SP 4: Invest in and Finance the Canadian Oil and Gas Sector	SH	Against	Against	Against
8	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Refer	Against
9	SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	SH	Against	Abstain	Against

National Bank of Canada

Meeting Date: 04/21/2023 **Country:** Canada **Ticker:** NA
Record Date: 02/22/2023 **Meeting Type:** Annual
Primary Security ID: 633067103

Shares Voted: 59,968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maryse Bertrand	Mgmt	For	For	For
1.2	Elect Director Pierre Blouin	Mgmt	For	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For	For
1.4	Elect Director Yvon Charest	Mgmt	For	For	For
1.5	Elect Director Patricia Curadeau-Grou	Mgmt	For	For	For
1.6	Elect Director Laurent Ferreira	Mgmt	For	For	For
1.7	Elect Director Annick Guerard	Mgmt	For	For	For
1.8	Elect Director Karen Kinsley	Mgmt	For	For	For

National Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Lynn Loewen	Mgmt	For	For	For
1.10	Elect Director Rebecca McKillican	Mgmt	For	For	For
1.11	Elect Director Robert Pare	Mgmt	For	For	For
1.12	Elect Director Pierre Pomerleau	Mgmt	For	For	For
1.13	Elect Director Lino A. Saputo	Mgmt	For	For	For
1.14	Elect Director Macky Tall	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
4	SP 1: Advisory Vote on Environmental Policies	SH	Against	Refer	Against

Canadian National Railway Company

Meeting Date: 04/25/2023

Country: Canada

Ticker: CNR

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 136375102

Shares Voted: 108,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Shauneen Bruder	Mgmt	For	For	For
1B	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1C	Elect Director David Freeman	Mgmt	For	For	For
1D	Elect Director Denise Gray	Mgmt	For	For	For
1E	Elect Director Justin M. Howell	Mgmt	For	For	For
1F	Elect Director Susan C. Jones	Mgmt	For	For	For
1G	Elect Director Robert Knight	Mgmt	For	For	For
1H	Elect Director Michel Letellier	Mgmt	For	For	For
1I	Elect Director Margaret A. McKenzie	Mgmt	For	For	For
1J	Elect Director Al Monaco	Mgmt	For	For	For
1K	Elect Director Tracy Robinson	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
4	Management Advisory Vote on Climate Change	Mgmt	For	Refer	For

Cenovus Energy Inc.

Meeting Date: 04/26/2023

Country: Canada

Ticker: CVE

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 15135U109

Shares Voted: 246,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director Keith M. Casey	Mgmt	For	For	For
2.2	Elect Director Canning K.N. Fok	Mgmt	For	Against	Against
2.3	Elect Director Jane E. Kinney	Mgmt	For	For	For
2.4	Elect Director Harold (Hal) N. Kvisle	Mgmt	For	For	For
2.5	Elect Director Eva L. Kwok	Mgmt	For	For	For
2.6	Elect Director Melanie A. Little	Mgmt	For	For	For
2.7	Elect Director Richard J. Marcogliese	Mgmt	For	For	For
2.8	Elect Director Jonathan M. McKenzie	Mgmt	For	For	For
2.9	Elect Director Claude Mongeau	Mgmt	For	For	For
2.10	Elect Director Alexander J. Pourbaix	Mgmt	For	For	For
2.11	Elect Director Wayne E. Shaw	Mgmt	For	For	For
2.12	Elect Director Frank J. Sixt	Mgmt	For	Against	Against
2.13	Elect Director Rhonda I. Zygocki	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
4	Report on Lobbying and Policy Advocacy with its Net Zero Goal	SH	For	Refer	For

Teck Resources Limited

Meeting Date: 04/26/2023

Country: Canada

Ticker: TECK.B

Record Date: 03/07/2023

Meeting Type: Annual/Special

Primary Security ID: 878742204

Shares Voted: 79,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Common and Class B Subordinate Voting Shareholders	Mgmt			
1.1	Elect Director Arnoud J. Balhuizen	Mgmt	For	For	For
1.2	Elect Director Harry "Red" M. Conger, IV	Mgmt	For	For	For

Teck Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Edward C. Dowling, Jr.	Mgmt	For	For	For
1.4	Elect Director Norman B. Keevil, III	Mgmt	For	For	For
1.5	Elect Director Tracey L. McVicar	Mgmt	For	For	For
1.6	Elect Director Sheila A. Murray	Mgmt	For	For	For
1.7	Elect Director Una M. Power	Mgmt	For	For	For
1.8	Elect Director Jonathan H. Price	Mgmt	For	For	For
1.9	Elect Director Yoshihiro Sagawa	Mgmt	For	For	For
1.10	Elect Director Paul G. Schiodtz	Mgmt	For	For	For
1.11	Elect Director Timothy R. Snider	Mgmt	For	For	For
1.12	Elect Director Sarah A. Strunk	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Spin-Off Agreement with Elk Valley Resources Ltd.	Mgmt	For	Against	For
4	Approve EVR Stock Option Plan	Mgmt	For	Against	For
5	Approve EVR Shareholder Rights Plan	Mgmt	For	Against	For
6	Approve Dual Class Amendment	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Agnico Eagle Mines Limited

Meeting Date: 04/28/2023

Country: Canada

Ticker: AEM

Record Date: 03/17/2023

Meeting Type: Annual/Special

Primary Security ID: 008474108

Shares Voted: 81,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leona Aglukkaq	Mgmt	For	For	For
1.2	Elect Director Ammar Al-Joundi	Mgmt	For	For	For
1.3	Elect Director Sean Boyd	Mgmt	For	For	For
1.4	Elect Director Martine A. Celej	Mgmt	For	For	For
1.5	Elect Director Robert J. Gemmell	Mgmt	For	For	For
1.6	Elect Director Jonathan Gill	Mgmt	For	For	For
1.7	Elect Director Peter Grosskopf	Mgmt	For	For	For
1.8	Elect Director Elizabeth Lewis-Gray	Mgmt	For	For	For
1.9	Elect Director Deborah McCombe	Mgmt	For	For	For

Agnico Eagle Mines Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Jeffrey Parr	Mgmt	For	For	For
1.11	Elect Director J. Merfyn Roberts	Mgmt	For	For	For
1.12	Elect Director Jamie C. Sokalsky	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	Against

Barrick Gold Corporation

Meeting Date: 05/02/2023 **Country:** Canada **Ticker:** ABX
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 067901108

Shares Voted: 315,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Bristow	Mgmt	For	For	For
1.2	Elect Director Helen Cai	Mgmt	For	For	For
1.3	Elect Director Gustavo A. Cisneros	Mgmt	For	For	For
1.4	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1.5	Elect Director Isela Costantini	Mgmt	For	For	For
1.6	Elect Director J. Michael Evans	Mgmt	For	Withhold	Withhold
1.7	Elect Director Brian L. Greenspun	Mgmt	For	For	For
1.8	Elect Director J. Brett Harvey	Mgmt	For	For	For
1.9	Elect Director Anne Kabagambe	Mgmt	For	For	For
1.10	Elect Director Andrew J. Quinn	Mgmt	For	For	For
1.11	Elect Director Loreto Silva	Mgmt	For	For	For
1.12	Elect Director John L. Thornton	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Franco-Nevada Corporation

Meeting Date: 05/02/2023 **Country:** Canada **Ticker:** FNV
Record Date: 03/14/2023 **Meeting Type:** Annual/Special
Primary Security ID: 351858105

Franco-Nevada Corporation

Shares Voted: 34,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Harquail	Mgmt	For	For	For
1.2	Elect Director Paul Brink	Mgmt	For	For	For
1.3	Elect Director Tom Albanese	Mgmt	For	For	For
1.4	Elect Director Derek W. Evans	Mgmt	For	For	For
1.5	Elect Director Catharine Farrow	Mgmt	For	Against	Against
1.6	Elect Director Maureen Jensen	Mgmt	For	For	For
1.7	Elect Director Jennifer Maki	Mgmt	For	For	For
1.8	Elect Director Randall Oliphant	Mgmt	For	For	For
1.9	Elect Director Jacques Perron	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Imperial Oil Limited

Meeting Date: 05/02/2023

Country: Canada

Ticker: IMO

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 453038408

Shares Voted: 31,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director David W. Cornhill	Mgmt	For	Refer	Against
1B	Elect Director Bradley W. Corson	Mgmt	For	For	For
1C	Elect Director Matthew R. Crocker	Mgmt	For	Against	Against
1D	Elect Director Sharon R. Driscoll	Mgmt	For	For	For
1E	Elect Director John Floren	Mgmt	For	For	For
1F	Elect Director Gary J. Goldberg	Mgmt	For	For	For
1G	Elect Director Miranda C. Hubbs	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
3	SP 1: Adopt an Absolute Greenhouse Gas Reduction Target	SH	Against	Refer	Against
4	SP 2: Report on the Impact of the Energy Transition on Asset Retirement Obligations	SH	Against	Refer	Against

TC Energy Corporation

Meeting Date: 05/02/2023

Country: Canada

Ticker: TRP

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 87807B107

Shares Voted: 180,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
1.2	Elect Director Michael R. Culbert	Mgmt	For	For	For
1.3	Elect Director William D. Johnson	Mgmt	For	For	For
1.4	Elect Director Susan C. Jones	Mgmt	For	For	For
1.5	Elect Director John E. Lowe	Mgmt	For	For	For
1.6	Elect Director David MacNaughton	Mgmt	For	For	For
1.7	Elect Director Francois L. Poirier	Mgmt	For	For	For
1.8	Elect Director Una Power	Mgmt	For	For	For
1.9	Elect Director Mary Pat Salomone	Mgmt	For	For	For
1.10	Elect Director Indira Samarasekera	Mgmt	For	For	For
1.11	Elect Director Siim A. Vanaselja	Mgmt	For	Against	Against
1.12	Elect Director Thierry Vandal	Mgmt	For	For	For
1.13	Elect Director Dheeraj "D" Verma	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Enbridge Inc.

Meeting Date: 05/03/2023

Country: Canada

Ticker: ENB

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 29250N105

Shares Voted: 361,468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank M. Ashar	Mgmt	For	For	For
1.2	Elect Director Gaurdie E. Banister	Mgmt	For	For	For
1.3	Elect Director Pamela L. Carter	Mgmt	For	For	For
1.4	Elect Director Susan M. Cunningham	Mgmt	For	For	For
1.5	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1.6	Elect Director Jason B. Few	Mgmt	For	For	For

Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.8	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.9	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.10	Elect Director Dan C. Tutcher	Mgmt	For	For	For
1.11	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
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5	SP 1: Report on Lobbying and Political Donations	SH	Against	Abstain	Against
6	SP 2: Disclose the Company's Scope 3 Emissions	SH	Against	Abstain	Against

BCE Inc.

Meeting Date: 05/04/2023

Country: Canada

Ticker: BCE

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 05534B760

Shares Voted: 162,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director David F. Denison	Mgmt	For	For	For
1.3	Elect Director Robert P. Dexter	Mgmt	For	For	For
1.4	Elect Director Katherine Lee	Mgmt	For	For	For
1.5	Elect Director Monique F. Leroux	Mgmt	For	For	For
1.6	Elect Director Sheila A. Murray	Mgmt	For	For	For
1.7	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1.8	Elect Director Louis P. Pagnutti	Mgmt	For	For	For
1.9	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.10	Elect Director Karen Sheriff	Mgmt	For	For	For
1.11	Elect Director Robert C. Simmonds	Mgmt	For	For	For
1.12	Elect Director Jennifer Tory	Mgmt	For	For	For
1.13	Elect Director Louis Vachon	Mgmt	For	Against	Against
1.14	Elect Director Cornell Wright	Mgmt	For	For	For

BCE Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Canadian Natural Resources Limited

Meeting Date: 05/04/2023 **Country:** Canada **Ticker:** CNQ
Record Date: 03/15/2023 **Meeting Type:** Annual
Primary Security ID: 136385101

Shares Voted: 197,688

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

First Quantum Minerals Ltd.

Meeting Date: 05/04/2023 **Country:** Canada **Ticker:** FM
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 335934105

Shares Voted: 100,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Ten	Mgmt	For	For	For
2.1	Elect Director Andrew B. Adams	Mgmt	For	For	For

First Quantum Minerals Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Alison C. Beckett	Mgmt	For	For	For
2.3	Elect Director Robert J. Harding	Mgmt	For	For	For
2.4	Elect Director Kathleen A. Hogenson	Mgmt	For	For	For
2.5	Elect Director Charles Kevin McArthur	Mgmt	For	For	For
2.6	Elect Director Philip K. R. Pascall	Mgmt	For	For	For
2.7	Elect Director Anthony Tristan Pascall	Mgmt	For	For	For
2.8	Elect Director Simon J. Scott	Mgmt	For	For	For
2.9	Elect Director Joanne K. Warner	Mgmt	For	For	For
2.10	Elect Director Geoff Chater	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Re-approve Shareholder Rights Plan	Mgmt	For	For	For

Fortis Inc.

Meeting Date: 05/04/2023

Country: Canada

Ticker: FTS

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 349553107

Shares Voted: 85,548

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

Fortis Inc.

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

Gildan Activewear Inc.

Meeting Date: 05/04/2023 **Country:** Canada **Ticker:** GIL
Record Date: 03/06/2023 **Meeting Type:** Annual/Special
Primary Security ID: 375916103

Shares Voted: 32,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director Donald C. Berg	Mgmt	For	For	For
2.2	Elect Director Maryse Bertrand	Mgmt	For	For	For
2.3	Elect Director Dhaval Buch	Mgmt	For	For	For
2.4	Elect Director Marc Caira	Mgmt	For	For	For
2.5	Elect Director Glenn J. Chamandy	Mgmt	For	For	For
2.6	Elect Director Shirley E. Cunningham	Mgmt	For	For	For
2.7	Elect Director Charles M. Herington	Mgmt	For	For	For
2.8	Elect Director Luc Jobin	Mgmt	For	For	For
2.9	Elect Director Craig A. Leavitt	Mgmt	For	For	For
2.10	Elect Director Anne Martin-Vachon	Mgmt	For	For	For
3	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
4	Amend Long-Term Incentive Plan	Mgmt	For	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
7	Review Human Capital Management KPIs and SPTs Addressing Human Rights in its Supply Chain, and Improving Employee Safety and Reducing Workplace Risks and Include One Such KPI/SPT in its Next Sustainability Linked Credit Facility in 2027	SH	Against	Refer	Against

Loblaw Companies Limited

Meeting Date: 05/04/2023 **Country:** Canada **Ticker:** L
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 539481101

Loblaw Companies Limited

Shares Voted: 27,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.2	Elect Director Shelley G. Broader	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	For	For
1.4	Elect Director Daniel Debow	Mgmt	For	For	For
1.5	Elect Director William A. Downe	Mgmt	For	For	For
1.6	Elect Director Janice Fukakusa	Mgmt	For	For	For
1.7	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.8	Elect Director Kevin Holt	Mgmt	For	For	For
1.9	Elect Director Claudia Kotchka	Mgmt	For	For	For
1.10	Elect Director Sarah Raiss	Mgmt	For	For	For
1.11	Elect Director Galen G. Weston	Mgmt	For	For	For
1.12	Elect Director Cornell Wright	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

TELUS Corporation

Meeting Date: 05/04/2023

Country: Canada

Ticker: T

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 87971M103

Shares Voted: 254,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raymond T. Chan	Mgmt	For	For	For
1.2	Elect Director Hazel Claxton	Mgmt	For	For	For
1.3	Elect Director Lisa de Wilde	Mgmt	For	For	For
1.4	Elect Director Victor Dodig	Mgmt	For	For	For
1.5	Elect Director Darren Entwistle	Mgmt	For	For	For
1.6	Elect Director Thomas E. Flynn	Mgmt	For	For	For
1.7	Elect Director Mary Jo Haddad	Mgmt	For	For	For
1.8	Elect Director Kathy Kinloch	Mgmt	For	For	For
1.9	Elect Director Christine Magee	Mgmt	For	For	For
1.10	Elect Director John Manley	Mgmt	For	For	For

TELUS Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director David Mowat	Mgmt	For	For	For
1.12	Elect Director Marc Parent	Mgmt	For	For	For
1.13	Elect Director Denise Pickett	Mgmt	For	For	For
1.14	Elect Director W. Sean Willy	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Restricted Share Unit Plan	Mgmt	For	For	For
5	Amend Performance Share Unit Plan	Mgmt	For	For	For

Pembina Pipeline Corporation

Meeting Date: 05/05/2023

Country: Canada

Ticker: PPL

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 706327103

Shares Voted: 98,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	For	For
1.2	Elect Director J. Scott Burrows	Mgmt	For	For	For
1.3	Elect Director Cynthia Carroll	Mgmt	For	For	For
1.4	Elect Director Ana Dutra	Mgmt	For	For	For
1.5	Elect Director Robert G. Gwin	Mgmt	For	For	For
1.6	Elect Director Maureen E. Howe	Mgmt	For	For	For
1.7	Elect Director Gordon J. Kerr	Mgmt	For	For	For
1.8	Elect Director David M.B. LeGresley	Mgmt	For	For	For
1.9	Elect Director Andy J. Mah	Mgmt	For	For	For
1.10	Elect Director Leslie A. O'Donoghue	Mgmt	For	For	For
1.11	Elect Director Bruce D. Rubin	Mgmt	For	For	For
1.12	Elect Director Henry W. Sykes	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Constellation Software Inc.

Meeting Date: 05/08/2023

Country: Canada

Ticker: CSU

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 21037X100

Shares Voted: 3,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Bender	Mgmt	For	For	For
1.2	Elect Director John Billowits	Mgmt	For	For	For
1.3	Elect Director Susan Gayner	Mgmt	For	For	For
1.4	Elect Director Claire Kennedy	Mgmt	For	For	For
1.5	Elect Director Robert Kittel	Mgmt	For	Refer	Withhold
1.6	Elect Director Mark Leonard	Mgmt	For	For	For
1.7	Elect Director Mark Miller	Mgmt	For	For	For
1.8	Elect Director Lori O'Neill	Mgmt	For	For	For
1.9	Elect Director Donna Parr	Mgmt	For	For	For
1.10	Elect Director Andrew Pastor	Mgmt	For	For	For
1.11	Elect Director Laurie Schultz	Mgmt	For	For	For
1.12	Elect Director Barry Symons	Mgmt	For	For	For
1.13	Elect Director Robin Van Poelje	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

George Weston Limited

Meeting Date: 05/09/2023

Country: Canada

Ticker: WN

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 961148509

Shares Voted: 11,660

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

George Weston Limited

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

Suncor Energy Inc.

Meeting Date: 05/09/2023 **Country:** Canada **Ticker:** SU
Record Date: 03/14/2023 **Meeting Type:** Annual
Primary Security ID: 867224107

Shares Voted: 240,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ian R. Ashby	Mgmt	For	For	For
1.2	Elect Director Patricia M. Bédient	Mgmt	For	For	For
1.3	Elect Director Russell K. Girling	Mgmt	For	For	For
1.4	Elect Director Jean Paul (JP) Gladu	Mgmt	For	For	For
1.5	Elect Director Dennis M. Houston	Mgmt	For	For	For
1.6	Elect Director Richard M. Kruger	Mgmt	For	For	For
1.7	Elect Director Brian P. MacDonald	Mgmt	For	For	For
1.8	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.9	Elect Director Daniel Romasko	Mgmt	For	For	For
1.10	Elect Director Christopher R. Seasons	Mgmt	For	For	For
1.11	Elect Director M. Jacqueline Sheppard	Mgmt	For	For	For
1.12	Elect Director Eira M. Thomas	Mgmt	For	For	For
1.13	Elect Director Michael M. Wilson	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
4	SP 1: Report on Alignment of Capital Expenditure Plans with 2030 Emissions Reductions Target and 2050 Net Zero Pledge	SH	Against	Refer	Against

Cameco Corporation

Meeting Date: 05/10/2023

Country: Canada

Ticker: CCO

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 13321L108

Shares Voted: 76,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director Ian Bruce	Mgmt	For	For	For
A2	Elect Director Daniel Camus	Mgmt	For	For	For
A3	Elect Director Don Deranger	Mgmt	For	For	For
A4	Elect Director Catherine Gignac	Mgmt	For	For	For
A5	Elect Director Tim Gitzel	Mgmt	For	For	For
A6	Elect Director Jim Gowans	Mgmt	For	For	For
A7	Elect Director Kathryn (Kate) Jackson	Mgmt	For	For	For
A8	Elect Director Don Kayne	Mgmt	For	For	For
A9	Elect Director Leontine van Leeuwen-Atkins	Mgmt	For	For	For
B	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
C	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
D	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Mgmt	None	Refer	For

Kinross Gold Corporation

Meeting Date: 05/10/2023

Country: Canada

Ticker: K

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 496902404

Shares Voted: 224,435

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

Kinross Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director J. Paul Rollinson	Mgmt	For	For	For
1.9	Elect Director David A. Scott	Mgmt	For	For	For
1.10	Elect Director Michael A. Lewis	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Nutrien Ltd.

Meeting Date: 05/10/2023 **Country:** Canada **Ticker:** NTR
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 67077M108

Shares Voted: 92,882

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 Alice D. Laberge	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

Canadian Tire Corporation, Limited

Meeting Date: 05/11/2023 **Country:** Canada **Ticker:** CTC.A
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: 136681202

Canadian Tire Corporation, Limited

Shares Voted: 9,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class A Non-Voting Shares	Mgmt			
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

Intact Financial Corporation

Meeting Date: 05/11/2023

Country: Canada

Ticker: IFC

Record Date: 03/15/2023

Meeting Type: Annual/Special

Primary Security ID: 45823T106

Shares Voted: 31,225

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 Shareholder Rights Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Magna International Inc.

Meeting Date: 05/11/2023

Country: Canada

Ticker: MG

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 559222401

Magna International Inc.

Shares Voted: 47,497

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter G. Bowie	Mgmt	For	For	For
1B	Elect Director Mary S. Chan	Mgmt	For	For	For
1C	Elect Director V. Peter Harder	Mgmt	For	For	For
1D	Elect Director Jan R. Hauser	Mgmt	For	For	For
1E	Elect Director Seetarama S. Kotagiri	Mgmt	For	For	For
1F	Elect Director Jay K. Kunkel	Mgmt	For	For	For
1G	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1H	Elect Director Mary Lou Maher	Mgmt	For	For	For
1I	Elect Director William A. Ruh	Mgmt	For	For	For
1J	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1K	Elect Director Matthew Tsien	Mgmt	For	For	For
1L	Elect Director Thomas Weber	Mgmt	For	For	For
1M	Elect Director Lisa S. Westlake	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize the Audit Committee to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Manulife Financial Corp.

Meeting Date: 05/11/2023

Country: Canada

Ticker: MFC

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 56501R106

Shares Voted: 336,349

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 Roy Gori	Mgmt	For	For	For
1.6	Elect Director Tsun-yan Hsieh	Mgmt	For	For	For
1.7	Elect Director Vanessa Kanu	Mgmt	For	For	For
1.8	Elect Director Donald R. Lindsay	Mgmt	For	For	For
1.9	Elect Director C. James Prieur	Mgmt	For	For	For

Manulife Financial Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Andrea S. Rosen	Mgmt	For	For	For
1.11	Elect Director May Tan	Mgmt	For	For	For
1.12	Elect Director Leigh E. Turner	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

Sun Life Financial Inc.

Meeting Date: 05/11/2023

Country: Canada

Ticker: SLF

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 866796105

Shares Voted: 104,674

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
1.12	Elect Director Barbara G. Stymiest	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 Proposal	Mgmt			
A	SP 1: Produce a Report Documenting the Health Impacts and Potential Insurance Implications of its Investments in Fossil Fuels on its Current and Future Client Base	SH	Against	Abstain	Against

Wheaton Precious Metals Corp.

Meeting Date: 05/12/2023

Country: Canada

Ticker: WPM

Record Date: 03/15/2023

Meeting Type: Annual/Special

Primary Security ID: 962879102

Shares Voted: 80,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
a1	Elect Director George L. Brack	Mgmt	For	For	For
a2	Elect Director John A. Brough	Mgmt	For	For	For
a3	Elect Director Jaimie Donovan	Mgmt	For	For	For
a4	Elect Director R. Peter Gillin	Mgmt	For	For	For
a5	Elect Director Chantal Gosselin	Mgmt	For	For	For
a6	Elect Director Jeane Hull	Mgmt	For	For	For
a7	Elect Director Glenn Antony Ives	Mgmt	For	For	For
a8	Elect Director Charles A. Jeannes	Mgmt	For	For	For
a9	Elect Director Marilyn Schonberner	Mgmt	For	For	For
a10	Elect Director Randy V.J. Smallwood	Mgmt	For	For	For
b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
c	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Power Corporation of Canada

Meeting Date: 05/16/2023

Country: Canada

Ticker: POW

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 739239101

Shares Voted: 100,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pierre Beaudoin	Mgmt	For	For	For
1.2	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.3	Elect Director Andre Desmarais	Mgmt	For	Against	Against
1.4	Elect Director Paul Desmarais, Jr.	Mgmt	For	Refer	Against
1.5	Elect Director Gary A. Doer	Mgmt	For	For	For
1.6	Elect Director Anthony R. Graham	Mgmt	For	Against	Against
1.7	Elect Director Sharon MacLeod	Mgmt	For	For	For
1.8	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.9	Elect Director Isabelle Marcoux	Mgmt	For	For	For

Power Corporation of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Christian Noyer	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

Waste Connections, Inc.

Meeting Date: 05/19/2023 **Country:** Canada **Ticker:** WCN
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 94106B101

Shares Voted: 45,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	Mgmt	For	For	For
1b	Elect Director Edward E. "Ned" Guillet	Mgmt	For	For	For
1c	Elect Director Michael W. Harlan	Mgmt	For	Withhold	Withhold
1d	Elect Director Larry S. Hughes	Mgmt	For	For	For
1e	Elect Director Worthing F. Jackman *Withdrawn Resolution*	Mgmt			
1f	Elect Director Elise L. Jordan	Mgmt	For	For	For
1g	Elect Director Susan "Sue" Lee	Mgmt	For	For	For
1h	Elect Director Ronald J. Mittelstaedt	Mgmt	For	For	For
1i	Elect Director William J. Razzouk	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Restaurant Brands International Inc.

Meeting Date: 05/23/2023 **Country:** Canada **Ticker:** QSR
Record Date: 03/28/2023 **Meeting Type:** Annual/Special
Primary Security ID: 76131D103

Restaurant Brands International Inc.

Shares Voted: 54,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexandre Behring	Mgmt	For	For	For
1.2	Elect Director Maximilien de Limburg Stirum	Mgmt	For	For	For
1.3	Elect Director J. Patrick Doyle	Mgmt	For	For	For
1.4	Elect Director Cristina Farjallat	Mgmt	For	For	For
1.5	Elect Director Jordana Fribourg	Mgmt	For	For	For
1.6	Elect Director Ali Hedayat	Mgmt	For	For	For
1.7	Elect Director Marc Lemann	Mgmt	For	For	For
1.8	Elect Director Jason Melbourne	Mgmt	For	For	For
1.9	Elect Director Daniel S. Schwartz	Mgmt	For	For	For
1.10	Elect Director Thecla Sweeney	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Disclose Any Annual Benchmarks for Animal Welfare Goals	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	Withhold	For
7	Report on Risks to Business Due to Increased Labor Market Pressure	SH	Against	Withhold	Against
8	Report on Efforts to Reduce Plastic Use	SH	Against	Withhold	For

Emera Inc.

Meeting Date: 05/24/2023

Country: Canada

Ticker: EMA

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 290876101

Shares Voted: 48,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott C. Balfour	Mgmt	For	For	For
1.2	Elect Director James V. Bertram	Mgmt	For	For	For
1.3	Elect Director Henry E. Demone	Mgmt	For	For	For
1.4	Elect Director Paula Y. Gold-Williams	Mgmt	For	For	For
1.5	Elect Director Kent M. Harvey	Mgmt	For	For	For
1.6	Elect Director B. Lynn Loewen	Mgmt	For	For	For

Emera Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Ian E. Robertson	Mgmt	For	For	For
1.8	Elect Director Andrea S. Rosen	Mgmt	For	For	For
1.9	Elect Director M. Jacqueline Sheppard	Mgmt	For	For	For
1.10	Elect Director Karen H. Sheriff	Mgmt	For	For	For
1.11	Elect Director Jochen E. Tilk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Amend Stock Option Plan	Mgmt	For	For	For

Canadian Apartment Properties Real Estate Investment Trust

Meeting Date: 06/01/2023 **Country:** Canada **Ticker:** CAR.UN
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 134921105

Shares Voted: 30,019

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

Hydro One Limited

Meeting Date: 06/02/2023 **Country:** Canada **Ticker:** H
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: 448811208

Hydro One Limited

Shares Voted: 56,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Cherie Brant	Mgmt	For	For	For
1B	Elect Director David Hay	Mgmt	For	For	For
1C	Elect Director Timothy Hodgson	Mgmt	For	For	For
1D	Elect Director David Lebeter	Mgmt	For	For	For
1E	Elect Director Mitch Panciuk	Mgmt	For	For	For
1F	Elect Director Mark Podlasly	Mgmt	For	For	For
1G	Elect Director Stacey Mowbray	Mgmt	For	For	For
1H	Elect Director Helga Reidel	Mgmt	For	For	For
1I	Elect Director Melissa Sonberg	Mgmt	For	For	For
1J	Elect Director Brian Vaasjo	Mgmt	For	For	For
1K	Elect Director Susan Wolburgh Jenah	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Dollarama Inc.

Meeting Date: 06/07/2023

Country: Canada

Ticker: DOL

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: 25675T107

Shares Voted: 50,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Joshua Bekenstein	Mgmt	For	For	For
1B	Elect Director Gregory David	Mgmt	For	For	For
1C	Elect Director Elisa D. Garcia C.	Mgmt	For	For	For
1D	Elect Director Stephen Gunn	Mgmt	For	For	For
1E	Elect Director Kristin Mugford	Mgmt	For	For	For
1F	Elect Director Nicholas Nomicos	Mgmt	For	For	For
1G	Elect Director Neil Rossy	Mgmt	For	For	For
1H	Elect Director Samira Sakhia	Mgmt	For	For	For
1I	Elect Director Thecla Sweeney	Mgmt	For	For	For
1J	Elect Director Huw Thomas	Mgmt	For	For	For

Dollarama Inc.

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
	Shareholder Proposals	Mgmt			
4	SP 1: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	SH	Against	Refer	Against
5	SP 2: Report on Third-Party Employment Agencies	SH	Against	Refer	Against
6	SP 3: Adopt Net Zero Targets in Alignment with the Paris Agreement	SH	Against	Refer	Against

Tourmaline Oil Corp.

Meeting Date: 06/07/2023 **Country:** Canada **Ticker:** TOU
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: 89156V106

Shares Voted: 56,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Rose	Mgmt	For	For	For
1b	Elect Director Brian G. Robinson	Mgmt	For	For	For
1c	Elect Director Jill T. Angevine	Mgmt	For	For	For
1d	Elect Director William D. Armstrong	Mgmt	For	For	For
1e	Elect Director Lee A. Baker	Mgmt	For	For	For
1f	Elect Director John W. Elick	Mgmt	For	For	For
1g	Elect Director Andrew B. MacDonald	Mgmt	For	For	For
1h	Elect Director Lucy M. Miller	Mgmt	For	For	For
1i	Elect Director Janet L. Weiss	Mgmt	For	For	For
1j	Elect Director Ronald C. Wigham	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Re-approve Stock Option Plan	Mgmt	For	For	For

Brookfield Asset Management Ltd.

Meeting Date: 06/09/2023 **Country:** Canada **Ticker:** BAM
Record Date: 04/20/2023 **Meeting Type:** Annual/Special
Primary Security ID: 113004105

Brookfield Asset Management Ltd.

Shares Voted: 63,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class A Limited Voting Shares	Mgmt			
1.1	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.2	Elect Director Olivia (Liv) Garfield	Mgmt	For	For	For
1.3	Elect Director Nili Gilbert	Mgmt	For	For	For
1.4	Elect Director Allison Kirkby	Mgmt	For	For	For
1.5	Elect Director Diana Noble	Mgmt	For	For	For
1.6	Elect Director Satish Rai	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Amend Escrowed Stock Plan	Mgmt	For	For	For

Brookfield Corporation

Meeting Date: 06/09/2023

Country: Canada

Ticker: BN

Record Date: 04/20/2023

Meeting Type: Annual/Special

Primary Security ID: 11271J107

Shares Voted: 254,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class A Limited Voting Shares	Mgmt			
1	Approve Decrease in Size of Board from Sixteen to Fourteen	Mgmt	For	For	For
2.1	Elect Director M. Elyse Allan	Mgmt	For	For	For
2.2	Elect Director Angela F. Braly	Mgmt	For	For	For
2.3	Elect Director Janice Fukakusa	Mgmt	For	For	For
2.4	Elect Director Maureen Kempston Darkes	Mgmt	For	For	For
2.5	Elect Director Frank J. McKenna	Mgmt	For	For	For
2.6	Elect Director Hutham S. Olayan	Mgmt	For	For	For
2.7	Elect Director Diana L. Taylor	Mgmt	For	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Amend Escrowed Stock Plan	Mgmt	For	For	For

Brookfield Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve BNRE Restricted Stock Plan	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
7	SP: Report on Tax Transparency	SH	Against	Against	Against

Thomson Reuters Corporation

Meeting Date: 06/14/2023 **Country:** Canada **Ticker:** TRI
Record Date: 04/21/2023 **Meeting Type:** Annual/Special
Primary Security ID: 884903709

Shares Voted: 28,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Thomson	Mgmt	For	For	For
1.2	Elect Director Steve Hasker	Mgmt	For	For	For
1.3	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1.4	Elect Director David W. Binet	Mgmt	For	Withhold	Withhold
1.5	Elect Director W. Edmund Clark	Mgmt	For	Withhold	Withhold
1.6	Elect Director LaVerne Council	Mgmt	For	For	For
1.7	Elect Director Michael E. Daniels	Mgmt	For	For	For
1.8	Elect Director Kirk Koenigsbauer	Mgmt	For	For	For
1.9	Elect Director Deanna Oppenheimer	Mgmt	For	For	For
1.10	Elect Director Simon Paris	Mgmt	For	For	For
1.11	Elect Director Kim M. Rivera	Mgmt	For	For	For
1.12	Elect Director Barry Salzberg	Mgmt	For	For	For
1.13	Elect Director Peter J. Thomson	Mgmt	For	Withhold	Withhold
1.14	Elect Director Beth Wilson	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Return of Capital Transaction	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 06/15/2023 **Country:** Canada **Ticker:** CP
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 13646K108

Canadian Pacific Kansas City Limited

Shares Voted: 165,268

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

Algonquin Power & Utilities Corp.

Meeting Date: 06/20/2023

Country: Canada

Ticker: AQN

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 015857105

Shares Voted: 121,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director Arun Banskota	Mgmt	For	For	For
2.2	Elect Director Melissa Stapleton Barnes	Mgmt	For	For	For
2.3	Elect Director Ameer Chande	Mgmt	For	For	For
2.4	Elect Director Daniel Goldberg	Mgmt	For	For	For
2.5	Elect Director Christopher Huskison	Mgmt	For	For	For
2.6	Elect Director D. Randy Laney	Mgmt	For	For	For
2.7	Elect Director Kenneth Moore	Mgmt	For	For	For

Algonquin Power & Utilities Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Masheed Saidi	Mgmt	For	For	For
2.9	Elect Director Dilek Samil	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Shopify Inc.

Meeting Date: 06/27/2023

Country: Canada

Ticker: SHOP

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: 82509L107

Shares Voted: 211,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Multiple Voting Shareholders	Mgmt			
1A	Elect Director Tobias Lutke	Mgmt	For	For	For
1B	Elect Director Robert Ashe	Mgmt	For	For	Against
1C	Elect Director Gail Goodman	Mgmt	For	For	For
1D	Elect Director Colleen Johnston	Mgmt	For	For	Against
1E	Elect Director Jeremy Levine	Mgmt	For	For	Against
1F	Elect Director Toby Shannan	Mgmt	For	For	For
1G	Elect Director Fidji Simo	Mgmt	For	For	For
1H	Elect Director Bret Taylor	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	Against



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

INSTITUTION ACCOUNT(S): TANGERINE EQUITY
GROWTH - S&P 500

TransDigm Group Incorporated

Meeting Date: 07/12/2022 **Country:** USA **Ticker:** TDG
Record Date: 05/18/2022 **Meeting Type:** Annual
Primary Security ID: 893641100

Shares Voted: 485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Barr	Mgmt	For	For	For
1.2	Elect Director Jane Cronin	Mgmt	For	For	For
1.3	Elect Director Mervin Dunn	Mgmt	For	For	For
1.4	Elect Director Michael Graff	Mgmt	For	Withhold	Withhold
1.5	Elect Director Sean Hennessy	Mgmt	For	For	For
1.6	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.7	Elect Director Gary E. McCullough	Mgmt	For	For	For
1.8	Elect Director Michele Santana	Mgmt	For	For	For
1.9	Elect Director Robert Small	Mgmt	For	For	For
1.10	Elect Director John Staer	Mgmt	For	For	For
1.11	Elect Director Kevin Stein	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

Constellation Brands, Inc.

Meeting Date: 07/19/2022 **Country:** USA **Ticker:** STZ
Record Date: 05/20/2022 **Meeting Type:** Annual
Primary Security ID: 21036P108

Shares Voted: 1,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jennifer M. Daniels	Mgmt	For	For	For
1.2	Elect Director Jeremy S. G. Fowden	Mgmt	For	Refer	Withhold
1.3	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
1.4	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Constellation Brands, Inc.

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

McKesson Corporation

Meeting Date: 07/22/2022 **Country:** USA **Ticker:** MCK
Record Date: 05/27/2022 **Meeting Type:** Annual
Primary Security ID: 58155Q103

Shares Voted: 1,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For
1h	Elect Director Maria Martinez	Mgmt	For	For	For
1i	Elect Director Susan R. Salka	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
7	Adopt Policy on 10b5-1 Plans	SH	Against	Against	Against

Linde Plc

Meeting Date: 07/25/2022 **Country:** Ireland **Ticker:** LIN
Record Date: 07/23/2022 **Meeting Type:** Annual
Primary Security ID: G5494J103

Shares Voted: 4,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Edward G. Galante	Mgmt	For	Refer	Against
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

DXC Technology Company

Meeting Date: 07/26/2022

Country: USA

Ticker: DXC

Record Date: 05/27/2022

Meeting Type: Annual

Primary Security ID: 23355L106

Shares Voted: 2,134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mukesh Aghi	Mgmt	For	For	For
1b	Elect Director Amy E. Alving	Mgmt	For	For	For
1c	Elect Director David A. Barnes	Mgmt	For	For	For
1d	Elect Director Raul J. Fernandez	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director Dawn Rogers	Mgmt	For	For	For
1g	Elect Director Michael J. Salvino	Mgmt	For	For	For

DXC Technology Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Carrie W. Teffner	Mgmt	For	For	For
1i	Elect Director Akihiko Washington	Mgmt	For	Against	Against
1j	Elect Director Robert F. Woods	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

VF Corporation

Meeting Date: 07/26/2022 **Country:** USA **Ticker:** VFC
Record Date: 05/27/2022 **Meeting Type:** Annual
Primary Security ID: 918204108

Shares Voted: 2,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard T. Carucci	Mgmt	For	For	For
1.2	Elect Director Alex Cho	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director Benno Dorer	Mgmt	For	For	For
1.5	Elect Director Mark S. Hoplamazian	Mgmt	For	For	For
1.6	Elect Director Laura W. Lang	Mgmt	For	For	For
1.7	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1.8	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.9	Elect Director Steven E. Rendle	Mgmt	For	For	For
1.10	Elect Director Carol L. Roberts	Mgmt	For	For	For
1.11	Elect Director Matthew J. Shattock	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

STERIS plc

Meeting Date: 07/28/2022 **Country:** Ireland **Ticker:** STE
Record Date: 06/01/2022 **Meeting Type:** Annual
Primary Security ID: G8473T100

STERIS plc

Shares Voted: 877

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard C. Breeden	Mgmt	For	For	For
1b	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1c	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1d	Elect Director Christopher S. Holland	Mgmt	For	For	For
1e	Elect Director Jacqueline B. Kosecoff	Mgmt	For	Against	Against
1f	Elect Director Paul E. Martin	Mgmt	For	For	For
1g	Elect Director Nirav R. Shah	Mgmt	For	For	For
1h	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
1i	Elect Director Richard M. Steeves	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Ralph Lauren Corporation

Meeting Date: 08/04/2022

Country: USA

Ticker: RL

Record Date: 06/06/2022

Meeting Type: Annual

Primary Security ID: 751212101

Shares Voted: 489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	For	Refer	Withhold
1.2	Elect Director Linda Findley	Mgmt	For	For	For
1.3	Elect Director Hubert Joly	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

Tesla, Inc.

Meeting Date: 08/04/2022

Country: USA

Ticker: TSLA

Record Date: 06/06/2022

Meeting Type: Annual

Primary Security ID: 88160R101

Tesla, Inc.

Shares Voted: 7,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ira Ehrenpreis	Mgmt	For	Against	Against
1.2	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Reduce Director Terms from Three to Two Years	Mgmt	For	For	For
3	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Adopt Proxy Access Right	SH	Against	For	For
7	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	For	For
8	Report on Racial and Gender Board Diversity	SH	Against	Against	Against
9	Report on the Impacts of Using Mandatory Arbitration	SH	Against	For	For
10	Report on Corporate Climate Lobbying in line with Paris Agreement	SH	Against	For	For
11	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	SH	Against	Abstain	Abstain
12	Report on Eradicating Child Labor in Battery Supply Chain	SH	Against	Against	Against
13	Report on Water Risk Exposure	SH	Against	For	For

Qorvo, Inc.

Meeting Date: 08/09/2022

Country: USA

Ticker: QRVO

Record Date: 06/16/2022

Meeting Type: Annual

Primary Security ID: 74736K101

Shares Voted: 960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph G. Quinsey	Mgmt	For	For	For
1.2	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For
1.3	Elect Director Judy Bruner	Mgmt	For	For	For
1.4	Elect Director Jeffery R. Gardner	Mgmt	For	For	For
1.5	Elect Director John R. Harding	Mgmt	For	For	For
1.6	Elect Director David H. Y. Ho	Mgmt	For	For	For

Qorvo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Roderick D. Nelson	Mgmt	For	For	For
1.8	Elect Director Walden C. Rhines	Mgmt	For	For	For
1.9	Elect Director Susan L. Spradley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ABIOMED, Inc.

Meeting Date: 08/10/2022 **Country:** USA **Ticker:** ABMD
Record Date: 06/13/2022 **Meeting Type:** Annual
Primary Security ID: 003654100

Shares Voted: 416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Minogue	Mgmt	For	For	For
1.2	Elect Director Martin P. Sutter	Mgmt	For	For	For
1.3	Elect Director Paula A. Johnson	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

Electronic Arts Inc.

Meeting Date: 08/11/2022 **Country:** USA **Ticker:** EA
Record Date: 06/17/2022 **Meeting Type:** Annual
Primary Security ID: 285512109

Shares Voted: 2,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Andrew Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meetings to 15%	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

The J. M. Smucker Company

Meeting Date: 08/17/2022

Country: USA

Ticker: SJM

Record Date: 06/21/2022

Meeting Type: Annual

Primary Security ID: 832696405

Shares Voted: 1,005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Chapman-Hughes	Mgmt	For	For	For
1b	Elect Director Paul J. Dolan	Mgmt	For	For	For
1c	Elect Director Jay L. Henderson	Mgmt	For	For	For
1d	Elect Director Jonathan E. Johnson, III	Mgmt	For	For	For
1e	Elect Director Kirk L. Perry	Mgmt	For	For	For
1f	Elect Director Sandra Pianalto	Mgmt	For	For	For
1g	Elect Director Alex Shumate	Mgmt	For	For	For
1h	Elect Director Mark T. Smucker	Mgmt	For	For	For
1i	Elect Director Richard K. Smucker	Mgmt	For	For	For
1j	Elect Director Jodi L. Taylor	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Votes Per Share of Existing Stock	Mgmt	For	For	For

Microchip Technology Incorporated

Meeting Date: 08/23/2022

Country: USA

Ticker: MCHP

Record Date: 06/24/2022

Meeting Type: Annual

Primary Security ID: 595017104

Shares Voted: 5,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1.2	Elect Director Esther L. Johnson	Mgmt	For	Against	Against
1.3	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.4	Elect Director Wade F. Meyercord	Mgmt	For	For	For
1.5	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	For	For
1.7	Elect Director Steve Sanghi	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

Nielsen Holdings Plc

Meeting Date: 09/01/2022

Country: United Kingdom

Ticker: NLSN

Record Date: 08/16/2022

Meeting Type: Special

Primary Security ID: G6518L108

Shares Voted: 3,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to Merger	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For

Nielsen Holdings plc

Meeting Date: 09/01/2022

Country: United Kingdom

Ticker: NLSN

Record Date: 08/16/2022

Meeting Type: Court

Primary Security ID: G6518L108

Shares Voted: 3,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

NetApp, Inc.

Meeting Date: 09/09/2022

Country: USA

Ticker: NTAP

Record Date: 07/13/2022

Meeting Type: Annual

Primary Security ID: 64110D104

Shares Voted: 1,956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Gerald Held	Mgmt	For	For	For
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
1i	Elect Director George T. Shaheen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

NIKE, Inc.

Meeting Date: 09/09/2022

Country: USA

Ticker: NKE

Record Date: 07/08/2022

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 11,433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1b	Elect Director Peter B. Henry	Mgmt	For	For	For
1c	Elect Director Michelle A. Peluso	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Adopt a Policy on China Sourcing	SH	Against	Against	Against

NortonLifeLock Inc.

Meeting Date: 09/13/2022

Country: USA

Ticker: NLOK

Record Date: 07/18/2022

Meeting Type: Annual

Primary Security ID: 668771108

Shares Voted: 5,031

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

Twitter, Inc.

Meeting Date: 09/13/2022

Country: USA

Ticker: TWTR

Record Date: 07/22/2022

Meeting Type: Special

Primary Security ID: 90184L102

Shares Voted: 6,867

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

Take-Two Interactive Software, Inc.

Meeting Date: 09/16/2022

Country: USA

Ticker: TTWO

Record Date: 07/25/2022

Meeting Type: Annual

Primary Security ID: 874054109

Take-Two Interactive Software, Inc.

Shares Voted: 1,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	For	For	For
1b	Elect Director Michael Dornemann	Mgmt	For	For	For
1c	Elect Director J Moses	Mgmt	For	For	For
1d	Elect Director Michael Sheresky	Mgmt	For	Against	Against
1e	Elect Director LaVerne Srinivasan	Mgmt	For	For	For
1f	Elect Director Susan Tolson	Mgmt	For	For	For
1g	Elect Director Paul Viera	Mgmt	For	For	For
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

FedEx Corporation

Meeting Date: 09/19/2022

Country: USA

Ticker: FDX

Record Date: 07/25/2022

Meeting Type: Annual

Primary Security ID: 31428X106

Shares Voted: 2,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Kimberly A. Jabal	Mgmt	For	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For	For
1k	Elect Director Frederick W. Smith	Mgmt	For	For	For
1l	Elect Director David P. Steiner	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For

FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director V. James Vena	Mgmt	For	For	For
1o	Elect Director Paul S. Walsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Alignment Between Company Values and Electioneering Contributions	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Report on Racism in Corporate Culture	SH	Against	Against	Against
9	Report on Climate Lobbying	SH	Against	Against	Against

Conagra Brands, Inc.

Meeting Date: 09/21/2022 **Country:** USA **Ticker:** CAG
Record Date: 08/01/2022 **Meeting Type:** Annual
Primary Security ID: 205887102

Shares Voted: 4,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
1e	Elect Director George Dowdie	Mgmt	For	For	For
1f	Elect Director Fran Horowitz	Mgmt	For	For	For
1g	Elect Director Richard H. Lenny	Mgmt	For	For	For
1h	Elect Director Melissa Lora	Mgmt	For	For	For
1i	Elect Director Ruth Ann Marshall	Mgmt	For	Refer	Against
1j	Elect Director Denise A. Paulonis	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Darden Restaurants, Inc.

Meeting Date: 09/21/2022

Country: USA

Ticker: DRI

Record Date: 07/27/2022

Meeting Type: Annual

Primary Security ID: 237194105

Shares Voted: 1,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo 'Rick' Cardenas	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Eugene I. Lee, Jr.	Mgmt	For	For	For
1.7	Elect Director Nana Mensah	Mgmt	For	For	For
1.8	Elect Director William S. Simon	Mgmt	For	For	For
1.9	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1.10	Elect Director Timothy J. Wilmott	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

Centene Corporation

Meeting Date: 09/27/2022

Country: USA

Ticker: CNC

Record Date: 08/10/2022

Meeting Type: Special

Primary Security ID: 15135B101

Shares Voted: 5,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For
2	Provide Right to Call Special Meeting	Mgmt	For	For	For
3	Provide Right to Act by Written Consent	Mgmt	For	For	For
4	Adjourn Meeting	Mgmt	For	Against	Against

General Mills, Inc.

Meeting Date: 09/27/2022

Country: USA

Ticker: GIS

Record Date: 07/29/2022

Meeting Type: Annual

Primary Security ID: 370334104

General Mills, Inc.

Shares Voted: 5,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	For	For	For
1b	Elect Director David M. Cordani	Mgmt	For	Against	Against
1c	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1d	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1e	Elect Director Maria G. Henry	Mgmt	For	For	For
1f	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1g	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
1h	Elect Director Diane L. Neal	Mgmt	For	For	For
1i	Elect Director Steve Odland	Mgmt	For	For	For
1j	Elect Director Maria A. Sastre	Mgmt	For	For	For
1k	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1l	Elect Director Jorge A. Uribe	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Absolute Plastic Packaging Use Reduction	SH	Against	For	For

Duke Realty Corporation

Meeting Date: 09/28/2022

Country: USA

Ticker: DRE

Record Date: 08/08/2022

Meeting Type: Special

Primary Security ID: 264411505

Shares Voted: 3,526

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

Prologis, Inc.

Meeting Date: 09/28/2022

Country: USA

Ticker: PLD

Record Date: 08/08/2022

Meeting Type: Special

Primary Security ID: 74340W103

Prologis, Inc.

Shares Voted: 6,757

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

Lamb Weston Holdings, Inc.

Meeting Date: 09/29/2022 **Country:** USA **Ticker:** LW
Record Date: 08/01/2022 **Meeting Type:** Annual
Primary Security ID: 513272104

Shares Voted: 1,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Charles A. Blixt	Mgmt	For	For	For
1c	Elect Director Robert J. Coviello	Mgmt	For	For	For
1d	Elect Director Andre J. Hawaux	Mgmt	For	For	For
1e	Elect Director W.G. Jurgensen	Mgmt	For	For	For
1f	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1g	Elect Director Hala G. Moddelmog	Mgmt	For	For	For
1h	Elect Director Robert A. Niblock	Mgmt	For	For	For
1i	Elect Director Maria Renna Sharpe	Mgmt	For	For	For
1j	Elect Director Thomas P. Werner	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

The Procter & Gamble Company

Meeting Date: 10/11/2022 **Country:** USA **Ticker:** PG
Record Date: 08/12/2022 **Meeting Type:** Annual
Primary Security ID: 742718109

Shares Voted: 21,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	For	For

The Procter & Gamble Company

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

Paychex, Inc.

Meeting Date: 10/13/2022 **Country:** USA **Ticker:** PAYX
Record Date: 08/15/2022 **Meeting Type:** Annual
Primary Security ID: 704326107

Shares Voted: 2,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	Against	Against
1e	Elect Director B. Thomas Golisano	Mgmt	For	For	For
1f	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1g	Elect Director Kevin A. Price	Mgmt	For	For	For
1h	Elect Director Joseph M. Tucci	Mgmt	For	Against	Against
1i	Elect Director Joseph M. Velli	Mgmt	For	For	For
1j	Elect Director Kara Wilson	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

Seagate Technology Holdings Plc

Meeting Date: 10/24/2022

Country: Ireland

Ticker: STX

Record Date: 08/26/2022

Meeting Type: Annual

Primary Security ID: G7997R103

Shares Voted: 1,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shankar Arumugavelu	Mgmt	For	For	For
1b	Elect Director Prat S. Bhatt	Mgmt	For	For	For
1c	Elect Director Judy Bruner	Mgmt	For	For	For
1d	Elect Director Michael R. Cannon	Mgmt	For	For	For
1e	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1f	Elect Director Yolanda L. Conyers	Mgmt	For	For	For
1g	Elect Director Jay L. Geldmacher	Mgmt	For	For	For
1h	Elect Director Dylan Haggart	Mgmt	For	For	For
1i	Elect Director William D. Mosley	Mgmt	For	For	For
1j	Elect Director Stephanie Tilenius	Mgmt	For	For	For
1k	Elect Director Edward J. Zander	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Cintas Corporation

Meeting Date: 10/25/2022

Country: USA

Ticker: CTAS

Record Date: 08/29/2022

Meeting Type: Annual

Primary Security ID: 172908105

Shares Voted: 811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	Against	Against
1b	Elect Director John F. Barrett	Mgmt	For	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	Against	Against
1e	Elect Director Robert E. Coletti	Mgmt	For	Against	Against
1f	Elect Director Scott D. Farmer	Mgmt	For	Against	Against
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For

Cintas Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Todd M. Schneider	Mgmt	For	For	For
1i	Elect Director Ronald W. Tysoe	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	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Persons	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Remove Directors for Cause	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement for Shareholder Approval of Mergers, Share Exchanges, Asset Sales and Dissolutions	Mgmt	For	For	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
8	Report on Political Contributions	SH	Against	For	For

Parker-Hannifin Corporation

Meeting Date: 10/26/2022 **Country:** USA **Ticker:** PH
Record Date: 09/02/2022 **Meeting Type:** Annual
Primary Security ID: 701094104

Shares Voted: 1,140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	For	For	For
1b	Elect Director Jillian C. Evanko	Mgmt	For	For	For
1c	Elect Director Lance M. Fritz	Mgmt	For	For	For
1d	Elect Director Linda A. Harty	Mgmt	For	Against	Against
1e	Elect Director William F. Lacey	Mgmt	For	For	For
1f	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
1h	Elect Director Ake Svensson	Mgmt	For	For	For
1i	Elect Director Laura K. Thompson	Mgmt	For	For	For
1j	Elect Director James R. Verrier	Mgmt	For	For	For
1k	Elect Director James L. Wainscott	Mgmt	For	For	For
1l	Elect Director Thomas L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Parker-Hannifin Corporation

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

Bio-Techne Corporation

Meeting Date: 10/27/2022 **Country:** USA **Ticker:** TECH
Record Date: 09/02/2022 **Meeting Type:** Annual
Primary Security ID: 09073M104

Shares Voted: 359

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

Catalent, Inc.

Meeting Date: 10/27/2022 **Country:** USA **Ticker:** CTLT
Record Date: 09/06/2022 **Meeting Type:** Annual
Primary Security ID: 148806102

Shares Voted: 1,583

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Madhavan "Madhu" Balachandran	Mgmt	For	For	For
1b	Elect Director Michael J. Barber	Mgmt	For	For	For
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For
1d	Elect Director John Chiminski	Mgmt	For	For	For

Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Rolf Classon	Mgmt	For	For	For
1f	Elect Director Rosemary A. Crane	Mgmt	For	For	For
1g	Elect Director Karen Flynn	Mgmt	For	For	For
1h	Elect Director John J. Greisch	Mgmt	For	For	For
1i	Elect Director Christa Kreuzburg	Mgmt	For	For	For
1j	Elect Director Gregory T. Lucier	Mgmt	For	Refer	Against
1k	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For
1l	Elect Director Alessandro Maselli	Mgmt	For	For	For
1m	Elect Director Jack Stahl	Mgmt	For	For	For
1n	Elect Director Peter Zippelius	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

Copart, Inc.

Meeting Date: 10/31/2022 **Country:** USA **Ticker:** CPRT
Record Date: 10/03/2022 **Meeting Type:** Special
Primary Security ID: 217204106

Shares Voted: 1,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	Against	Against

KLA Corporation

Meeting Date: 11/02/2022 **Country:** USA **Ticker:** KLAC
Record Date: 09/12/2022 **Meeting Type:** Annual
Primary Security ID: 482480100

Shares Voted: 1,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	Against	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	Against	Against
1.5	Elect Director Gary Moore	Mgmt	For	For	For

KLA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Marie Myers	Mgmt	For	For	For
1.7	Elect Director Kiran Patel	Mgmt	For	For	For
1.8	Elect Director Victor Peng	Mgmt	For	For	For
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

Fox Corporation

Meeting Date: 11/03/2022 **Country:** USA **Ticker:** FOXA
Record Date: 09/12/2022 **Meeting Type:** Annual
Primary Security ID: 35137L105

Shares Voted: 1,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Rupert Murdoch	Mgmt	For	For	For
1b	Elect Director Lachlan K. Murdoch	Mgmt	For	For	For
1c	Elect Director William A. Burck	Mgmt	For	For	For
1d	Elect Director Chase Carey	Mgmt	For	For	For
1e	Elect Director Anne Dias	Mgmt	For	For	For
1f	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1g	Elect Director Jacques Nasser	Mgmt	For	Against	Against
1h	Elect Director Paul D. Ryan	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 Articles of Incorporation To Provide for Exculpation Provision	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For

Lam Research Corporation

Meeting Date: 11/08/2022

Country: USA

Ticker: LRCX

Record Date: 09/09/2022

Meeting Type: Annual

Primary Security ID: 512807108

Shares Voted: 1,276

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

Amcor plc

Meeting Date: 11/09/2022

Country: Jersey

Ticker: AMCR

Record Date: 09/14/2022

Meeting Type: Annual

Primary Security ID: G0250X107

Shares Voted: 13,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	For
1b	Elect Director Armin Meyer	Mgmt	For	Refer	Against
1c	Elect Director Ronald Delia	Mgmt	For	For	For
1d	Elect Director Achal Agarwal	Mgmt	For	For	For
1e	Elect Director Andrea Bertone	Mgmt	For	For	For
1f	Elect Director Susan Carter	Mgmt	For	For	For
1g	Elect Director Karen Guerra	Mgmt	For	For	For
1h	Elect Director Nicholas (Tom) Long	Mgmt	For	For	For
1i	Elect Director Arun Nayar	Mgmt	For	For	For
1j	Elect Director David Szczupak	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

Ancor plc

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

Automatic Data Processing, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** ADP
Record Date: 09/12/2022 **Meeting Type:** Annual
Primary Security ID: 053015103

Shares Voted: 3,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director David V. Goeckeler	Mgmt	For	For	For
1c	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1d	Elect Director John P. Jones	Mgmt	For	For	For
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1f	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1h	Elect Director Scott F. Powers	Mgmt	For	For	For
1i	Elect Director William J. Ready	Mgmt	For	For	For
1j	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1k	Elect Director Sandra S. Wijnberg	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	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Cardinal Health, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** CAH
Record Date: 09/20/2022 **Meeting Type:** Annual
Primary Security ID: 14149Y108

Shares Voted: 2,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sujatha Chandrasekaran	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Bruce L. Downey	Mgmt	For	For	For
1f	Elect Director Sheri H. Edison	Mgmt	For	For	For
1g	Elect Director David C. Evans	Mgmt	For	For	For
1h	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1i	Elect Director Jason M. Hollar	Mgmt	For	For	For
1j	Elect Director Akhil Johri	Mgmt	For	For	For
1k	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1l	Elect Director Nancy Killefer	Mgmt	For	For	For
1m	Elect Director Christine A. Mundkur	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

Constellation Brands, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** STZ
Record Date: 09/20/2022 **Meeting Type:** Special
Primary Security ID: 21036P108

Shares Voted: 1,442

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

Broadridge Financial Solutions, Inc.

Meeting Date: 11/10/2022 **Country:** USA **Ticker:** BR
Record Date: 09/15/2022 **Meeting Type:** Annual
Primary Security ID: 11133T103

Shares Voted: 1,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
1c	Elect Director Richard J. Daly	Mgmt	For	For	For

Broadridge Financial Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Robert N. Duels	Mgmt	For	For	For
1e	Elect Director Melvin L. Flowers	Mgmt	For	For	For
1f	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1g	Elect Director Brett A. Keller	Mgmt	For	For	For
1h	Elect Director Maura A. Markus	Mgmt	For	For	For
1i	Elect Director Eileen K. Murray	Mgmt	For	For	For
1j	Elect Director Annette L. Nazareth	Mgmt	For	For	For
1k	Elect Director Thomas J. Perna	Mgmt	For	For	For
1l	Elect Director Amit K. Zavery	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

Jack Henry & Associates, Inc.

Meeting Date: 11/15/2022 **Country:** USA **Ticker:** JKHY
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 426281101

Shares Voted: 678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Foss	Mgmt	For	For	For
1.2	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
1.3	Elect Director Thomas H. Wilson, Jr.	Mgmt	For	For	For
1.4	Elect Director Jacque R. Fiegel	Mgmt	For	For	For
1.5	Elect Director Thomas A. Wimsett	Mgmt	For	For	For
1.6	Elect Director Laura G. Kelly	Mgmt	For	For	For
1.7	Elect Director Shruti S. Miyashiro	Mgmt	For	For	For
1.8	Elect Director Wesley A. Brown	Mgmt	For	For	For
1.9	Elect Director Curtis A. Campbell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

News Corporation

Meeting Date: 11/15/2022

Country: USA

Ticker: NWSA

Record Date: 09/21/2022

Meeting Type: Annual

Primary Security ID: 65249B109

Shares Voted: 1,367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Rupert Murdoch	Mgmt	For	For	For
1b	Elect Director Lachlan K. Murdoch	Mgmt	For	For	For
1c	Elect Director Robert J. Thomson	Mgmt	For	For	For
1d	Elect Director Kelly Ayotte	Mgmt	For	Against	Against
1e	Elect Director Jose Maria Aznar	Mgmt	For	For	For
1f	Elect Director Natalie Bancroft	Mgmt	For	For	For
1g	Elect Director Ana Paula Pessoa	Mgmt	For	Against	Against
1h	Elect Director Masroor Siddiqui	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Tapestry, Inc.

Meeting Date: 11/15/2022

Country: USA

Ticker: TPR

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 876030107

Shares Voted: 2,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
1d	Elect Director David Denton	Mgmt	For	For	For
1e	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
1f	Elect Director Anne Gates	Mgmt	For	For	For
1g	Elect Director Thomas Greco	Mgmt	For	For	For
1h	Elect Director Pamela Lifford	Mgmt	For	For	For
1i	Elect Director Annabelle Yu Long	Mgmt	For	For	For
1j	Elect Director Ivan Menezes	Mgmt	For	For	For

Tapestry, Inc.

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

Oracle Corporation

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** ORCL
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 68389X105

Shares Voted: 14,145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablu	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Director Renee J. James	Mgmt	For	For	For
1.11	Elect Director Charles W. Moorman	Mgmt	For	For	For
1.12	Elect Director Leon E. Panetta	Mgmt	For	For	For
1.13	Elect Director William G. Parrett	Mgmt	For	For	For
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ResMed Inc.

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** RMD
Record Date: 09/20/2022 **Meeting Type:** Annual
Primary Security ID: 761152107

Shares Voted: 1,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Jan De Witte	Mgmt	For	For	For
1c	Elect Director Karen Drexler	Mgmt	For	For	For
1d	Elect Director Michael 'Mick' Farrell	Mgmt	For	For	For
1e	Elect Director Peter Farrell	Mgmt	For	For	For
1f	Elect Director Harjit Gill	Mgmt	For	For	For
1g	Elect Director John Hernandez	Mgmt	For	For	For
1h	Elect Director Richard Sulpizio	Mgmt	For	Refer	Against
1i	Elect Director Desney Tan	Mgmt	For	For	For
1j	Elect Director Ronald Taylor	Mgmt	For	Refer	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Clorox Company

Meeting Date: 11/16/2022

Country: USA

Ticker: CLX

Record Date: 09/23/2022

Meeting Type: Annual

Primary Security ID: 189054109

Shares Voted: 1,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	For	For	For
1.2	Elect Director Julia Denman	Mgmt	For	For	For
1.3	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
1.4	Elect Director Esther Lee	Mgmt	For	For	For
1.5	Elect Director A.D. David Mackay	Mgmt	For	For	For
1.6	Elect Director Paul Parker	Mgmt	For	For	For
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
1.10	Elect Director Kathryn Tesija	Mgmt	For	For	For
1.11	Elect Director Russell J. Weiner	Mgmt	For	For	For
1.12	Elect Director Christopher J. Williams	Mgmt	For	For	For

The Clorox Company

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

Western Digital Corporation

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** WDC
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 958102105

Shares Voted: 2,904

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

Sysco Corporation

Meeting Date: 11/18/2022 **Country:** USA **Ticker:** SYY
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 871829107

Shares Voted: 4,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Ali Dibadj	Mgmt	For	For	For
1c	Elect Director Larry C. Glasscock	Mgmt	For	Against	Against
1d	Elect Director Jill M. Golder	Mgmt	For	For	For

Sysco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1f	Elect Director John M. Hinshaw	Mgmt	For	For	For
1g	Elect Director Kevin P. Hourican	Mgmt	For	For	For
1h	Elect Director Hans-Joachim Koerber	Mgmt	For	For	For
1i	Elect Director Alison Kenney Paul	Mgmt	For	For	For
1j	Elect Director Edward D. Shirley	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Third-Party Civil Rights Audit	SH	Against	For	For
5	Commission Third Party Report Assessing Company's Supply Chain Risks	SH	Against	Against	Against
6	Report on Efforts to Reduce Plastic Use	SH	None	For	For

The Estee Lauder Companies Inc.

Meeting Date: 11/18/2022 **Country:** USA **Ticker:** EL
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 518439104

Shares Voted: 2,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald S. Lauder	Mgmt	For	Withhold	Withhold
1b	Elect Director William P. Lauder	Mgmt	For	Withhold	Withhold
1c	Elect Director Richard D. Parsons	Mgmt	For	Withhold	Withhold
1d	Elect Director Lynn Forester de Rothschild	Mgmt	For	Refer	Withhold
1e	Elect Director Jennifer Tejada	Mgmt	For	Withhold	Withhold
1f	Elect Director Richard F. Zannino	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Campbell Soup Company

Meeting Date: 11/30/2022

Country: USA

Ticker: CPB

Record Date: 10/03/2022

Meeting Type: Annual

Primary Security ID: 134429109

Shares Voted: 1,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
1.3	Elect Director John P. (JP) Bilbrey	Mgmt	For	For	For
1.4	Elect Director Mark A. Clouse	Mgmt	For	For	For
1.5	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For
1.6	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1.7	Elect Director Grant H. Hill	Mgmt	For	For	For
1.8	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1.9	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
1.10	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
1.11	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
1.12	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
1.13	Elect Director Archbold D. van Beuren	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Supply Chain Practices	SH	Against	Against	Against
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Abstain	Abstain

Copart, Inc.

Meeting Date: 12/02/2022

Country: USA

Ticker: CPRT

Record Date: 10/11/2022

Meeting Type: Annual

Primary Security ID: 217204106

Shares Voted: 1,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For

Copart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	Against	Against
1.5	Elect Director Daniel J. Englander	Mgmt	For	Against	Against
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/08/2022 **Country:** USA **Ticker:** CSCO
Record Date: 10/10/2022 **Meeting Type:** Annual
Primary Security ID: 17275R102

Shares Voted: 37,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Michael D. Capellas	Mgmt	For	Against	Against
1d	Elect Director Mark Garrett	Mgmt	For	For	For
1e	Elect Director John D. Harris, II	Mgmt	For	For	For
1f	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1g	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1h	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1i	Elect Director Charles H. Robbins	Mgmt	For	For	For
1j	Elect Director Brenton L. Saunders	Mgmt	For	Against	Against
1k	Elect Director Lisa T. Su	Mgmt	For	For	For
1l	Elect Director Marianna Tessel	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

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	Against	Against

Medtronic Plc

Meeting Date: 12/08/2022 **Country:** Ireland **Ticker:** MDT
Record Date: 10/11/2022 **Meeting Type:** Annual
Primary Security ID: G5960L103

Shares Voted: 12,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For	For
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1d	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	Against	Against
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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 Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Viatrix Inc.

Meeting Date: 12/09/2022 **Country:** USA **Ticker:** VTRS
Record Date: 10/20/2022 **Meeting Type:** Annual
Primary Security ID: 92556V106

Shares Voted: 10,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
1B	Elect Director Harry A. Korman	Mgmt	For	For	For
1C	Elect Director Rajiv Malik	Mgmt	For	For	For
1D	Elect Director Richard A. Mark	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Microsoft Corporation

Meeting Date: 12/13/2022 Country: USA Ticker: MSFT
 Record Date: 10/12/2022 Meeting Type: Annual
 Primary Security ID: 594918104

Shares Voted: 67,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	Against
7	Report on Government Use of Microsoft Technology	SH	Against	Against	Against
8	Report on Development of Products for Military	SH	Against	Against	Against
9	Report on Tax Transparency	SH	Against	Against	Against

AutoZone, Inc.

Meeting Date: 12/14/2022 **Country:** USA **Ticker:** AZO
Record Date: 10/17/2022 **Meeting Type:** Annual
Primary Security ID: 053332102

Shares Voted: 179

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

FactSet Research Systems Inc.

Meeting Date: 12/15/2022 **Country:** USA **Ticker:** FDS
Record Date: 10/21/2022 **Meeting Type:** Annual
Primary Security ID: 303075105

Shares Voted: 327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. McGonigle	Mgmt	For	For	For

FactSet Research Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director F. Philip Snow	Mgmt	For	For	For
1c	Elect Director Maria Teresa Tejada	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	Mgmt	For	For	For
6	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	For
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
8	Amend Certificate of Incorporation to Remove Creditor Compromise Provision	Mgmt	For	For	For
9	Amend Certificate of Incorporation to Clarify, Streamline and Modernize the Certificate of Incorporation	Mgmt	For	For	For

Micron Technology, Inc.

Meeting Date: 01/12/2023 **Country:** USA **Ticker:** MU
Record Date: 11/14/2022 **Meeting Type:** Annual
Primary Security ID: 595112103

Shares Voted: 9,877

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

D.R. Horton, Inc.

Meeting Date: 01/18/2023

Country: USA

Ticker: DHI

Record Date: 11/30/2022

Meeting Type: Annual

Primary Security ID: 23331A109

Shares Voted: 2,873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	Against	Against
1d	Elect Director Michael R. Buchanan	Mgmt	For	Against	Against
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	Against	Against
1f	Elect Director Maribess L. Miller	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Linde Plc

Meeting Date: 01/18/2023

Country: Ireland

Ticker: LIN

Record Date: 01/16/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: G5494J103

Shares Voted: 4,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For

Linde Plc

Meeting Date: 01/18/2023

Country: Ireland

Ticker: LIN

Record Date: 01/16/2023

Meeting Type: Court

Primary Security ID: G5494J103

Shares Voted: 4,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/19/2023

Country: USA

Ticker: COST

Record Date: 11/11/2022

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 4,012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	Against	Against
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Richard A. Galanti	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1f	Elect Director Sally Jewell	Mgmt	For	For	For
1g	Elect Director Charles T. Munger	Mgmt	For	Against	Against
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	Against	Against
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	Against	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/19/2023

Country: USA

Ticker: INTU

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 2,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	Refer	For
1h	Elect Director Thomas Szkutak	Mgmt	For	For	For
1i	Elect Director Raul Vazquez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/24/2023

Country: USA

Ticker: BDJ

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 2,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	Against	Against
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Marshall O. Larsen	Mgmt	For	For	For
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.10	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.11	Elect Director Bertram L. Scott	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Jacobs Solutions, Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: J

Record Date: 11/30/2022

Meeting Type: Annual

Primary Security ID: 46982L108

Shares Voted: 1,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1e	Elect Director Ralph E. ("Ed") Eberhart	Mgmt	For	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
1j	Elect Director Robert V. Pragada	Mgmt	For	For	For
1k	Elect Director Peter J. Robertson	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: V

Record Date: 11/25/2022

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 14,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
1f	Elect Director Teri L. List	Mgmt	For	For	For

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John F. Lundgren	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Air Products and Chemicals, Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** APD
Record Date: 11/30/2022 **Meeting Type:** Annual
Primary Security ID: 009158106

Shares Voted: 1,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	For	For	For
1b	Elect Director Charles I. Cogut	Mgmt	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
1e	Elect Director David H. Y. Ho	Mgmt	For	For	For
1f	Elect Director Edward L. Monser	Mgmt	For	For	For
1g	Elect Director Matthew H. Paull	Mgmt	For	For	For
1h	Elect Director Wayne T. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** WBA
Record Date: 11/28/2022 **Meeting Type:** Annual
Primary Security ID: 931427108

Walgreens Boots Alliance, Inc.

Shares Voted: 6,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Rosalind G. Brewer	Mgmt	For	For	For
1d	Elect Director Ginger L. Graham	Mgmt	For	For	For
1e	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	For
1i	Elect Director Stefano Pessina	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against

WestRock Company

Meeting Date: 01/27/2023

Country: USA

Ticker: WRK

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 96145D105

Shares Voted: 2,300

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

WestRock Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director David B. Sewell	Mgmt	For	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1l	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hormel Foods Corporation

Meeting Date: 01/31/2023

Country: USA

Ticker: HRL

Record Date: 12/02/2022

Meeting Type: Annual

Primary Security ID: 440452100

Shares Voted: 2,536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
1c	Elect Director Stephen M. Lacy	Mgmt	For	Refer	Against
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For
1e	Elect Director Susan K. Nestegard	Mgmt	For	For	For
1f	Elect Director William A. Newlands	Mgmt	For	For	For
1g	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1h	Elect Director Jose Luis Prado	Mgmt	For	For	For
1i	Elect Director Sally J. Smith	Mgmt	For	For	For
1j	Elect Director James P. Snee	Mgmt	For	For	For
1k	Elect Director Steven A. White	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Abstain	Against

Accenture Plc

Meeting Date: 02/01/2023

Country: Ireland

Ticker: ACN

Record Date: 12/06/2022

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 5,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/07/2023

Country: USA

Ticker: EMR

Record Date: 11/29/2022

Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 5,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin S. Craighead	Mgmt	For	For	For
1b	Elect Director Gloria A. Flach	Mgmt	For	Refer	Against
1c	Elect Director Matthew S. Levatich	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Emerson Electric Co.

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

Franklin Resources, Inc.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** BEN
Record Date: 12/09/2022 **Meeting Type:** Annual
Primary Security ID: 354613101

Shares Voted: 2,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
1f	Elect Director John Y. Kim	Mgmt	For	For	For
1g	Elect Director Karen M. King	Mgmt	For	For	For
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
1i	Elect Director John W. Thiel	Mgmt	For	For	For
1j	Elect Director Seth H. Waugh	Mgmt	For	Refer	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

Rockwell Automation, Inc.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** ROK
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: 773903109

Shares Voted: 1,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For	For

Rockwell Automation, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A2	Elect Director Pam Murphy	Mgmt	For	For	For
A3	Elect Director Donald R. Parfet	Mgmt	For	Refer	Withhold
A4	Elect Director Robert W. Soderbery	Mgmt	For	Withhold	Withhold
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
D	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/08/2023 **Country:** USA **Ticker:** ATO
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: 049560105

Shares Voted: 1,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John C. Ale	Mgmt	For	For	For
1b	Elect Director J. Kevin Akers	Mgmt	For	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	For	For
1j	Elect Director Diana J. Walters	Mgmt	For	For	For
1k	Elect Director Frank Yoho	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/09/2023 **Country:** USA **Ticker:** TSN
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: 902494103

Tyson Foods, Inc.

Shares Voted: 2,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	For
1c	Elect Director Mike Beebe	Mgmt	For	For	For
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	For	For
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	Refer	Against
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
1l	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against
1m	Elect Director Noel White	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	Three Years	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Abstain	Against

PTC Inc.

Meeting Date: 02/16/2023

Country: USA

Ticker: PTC

Record Date: 12/09/2022

Meeting Type: Annual

Primary Security ID: 69370C100

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	Mgmt	For	Refer	For
1.2	Elect Director Janice Chaffin	Mgmt	For	For	For
1.3	Elect Director Amar Hanspal	Mgmt	For	For	For
1.4	Elect Director James Heppelmann	Mgmt	For	For	For

PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michal Katz	Mgmt	For	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For	For
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
1.8	Elect Director Blake Moret	Mgmt	For	For	For
1.9	Elect Director Robert Schechter	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Deere & Company

Meeting Date: 02/22/2023 **Country:** USA **Ticker:** DE
Record Date: 12/27/2022 **Meeting Type:** Annual
Primary Security ID: 244199105

Shares Voted: 2,452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	Against	Against
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Deere & Company

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

Raymond James Financial, Inc.

Meeting Date: 02/23/2023 **Country:** USA **Ticker:** RJF
Record Date: 12/21/2022 **Meeting Type:** Annual
Primary Security ID: 754730109

Shares Voted: 1,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For	For
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	Against	For
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	Refer	For
1d	Elect Director Benjamin C. Esty	Mgmt	For	For	For
1e	Elect Director Anne Gates	Mgmt	For	Refer	For
1f	Elect Director Thomas A. James	Mgmt	For	For	For
1g	Elect Director Gordon L. Johnson	Mgmt	For	Refer	Against
1h	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1i	Elect Director Paul C. Reilly	Mgmt	For	For	For
1j	Elect Director Raj Seshadri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 02/28/2023 **Country:** USA **Ticker:** NDSN
Record Date: 12/30/2022 **Meeting Type:** Annual
Primary Security ID: 655663102

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sundaram Nagarajan	Mgmt	For	For	For
1.2	Elect Director Michael J. Merriman, Jr.	Mgmt	For	For	For

Nordson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Milton M. Morris	Mgmt	For	For	For
1.4	Elect Director Mary G. Puma	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
6	Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	Mgmt	For	For	For
7	Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	Mgmt	For	For	For
8	Amend Regulations to the Extent Permitted by Ohio law	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/08/2023 **Country:** USA **Ticker:** ADI
Record Date: 01/03/2023 **Meeting Type:** Annual
Primary Security ID: 032654105

Shares Voted: 4,772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director James A. Champy	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
1i	Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Analog Devices, Inc.

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

Johnson Controls International Plc

Meeting Date: 03/08/2023 **Country:** Ireland **Ticker:** JCI
Record Date: 01/05/2023 **Meeting Type:** Annual
Primary Security ID: G51502105

Shares Voted: 6,432

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

QUALCOMM Incorporated

Meeting Date: 03/08/2023

Country: USA

Ticker: QCOM

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 10,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	Against	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

AmerisourceBergen Corporation

Meeting Date: 03/09/2023

Country: USA

Ticker: ABC

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 1,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Steven H. Collis	Mgmt	For	For	For
1c	Elect Director D. Mark Durcan	Mgmt	For	For	For
1d	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1e	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1f	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For

AmerisourceBergen Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Henry W. McGee	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Applied Materials, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: AMAT

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 7,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

F5, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: FFIV

Record Date: 01/04/2023

Meeting Type: Annual

Primary Security ID: 315616102

Shares Voted: 523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	Refer	For
1c	Elect Director Michael L. Dreyer	Mgmt	For	For	For
1d	Elect Director Alan J. Higginson	Mgmt	For	For	For
1e	Elect Director Peter S. Klein	Mgmt	For	Against	For
1f	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1g	Elect Director Nikhil Mehta	Mgmt	For	For	For
1h	Elect Director Michael F. Montoya	Mgmt	For	For	For
1i	Elect Director Marie E. Myers	Mgmt	For	For	For
1j	Elect Director James M. Phillips	Mgmt	For	For	For
1k	Elect Director Sripada Shivananda	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	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
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Hologic, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: HOLX

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 436440101

Shares Voted: 2,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	Refer	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	Refer	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For

Hologic, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Namal Nawana	Mgmt	For	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** TDG
Record Date: 01/13/2023 **Meeting Type:** Annual
Primary Security ID: 893641100

Shares Voted: 485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Barr	Mgmt	For	For	For
1.2	Elect Director Jane Cronin	Mgmt	For	For	For
1.3	Elect Director Mervin Dunn	Mgmt	For	For	For
1.4	Elect Director Michael Graff	Mgmt	For	Refer	Withhold
1.5	Elect Director Sean Hennessy	Mgmt	For	For	For
1.6	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.7	Elect Director Gary E. McCullough	Mgmt	For	For	For
1.8	Elect Director Michele Santana	Mgmt	For	For	For
1.9	Elect Director Robert Small	Mgmt	For	For	For
1.10	Elect Director John Staer	Mgmt	For	For	For
1.11	Elect Director Kevin Stein	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	None	One Year	One Year

Apple Inc.

Meeting Date: 03/10/2023

Country: USA

Ticker: AAPL

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 137,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Al Gore	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Andrea Jung	Mgmt	For	For	For
1f	Elect Director Art Levinson	Mgmt	For	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For	For
1h	Elect Director Ron Sugar	Mgmt	For	Against	For
1i	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Operations in Communist China	SH	Against	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against	Against
8	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	Against
9	Amend Proxy Access Right	SH	Against	Against	Against

Agilent Technologies, Inc.

Meeting Date: 03/15/2023

Country: USA

Ticker: A

Record Date: 01/24/2023

Meeting Type: Annual

Primary Security ID: 00846U101

Shares Voted: 2,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi K. Kunz	Mgmt	For	For	For
1.2	Elect Director Susan H. Rataj	Mgmt	For	For	For
1.3	Elect Director George A. Scangos	Mgmt	For	For	For

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Dow R. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

TE Connectivity Ltd.

Meeting Date: 03/15/2023 **Country:** Switzerland **Ticker:** TEL
Record Date: 02/23/2023 **Meeting Type:** Annual
Primary Security ID: H84989104

Shares Voted: 2,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Against	Against
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	Mgmt	For	For	For
13	Approve Allocation of Available Earnings at September 30, 2022	Mgmt	For	For	For
14	Approve Declaration of Dividend	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
17	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

The Cooper Companies, Inc.

Meeting Date: 03/15/2023

Country: USA

Ticker: COO

Record Date: 01/19/2023

Meeting Type: Annual

Primary Security ID: 216648402

Shares Voted: 431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	Refer	Against
1.2	Elect Director William A. Kozy	Mgmt	For	For	For

The Cooper Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
1.4	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.5	Elect Director Gary S. Petersmeyer	Mgmt	For	For	For
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
1.7	Elect Director Robert S. Weiss	Mgmt	For	Refer	For
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Keysight Technologies, Inc.

Meeting Date: 03/16/2023 **Country:** USA **Ticker:** KEYS
Record Date: 01/17/2023 **Meeting Type:** Annual
Primary Security ID: 49338L103

Shares Voted: 1,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	For	For	For
1.2	Elect Director Richard P. Hamada	Mgmt	For	For	For
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For	For
1.4	Elect Director Kevin A. Stephens	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	Declassify the Board of Directors	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/23/2023 **Country:** USA **Ticker:** SBUX
Record Date: 01/13/2023 **Meeting Type:** Annual
Primary Security ID: 855244109

Starbucks Corporation

Shares Voted: 10,628

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Refer	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	Abstain	Against
6	Adopt Policy on Succession Planning	SH	Against	Against	Against
7	Report on Operations in Communist China	SH	Against	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	Abstain	For
9	Establish Committee on Corporate Sustainability	SH	Against	Against	Against

Broadcom Inc.

Meeting Date: 04/03/2023

Country: USA

Ticker: AVGO

Record Date: 02/06/2023

Meeting Type: Annual

Primary Security ID: 11135F101

Shares Voted: 3,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Raul J. Fernandez	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For

Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Walt Disney Company

Meeting Date: 04/03/2023

Country: USA

Ticker: DIS

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: 254687106

Shares Voted: 16,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Safra A. Catz	Mgmt	For	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For	For
1d	Elect Director Francis A. deSouza	Mgmt	For	For	For
1e	Elect Director Carolyn N. Everson	Mgmt	For	For	For
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Mark G. Parker	Mgmt	For	For	Against
1k	Elect Director Derica W. Rice	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Abstain	Against
7	Report on Political Expenditures	SH	Against	Abstain	Against

Hewlett Packard Enterprise Company

Meeting Date: 04/05/2023

Country: USA

Ticker: HPE

Record Date: 02/06/2023

Meeting Type: Annual

Primary Security ID: 42824C109

Shares Voted: 11,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel Ammann	Mgmt	For	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Regina E. Dugan	Mgmt	For	For	For
1e	Elect Director Jean M. Hobby	Mgmt	For	For	For
1f	Elect Director Raymond J. Lane	Mgmt	For	For	For
1g	Elect Director Ann M. Livermore	Mgmt	For	For	For
1h	Elect Director Antonio F. Neri	Mgmt	For	For	For
1i	Elect Director Charles H. Noski	Mgmt	For	For	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For	For
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For
1l	Elect Director Patricia F. Russo	Mgmt	For	Against	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

Schlumberger N.V.

Meeting Date: 04/05/2023

Country: Curacao

Ticker: SLB

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: 806857108

Shares Voted: 12,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiére	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.5	Elect Director Samuel Leupold	Mgmt	For	For	For

Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.8	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.9	Elect Director Mark Papa	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	Refer	Against
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

A. O. Smith Corporation

Meeting Date: 04/11/2023 **Country:** USA **Ticker:** AOS
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 831865209

Shares Voted: 1,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald D. Brown	Mgmt	For	Refer	Withhold
1.2	Elect Director Earl E. Exum	Mgmt	For	For	For
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
1.4	Elect Director Idelle K. Wolf	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	Abstain	For

Lennar Corporation

Meeting Date: 04/12/2023 **Country:** USA **Ticker:** LEN
Record Date: 02/15/2023 **Meeting Type:** Annual
Primary Security ID: 526057104

Lennar Corporation

Shares Voted: 2,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For	For
1b	Elect Director Rick Beckwitt	Mgmt	For	For	For
1c	Elect Director Tig Gilliam	Mgmt	For	For	For
1d	Elect Director Sherrill W. Hudson	Mgmt	For	For	For
1e	Elect Director Jonathan M. Jaffe	Mgmt	For	For	For
1f	Elect Director Sidney Lapidus	Mgmt	For	Refer	Against
1g	Elect Director Teri P. McClure	Mgmt	For	Refer	Against
1h	Elect Director Stuart Miller	Mgmt	For	For	For
1i	Elect Director Armando Olivera	Mgmt	For	For	For
1j	Elect Director Jeffrey Sonnenfeld	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For

Synopsys, Inc.

Meeting Date: 04/12/2023

Country: USA

Ticker: SNPS

Record Date: 02/13/2023

Meeting Type: Annual

Primary Security ID: 871607107

Shares Voted: 1,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For
1b	Elect Director Luis Borgen	Mgmt	For	For	For
1c	Elect Director Marc N. Casper	Mgmt	For	For	For
1d	Elect Director Janice D. Chaffin	Mgmt	For	For	For
1e	Elect Director Bruce R. Chizen	Mgmt	For	Against	Against
1f	Elect Director Mercedes Johnson	Mgmt	For	For	For
1g	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1h	Elect Director John G. Schwarz	Mgmt	For	Refer	Against
1i	Elect Director Roy Vallee	Mgmt	For	For	For

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

The Bank of New York Mellon Corporation

Meeting Date: 04/12/2023 **Country:** USA **Ticker:** BK
Record Date: 02/16/2023 **Meeting Type:** Annual
Primary Security ID: 064058100

Shares Voted: 6,715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	Against	For
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Frederick O. Terrell	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Dow Inc.

Meeting Date: 04/13/2023

Country: USA

Ticker: DOW

Record Date: 02/15/2023

Meeting Type: Annual

Primary Security ID: 260557103

Shares Voted: 6,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fetting	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	Against	Against

Fifth Third Bancorp

Meeting Date: 04/18/2023

Country: USA

Ticker: FITB

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 316773100

Shares Voted: 6,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1b	Elect Director B. Evan Bayh, III	Mgmt	For	For	For
1c	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1d	Elect Director Katherine B. Blackburn	Mgmt	For	For	For
1e	Elect Director Emerson L. Brumback	Mgmt	For	For	For

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1g	Elect Director C. Bryan Daniels	Mgmt	For	For	For
1h	Elect Director Mitchell S. Feiger	Mgmt	For	For	For
1i	Elect Director Thomas H. Harvey	Mgmt	For	For	For
1j	Elect Director Gary R. Heminger	Mgmt	For	For	For
1k	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
1l	Elect Director Michael B. McCallister	Mgmt	For	For	For
1m	Elect Director Timothy N. Spence	Mgmt	For	For	For
1n	Elect Director Marsha C. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

IQVIA Holdings Inc.

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** IQV
Record Date: 02/17/2023 **Meeting Type:** Annual
Primary Security ID: 46266C105

Shares Voted: 1,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol J. Burt	Mgmt	For	For	For
1b	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1c	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

M&T Bank Corporation

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** MTB
Record Date: 02/23/2023 **Meeting Type:** Annual
Primary Security ID: 55261F104

M&T Bank Corporation

Shares Voted: 1,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	For	For
1.2	Elect Director Robert T. Brady	Mgmt	For	For	For
1.3	Elect Director Carlton J. Charles	Mgmt	For	For	For
1.4	Elect Director Jane Chwick	Mgmt	For	For	For
1.5	Elect Director William F. Cruger, Jr.	Mgmt	For	For	For
1.6	Elect Director T. Jefferson Cunningham, III	Mgmt	For	For	For
1.7	Elect Director Gary N. Geisel	Mgmt	For	For	For
1.8	Elect Director Leslie V. Godridge	Mgmt	For	For	For
1.9	Elect Director Rene F. Jones	Mgmt	For	For	For
1.10	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	For	For
1.11	Elect Director Melinda R. Rich	Mgmt	For	For	For
1.12	Elect Director Robert E. Sadler, Jr.	Mgmt	For	For	For
1.13	Elect Director Denis J. Salamone	Mgmt	For	For	For
1.14	Elect Director John R. Scannell	Mgmt	For	For	For
1.15	Elect Director Rudina Seseri	Mgmt	For	For	For
1.16	Elect Director Kirk W. Walters	Mgmt	For	For	For
1.17	Elect Director Herbert L. Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Moody's Corporation

Meeting Date: 04/18/2023

Country: USA

Ticker: MCO

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 615369105

Shares Voted: 1,472

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	For	For	For
1b	Elect Director Therese Esperdy	Mgmt	For	For	For

Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Robert Fauber	Mgmt	For	For	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For	For
1e	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1g	Elect Director Jose M. Minaya	Mgmt	For	For	For
1h	Elect Director Leslie F. Seidman	Mgmt	For	For	For
1i	Elect Director Zig Serafin	Mgmt	For	For	For
1j	Elect Director Bruce Van Saun	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Public Service Enterprise Group Incorporated

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** PEG
Record Date: 02/17/2023 **Meeting Type:** Annual
Primary Security ID: 744573106

Shares Voted: 4,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph A. LaRossa	Mgmt	For	For	For
1.2	Elect Director Susan Tomasky	Mgmt	For	For	For
1.3	Elect Director Willie A. Deese	Mgmt	For	For	For
1.4	Elect Director Jamie M. Gentoso	Mgmt	For	For	For
1.5	Elect Director Barry H. Ostrowsky	Mgmt	For	For	For
1.6	Elect Director Valerie A. Smith	Mgmt	For	For	For
1.7	Elect Director Scott G. Stephenson	Mgmt	For	For	For
1.8	Elect Director Laura A. Sugg	Mgmt	For	For	For
1.9	Elect Director John P. Surma	Mgmt	For	For	For
1.10	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4a	Eliminate Supermajority Vote Requirements for Certain Business Combinations	Mgmt	For	For	For
4b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	For	For	For
4c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to By-Laws	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Boeing Company

Meeting Date: 04/18/2023

Country: USA

Ticker: BA

Record Date: 02/17/2023

Meeting Type: Annual

Primary Security ID: 097023105

Shares Voted: 5,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	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 Lawrence W. Kellner	Mgmt	For	For	For
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1k	Elect Director John M. Richardson	Mgmt	For	For	For
1l	Elect Director Sabrina Soussan	Mgmt	For	For	For
1m	Elect Director Ronald A. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Related to Operations in China	SH	Against	Against	Against

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
8	Report on Climate Lobbying	SH	Against	Abstain	Abstain
9	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	For

U.S. Bancorp

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** USB
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 902973304

Shares Voted: 12,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1h	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1i	Elect Director Richard P. McKenney	Mgmt	For	For	For
1j	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1k	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For
1m	Elect Director Scott W. Wine	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Whirlpool Corporation

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** WHR
Record Date: 02/17/2023 **Meeting Type:** Annual
Primary Security ID: 963320106

Whirlpool Corporation

Shares Voted: 453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Marc R. Bitzer	Mgmt	For	For	For
1c	Elect Director Greg Creed	Mgmt	For	For	For
1d	Elect Director Diane M. Dietz	Mgmt	For	For	For
1e	Elect Director Gerri T. Elliott	Mgmt	For	For	For
1f	Elect Director Jennifer A. LaClair	Mgmt	For	For	For
1g	Elect Director John D. Liu	Mgmt	For	For	For
1h	Elect Director James M. Loree	Mgmt	For	For	For
1i	Elect Director Harish Manwani	Mgmt	For	For	For
1j	Elect Director Patricia K. Poppe	Mgmt	For	For	For
1k	Elect Director Larry O. Spencer	Mgmt	For	For	For
1l	Elect Director Michael D. White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

EQT Corporation

Meeting Date: 04/19/2023

Country: USA

Ticker: EQT

Record Date: 02/03/2023

Meeting Type: Annual

Primary Security ID: 26884L109

Shares Voted: 3,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lydia I. Beebe	Mgmt	For	For	For
1.2	Elect Director Lee M. Canaan	Mgmt	For	For	For
1.3	Elect Director Janet L. Carrig	Mgmt	For	Refer	For
1.4	Elect Director Frank C. Hu	Mgmt	For	For	For
1.5	Elect Director Kathryn J. Jackson	Mgmt	For	For	For
1.6	Elect Director John F. McCartney	Mgmt	For	For	For
1.7	Elect Director James T. McManus, II	Mgmt	For	For	For
1.8	Elect Director Anita M. Powers	Mgmt	For	For	For

EQT Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Daniel J. Rice, IV	Mgmt	For	For	For
1.10	Elect Director Toby Z. Rice	Mgmt	For	For	For
1.11	Elect Director Hallie A. Vanderhider	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

HCA Healthcare, Inc.

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** HCA
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 40412C101

Shares Voted: 1,925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	For	For
1c	Elect Director Meg G. Crofton	Mgmt	For	For	For
1d	Elect Director Robert J. Dennis	Mgmt	For	For	For
1e	Elect Director Nancy-Ann DeParle	Mgmt	For	For	For
1f	Elect Director William R. Frist	Mgmt	For	For	For
1g	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1h	Elect Director Michael W. Michelson	Mgmt	For	For	For
1i	Elect Director Wayne J. Riley	Mgmt	For	For	For
1j	Elect Director Andrea B. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	Abstain	Against
6	Amend Charter of Patient Safety and Quality of Care Committee	SH	Against	For	Against

Huntington Bancshares Incorporated

Meeting Date: 04/19/2023

Country: USA

Ticker: HBAN

Record Date: 02/15/2023

Meeting Type: Annual

Primary Security ID: 446150104

Shares Voted: 12,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	For	For	For
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For
1.3	Elect Director Gina D. France	Mgmt	For	For	For
1.4	Elect Director J. Michael Hochschwender	Mgmt	For	For	For
1.5	Elect Director Richard H. King	Mgmt	For	For	For
1.6	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For
1.7	Elect Director Richard W. Neu	Mgmt	For	For	For
1.8	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
1.9	Elect Director David L. Porteous	Mgmt	For	For	For
1.10	Elect Director Roger J. Sit	Mgmt	For	For	For
1.11	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.12	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
1.13	Elect Director Gary Torgow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Regions Financial Corporation

Meeting Date: 04/19/2023

Country: USA

Ticker: RF

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 7591EP100

Shares Voted: 8,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
1e	Elect Director John D. Johns	Mgmt	For	For	For

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Joia M. Johnson	Mgmt	For	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1h	Elect Director Charles D. McCrary	Mgmt	For	For	For
1i	Elect Director James T. Prokopanko	Mgmt	For	For	For
1j	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
1k	Elect Director Jose S. Suquet	Mgmt	For	For	For
1l	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
1m	Elect Director Timothy Vines	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Sherwin-Williams Company

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** SHW
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 824348106

Shares Voted: 2,196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Arthur F. Anton	Mgmt	For	Against	Against
1c	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1d	Elect Director John G. Morikis	Mgmt	For	For	For
1e	Elect Director Christine A. Poon	Mgmt	For	For	For
1f	Elect Director Aaron M. Powell	Mgmt	For	For	For
1g	Elect Director Marta R. Stewart	Mgmt	For	For	For
1h	Elect Director Michael H. Thaman	Mgmt	For	For	For
1i	Elect Director Matthew Thornton, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: ADBE

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 4,245

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

Carrier Global Corporation

Meeting Date: 04/20/2023

Country: USA

Ticker: CARR

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 14448C104

Shares Voted: 7,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
1h	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1i	Elect Director Beth A. Wozniak	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 Chairman	SH	Against	Against	Against

Celanese Corporation

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** CE
Record Date: 02/22/2023 **Meeting Type:** Annual
Primary Security ID: 150870103

Shares Voted: 949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	For	For	For
1b	Elect Director William M. Brown	Mgmt	For	For	For
1c	Elect Director Edward G. Galante	Mgmt	For	Refer	Against
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1e	Elect Director David F. Hoffmeister	Mgmt	For	For	For
1f	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
1g	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1h	Elect Director Michael Koenig	Mgmt	For	For	For
1i	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
1j	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Humana Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: HUM

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 444859102

Shares Voted: 1,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	For	For
1b	Elect Director Bruce D. Broussard	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director David T. Feinberg	Mgmt	For	For	For
1e	Elect Director Wayne A. I. Frederick	Mgmt	For	For	For
1f	Elect Director John W. Garratt	Mgmt	For	For	For
1g	Elect Director Kurt J. Hilzinger	Mgmt	For	For	For
1h	Elect Director Karen W. Katz	Mgmt	For	For	For
1i	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1j	Elect Director William J. McDonald	Mgmt	For	For	For
1k	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1l	Elect Director Brad D. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Kimberly-Clark Corporation

Meeting Date: 04/20/2023

Country: USA

Ticker: KMB

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 3,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
1.5	Elect Director S. Todd Maclin	Mgmt	For	For	For
1.6	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1.8	Elect Director Christa S. Quarles	Mgmt	For	For	For
1.9	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
1.10	Elect Director Dunia A. Shive	Mgmt	For	For	For
1.11	Elect Director Mark T. Smucker	Mgmt	For	For	For
1.12	Elect Director Michael D. White	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

PPG Industries, Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** PPG
Record Date: 02/17/2023 **Meeting Type:** Annual
Primary Security ID: 693506107

Shares Voted: 2,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	For	Refer	For
1.2	Elect Director Hugh Grant	Mgmt	For	For	For
1.3	Elect Director Melanie L. Healey	Mgmt	For	For	For
1.4	Elect Director Timothy M. Knavish	Mgmt	For	For	For
1.5	Elect Director Guillermo Novo	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

The AES Corporation

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** AES
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 00130H105

The AES Corporation

Shares Voted: 5,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet G. Davidson	Mgmt	For	For	For
1.2	Elect Director Andres R. Gluski	Mgmt	For	For	For
1.3	Elect Director Tarun Khanna	Mgmt	For	For	For
1.4	Elect Director Holly K. Koeppel	Mgmt	For	For	For
1.5	Elect Director Julia M. Laulis	Mgmt	For	For	For
1.6	Elect Director Alain Monie	Mgmt	For	For	For
1.7	Elect Director John B. Morse, Jr.	Mgmt	For	For	For
1.8	Elect Director Moises Naim	Mgmt	For	For	For
1.9	Elect Director Teresa M. Sebastian	Mgmt	For	For	For
1.10	Elect Director Maura Shaughnessy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Carnival Corporation

Meeting Date: 04/21/2023

Country: Panama

Ticker: CCL

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 143658300

Shares Voted: 9,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
5	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
7	Elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Against	For
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
10	Elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
11	Re-elect Randall Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	Refer	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Abstain
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
15	Approve Remuneration Policy	Mgmt	For	For	Abstain
16	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
17	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2022 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
19	Approve Issuance of Equity	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For	For
22	Amend Omnibus Stock Plan	Mgmt	For	For	For

CenterPoint Energy, Inc.

Meeting Date: 04/21/2023

Country: USA

Ticker: CNP

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 15189T107

Shares Voted: 5,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	For	For
1b	Elect Director Earl M. Cummings	Mgmt	For	Refer	Against
1c	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1d	Elect Director David J. Lesar	Mgmt	For	For	For
1e	Elect Director Raquelle W. Lewis	Mgmt	For	For	For
1f	Elect Director Martin H. Nesbitt	Mgmt	For	For	For
1g	Elect Director Theodore F. Pound	Mgmt	For	For	For
1h	Elect Director Phillip R. Smith	Mgmt	For	For	For
1i	Elect Director Barry T. Smitherman	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose Scope 3 Emissions and Setting Scope 3 Emission Targets	SH	Against	Abstain	Against

Corteva, Inc.

Meeting Date: 04/21/2023

Country: USA

Ticker: CTVA

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 22052L104

Shares Voted: 6,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	Against	Against
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For

Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Charles V. Magro	Mgmt	For	For	For
1j	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1k	Elect Director Gregory R. Page	Mgmt	For	Against	Against
1l	Elect Director Kerry J. Preete	Mgmt	For	For	For
1m	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

L3Harris Technologies, Inc.

Meeting Date: 04/21/2023 **Country:** USA **Ticker:** LHX
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 502431109

Shares Voted: 1,703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1b	Elect Director Peter W. Chiarelli	Mgmt	For	For	For
1c	Elect Director Thomas A. Dattilo	Mgmt	For	For	For
1d	Elect Director Roger B. Fradin	Mgmt	For	Against	For
1e	Elect Director Joanna L. Geraghty	Mgmt	For	For	For
1f	Elect Director Harry B. Harris, Jr.	Mgmt	For	For	For
1g	Elect Director Lewis Hay, III	Mgmt	For	For	For
1h	Elect Director Christopher E. Kubasik	Mgmt	For	For	For
1i	Elect Director Rita S. Lane	Mgmt	For	For	For
1j	Elect Director Robert B. Millard	Mgmt	For	For	For
1k	Elect Director Edward A. Rice, Jr.	Mgmt	For	For	For
1l	Elect Director Christina L. Zamarro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

Stanley Black & Decker, Inc.

Meeting Date: 04/21/2023

Country: USA

Ticker: SWK

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 854502101

Shares Voted: 1,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	For	For	For
1b	Elect Director Andrea J. Ayers	Mgmt	For	For	For
1c	Elect Director Patrick D. Campbell	Mgmt	For	For	For
1d	Elect Director Debra A. Crew	Mgmt	For	For	For
1e	Elect Director Michael D. Hankin	Mgmt	For	For	For
1f	Elect Director Robert J. Manning	Mgmt	For	For	For
1g	Elect Director Adrian V. Mitchell	Mgmt	For	For	For
1h	Elect Director Jane M. Palmieri	Mgmt	For	For	For
1i	Elect Director Mojdeh Poul	Mgmt	For	For	For
1j	Elect Director Irving Tan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Fastenal Company

Meeting Date: 04/22/2023

Country: USA

Ticker: FAST

Record Date: 02/22/2023

Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 5,299

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Daniel L. Florness	Mgmt	For	For	For
1e	Elect Director Rita J. Heise	Mgmt	For	Refer	Against
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	For

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

HP Inc.

Meeting Date: 04/24/2023

Country: USA

Ticker: HPQ

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: 40434L105

Shares Voted: 8,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aida M. Alvarez	Mgmt	For	For	For
1b	Elect Director Shumeet Banerji	Mgmt	For	For	For
1c	Elect Director Robert R. Bennett	Mgmt	For	For	For
1d	Elect Director Charles "Chip" V. Bergh	Mgmt	For	For	For
1e	Elect Director Bruce Broussard	Mgmt	For	For	For
1f	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
1g	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1h	Elect Director Mary Anne Citrino	Mgmt	For	For	For
1i	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1j	Elect Director Enrique J. Lores	Mgmt	For	For	For
1k	Elect Director Judith "Jami" Miscik	Mgmt	For	For	For
1l	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
1m	Elect Director Subra Suresh	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Provide Right to Act by Written Consent	SH	Against	Against	Against

American Electric Power Company, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: AEP

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 025537101

Shares Voted: 4,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1.2	Elect Director J. Barnie Beasley, Jr.	Mgmt	For	For	For
1.3	Elect Director Ben Fowke	Mgmt	For	For	For
1.4	Elect Director Art A. Garcia	Mgmt	For	For	For
1.5	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.6	Elect Director Donna A. James	Mgmt	For	Against	For
1.7	Elect Director Sandra Beach Lin	Mgmt	For	For	For
1.8	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1.9	Elect Director Oliver G. 'Rick' Richard, III	Mgmt	For	For	For
1.10	Elect Director Daryl Roberts	Mgmt	For	For	For
1.11	Elect Director Julia A. Sloat	Mgmt	For	For	For
1.12	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
1.13	Elect Director Lewis Von Thær	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bank of America Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: BAC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 63,926

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

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Arnold W. Donald	Mgmt	For	For	For
1f	Elect Director Linda P. Hudson	Mgmt	For	For	For
1g	Elect Director Monica C. Lozano	Mgmt	For	For	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For	For
1l	Elect Director Michael D. White	Mgmt	For	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Abstain	Against
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	Abstain	For
10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against
11	Commission Third Party Racial Equity Audit	SH	Against	Abstain	Against

Bio-Rad Laboratories, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: BIO

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 090572207

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	Mgmt	For	Refer	Against
1.2	Elect Director Arnold A. Pinkston	Mgmt	For	Refer	Against

Bio-Rad Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	Abstain	For

Charter Communications, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: CHTR

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 16119P108

Shares Voted: 988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	For	Refer	For
1b	Elect Director Kim C. Goodman	Mgmt	For	For	For
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	For
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
1e	Elect Director John D. Markley, Jr.	Mgmt	For	Refer	Against
1f	Elect Director David C. Merritt	Mgmt	For	For	For
1g	Elect Director James E. Meyer	Mgmt	For	For	For
1h	Elect Director Steven A. Miron	Mgmt	For	For	For
1i	Elect Director Balan Nair	Mgmt	For	For	For
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1k	Elect Director Mauricio Ramos	Mgmt	For	For	For
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	For
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Abstain	For

Citigroup Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: C

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 172967424

Shares Voted: 17,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	Against	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
7	Require Independent Board Chair	SH	Against	Against	Against
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	Abstain	Against
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against

Comerica Incorporated

Meeting Date: 04/25/2023

Country: USA

Ticker: CMA

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 200340107

Comerica Incorporated

Shares Voted: 1,128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Avila	Mgmt	For	For	For
1.2	Elect Director Michael E. Collins	Mgmt	For	For	For
1.3	Elect Director Roger A. Cregg	Mgmt	For	For	For
1.4	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1.5	Elect Director Jacqueline P. Kane	Mgmt	For	Refer	Withhold
1.6	Elect Director Derek J. Kerr	Mgmt	For	For	For
1.7	Elect Director Richard G. Lindner	Mgmt	For	For	For
1.8	Elect Director Jennifer H. Sampson	Mgmt	For	For	For
1.9	Elect Director Barbara R. Smith	Mgmt	For	For	For
1.10	Elect Director Robert S. Taubman	Mgmt	For	For	For
1.11	Elect Director Reginald M. Turner, Jr.	Mgmt	For	For	For
1.12	Elect Director Nina G. Vaca	Mgmt	For	For	For
1.13	Elect Director Michael G. Van de Ven	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Constellation Energy Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: CEG

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 21037T109

Shares Voted: 2,945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Dominguez	Mgmt	For	For	For
1.2	Elect Director Julie Holzrichter	Mgmt	For	For	For
1.3	Elect Director Ashish Khandpur	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Domino's Pizza, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: DPZ

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 25754A201

Shares Voted: 318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	For	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	Refer	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	For	For
1.4	Elect Director Corie S. Barry	Mgmt	For	Refer	For
1.5	Elect Director Diana F. Cantor	Mgmt	For	For	For
1.6	Elect Director Richard L. Federico	Mgmt	For	For	For
1.7	Elect Director James A. Goldman	Mgmt	For	For	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	For	For
1.9	Elect Director Russell J. Weiner	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Exelon Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: EXC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 30161N101

Shares Voted: 9,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Anderson	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1e	Elect Director Linda Jojo	Mgmt	For	For	For
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
1g	Elect Director Matthew Rogers	Mgmt	For	For	For
1h	Elect Director John Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Exelon Corporation

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

International Business Machines Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** IBM
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 459200101

Shares Voted: 8,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Buberl	Mgmt	For	For	For
1b	Elect Director David N. Farr	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Michelle J. Howard	Mgmt	For	For	For
1e	Elect Director Arvind Krishna	Mgmt	For	For	For
1f	Elect Director Andrew N. Liveris	Mgmt	For	Refer	Against
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Martha E. Pollack	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Peter R. Voser	Mgmt	For	For	For
1k	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	Abstain	Abstain
7	Report on Risks Related to Operations in China	SH	Against	Abstain	Against
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	Abstain	Against

Kimco Realty Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: KIM

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 49446R109

Shares Voted: 5,628

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

MSCI Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: MSCI

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 55354G100

Shares Voted: 730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For
1c	Elect Director Wayne Edmunds	Mgmt	For	For	For
1d	Elect Director Catherine R. Kinney	Mgmt	For	For	For
1e	Elect Director Robin L. Matlock	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
1i	Elect Director Linda H. Riefler	Mgmt	For	For	For
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For

MSCI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Rajat Taneja	Mgmt	For	For	For
1l	Elect Director Paula Volent	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Northern Trust Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** NTRS
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: 665859104

Shares Voted: 1,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	For	Refer	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Dean M. Harrison	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1f	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
1g	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1h	Elect Director Jose Luis Prado	Mgmt	For	For	For
1i	Elect Director Martin P. Slark	Mgmt	For	For	For
1j	Elect Director David H. B. Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Donald Thompson	Mgmt	For	For	For
1l	Elect Director Charles A. Tribbett, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

PACCAR Inc

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** PCAR
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 693718108

Shares Voted: 4,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For	For
1.2	Elect Director Dame Alison J. Carnwath	Mgmt	For	For	For
1.3	Elect Director Franklin L. Feder	Mgmt	For	For	For
1.4	Elect Director R. Preston Feight	Mgmt	For	For	For
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1.6	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.7	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.9	Elect Director John M. Pigott	Mgmt	For	For	For
1.10	Elect Director Ganesh Ramaswamy	Mgmt	For	For	For
1.11	Elect Director Mark A. Schulz	Mgmt	For	Refer	Against
1.12	Elect Director Gregory M. E. Spierkel	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	Abstain	For

PerkinElmer, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: PKI

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 714046109

Shares Voted: 1,142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	For	For	For
1b	Elect Director Samuel R. Chapin	Mgmt	For	For	For
1c	Elect Director Sylvie Gregoire	Mgmt	For	For	For
1d	Elect Director Michelle McMurry-Heath	Mgmt	For	For	For
1e	Elect Director Alexis P. Michas	Mgmt	For	For	For
1f	Elect Director Prahlad R. Singh	Mgmt	For	For	For

PerkinElmer, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michel Vounatsos	Mgmt	For	For	For
1h	Elect Director Frank Witney	Mgmt	For	Against	For
1i	Elect Director Pascale Witz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Change Company Name to Revvity, Inc.	Mgmt	For	For	For

Rollins, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** ROL
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 775711104

Shares Voted: 2,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jerry E. Gahlhoff, Jr.	Mgmt	For	For	For
1.2	Elect Director Patrick J. Gunning	Mgmt	For	For	For
1.3	Elect Director Gregory B. Morrison	Mgmt	For	For	For
1.4	Elect Director Jerry W. Nix	Mgmt	For	Refer	Withhold
1.5	Elect Director P. Russell Hardin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

The Coca-Cola Company

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** KO
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 191216100

Shares Voted: 35,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	Against	Against
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.10	Elect Director Amity Millhiser	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.13	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	Abstain	For
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Abstain	Against
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Abstain	Against
8	Require Independent Board Chair	SH	Against	Against	Against
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

The Williams Companies, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** WMB
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 969457100

Shares Voted: 11,390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	For	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	For	For
1.3	Elect Director Michael A. Creel	Mgmt	For	For	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	Refer	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	For	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	For	For

The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Peter A. Ragauss	Mgmt	For	For	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	For	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	For	For
1.10	Elect Director Murray D. Smith	Mgmt	For	For	For
1.11	Elect Director William H. Spence	Mgmt	For	For	For
1.12	Elect Director Jesse J. Tyson	Mgmt	For	For	For
2	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

Truist Financial Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** TFC
Record Date: 02/16/2023 **Meeting Type:** Annual
Primary Security ID: 89832Q109

Shares Voted: 11,978

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Anna R. Cablik	Mgmt	For	For	For
1e	Elect Director Dallas S. Clement	Mgmt	For	For	For
1f	Elect Director Paul D. Donahue	Mgmt	For	For	For
1g	Elect Director Patrick C. Graney, III	Mgmt	For	For	For
1h	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1i	Elect Director Kelly S. King	Mgmt	For	For	For
1j	Elect Director Easter A. Maynard	Mgmt	For	For	For
1k	Elect Director Donna S. Morea	Mgmt	For	For	For
1l	Elect Director Charles A. Patton	Mgmt	For	For	For
1m	Elect Director Nido R. Qubein	Mgmt	For	For	For
1n	Elect Director David M. Ratcliffe	Mgmt	For	For	For
1o	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For
1p	Elect Director Frank P. Scruggs, Jr.	Mgmt	For	For	For
1q	Elect Director Christine Sears	Mgmt	For	For	For

Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1r	Elect Director Thomas E. Skains	Mgmt	For	For	For
1s	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1t	Elect Director Thomas N. Thompson	Mgmt	For	For	For
1u	Elect Director Steven C. Voorhees	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

Wells Fargo & Company

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** WFC
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 949746101

Shares Voted: 34,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	For	For	For
1h	Elect Director Maria R. Morris	Mgmt	For	For	For
1i	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Political Expenditures Congruence	SH	Against	Abstain	Against
7	Report on Climate Lobbying	SH	Against	Abstain	For
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	Abstain	For
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	Abstain	Abstain
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	Abstain	Abstain

West Pharmaceutical Services, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** WST
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 955306105

Shares Voted: 683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For
1b	Elect Director William F. Feehery	Mgmt	For	Refer	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For
1e	Elect Director Thomas W. Hofmann	Mgmt	For	For	For
1f	Elect Director Molly E. Joseph	Mgmt	For	For	For
1g	Elect Director Deborah L. V. Keller	Mgmt	For	For	For
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	For	For
1i	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1j	Elect Director Douglas A. Michels	Mgmt	For	For	For
1k	Elect Director Paolo Pucci	Mgmt	For	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Bylaws	SH	Against	Against	Against

Ameriprise Financial, Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: AMP

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	Refer	For
1d	Elect Director Amy DiGeso	Mgmt	For	Refer	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
1f	Elect Director Armando Pimentel, Jr.	Mgmt	For	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
1h	Elect Director W. Edward Walter, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Aptiv PLC

Meeting Date: 04/26/2023

Country: Jersey

Ticker: APTV

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: G6095L109

Shares Voted: 2,490

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

Aptiv PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ana G. Pinczuk	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

Ball Corporation

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** BALL
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 058498106

Shares Voted: 2,851

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cathy D. Ross	Mgmt	For	For	For
1.2	Elect Director Betty J. Sapp	Mgmt	For	For	For
1.3	Elect Director Stuart A. Taylor, II	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

BorgWarner Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** BWA
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 099724106

Shares Voted: 2,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	For	For	For
1B	Elect Director Michael S. Hanley	Mgmt	For	For	For
1C	Elect Director Frederic B. Lissalde	Mgmt	For	For	For
1D	Elect Director Shaun E. McAlmont	Mgmt	For	For	For
1E	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1F	Elect Director Alexis P. Michas	Mgmt	For	For	For
1G	Elect Director Sailaja K. Shankar	Mgmt	For	For	For
1H	Elect Director Hau N. Thai-Tang	Mgmt	For	For	For

BorgWarner Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
7	Report on Just Transition	SH	Against	Abstain	Against

Eaton Corporation plc

Meeting Date: 04/26/2023 **Country:** Ireland **Ticker:** ETN
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: G29183103

Shares Voted: 3,597

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

Marathon Petroleum Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: MPC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 56585A102

Shares Voted: 4,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Michael Stice	Mgmt	For	Refer	For
1.2	Elect Director John P. Surma	Mgmt	For	Withhold	For
1.3	Elect Director Susan Tomasky	Mgmt	For	For	For
1.4	Elect Director Toni Townes-Whitley	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	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Approve Increase in Size of Board	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
8	Amend Compensation Clawback Policy	SH	Against	Against	Against
9	Report on Just Transition	SH	Against	Abstain	Against
10	Report on Asset Retirement Obligation	SH	Against	Abstain	Against

Newmont Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: NEM

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 651639106

Shares Voted: 7,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick G. Awuah, Jr.	Mgmt	For	For	For
1.2	Elect Director Gregory H. Boyce	Mgmt	For	For	For
1.3	Elect Director Bruce R. Brook	Mgmt	For	For	For
1.4	Elect Director Maura Clark	Mgmt	For	For	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	For	For
1.6	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1.7	Elect Director Jose Manuel Madero	Mgmt	For	For	For
1.8	Elect Director Rene Medori	Mgmt	For	For	For

Newmont Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jane Nelson	Mgmt	For	For	For
1.10	Elect Director Thomas Palmer	Mgmt	For	For	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	For	For
1.12	Elect Director Susan N. Story	Mgmt	For	For	For
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Teledyne Technologies Incorporated

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** TDY
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 879360105

Shares Voted: 408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth C. Dahlberg	Mgmt	For	Refer	Against
1.2	Elect Director Michelle A. Kumbier	Mgmt	For	Refer	Against
1.3	Elect Director Robert A. Malone	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

Textron Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** TXT
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: 883203101

Shares Voted: 1,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard F. Ambrose	Mgmt	For	For	For
1b	Elect Director Kathleen M. Bader	Mgmt	For	For	For
1c	Elect Director R. Kerry Clark	Mgmt	For	For	For
1d	Elect Director Scott C. Donnelly	Mgmt	For	For	For

Textron Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Deborah Lee James	Mgmt	For	For	For
1f	Elect Director Thomas A. Kennedy	Mgmt	For	For	For
1g	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1h	Elect Director James L. Ziemer	Mgmt	For	For	For
1i	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

The Cigna Group

Meeting Date: 04/26/2023

Country: USA

Ticker: CI

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 125523100

Shares Voted: 2,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	For	For
1b	Elect Director William J. DeLaney	Mgmt	For	For	For
1c	Elect Director Eric J. Foss	Mgmt	For	For	For
1d	Elect Director Elder Granger	Mgmt	For	For	For
1e	Elect Director Neesha Hathi	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Abstain	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** GS
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: 38141G104

Shares Voted: 3,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	Refer	For
1d	Elect Director Kevin Johnson	Mgmt	For	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For	For
1f	Elect Director Lakshmi Mittal	Mgmt	For	Against	Against
1g	Elect Director Adebayo Ogunesi	Mgmt	For	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1i	Elect Director David Solomon	Mgmt	For	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For	For
1k	Elect Director Jessica Uhl	Mgmt	For	For	For
1l	Elect Director David Viniar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	SH	Against	Abstain	Against
8	Oversee and Report a Racial Equity Audit	SH	Against	Abstain	Against
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against
10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Abstain	Against

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	Abstain	For
12	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	Abstain

The PNC Financial Services Group, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** PNC
Record Date: 02/03/2023 **Meeting Type:** Annual
Primary Security ID: 693475105

Shares Voted: 3,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director William S. Demchak	Mgmt	For	For	For
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1h	Elect Director Renu Khator	Mgmt	For	For	For
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director Martin Pfingraff	Mgmt	For	For	For
1l	Elect Director Bryan S. Salesky	Mgmt	For	For	For
1m	Elect Director Toni Townes-whitley	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

W.W. Grainger, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** GWW
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: 384802104

Shares Voted: 424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	Against	Against
1b	Elect Director V. Ann Hailey	Mgmt	For	For	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	For	For
1d	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1e	Elect Director D.G. Macpherson	Mgmt	For	For	For
1f	Elect Director Neil S. Novich	Mgmt	For	For	For
1g	Elect Director Beatriz R. Perez	Mgmt	For	For	For
1h	Elect Director E. Scott Santi	Mgmt	For	For	For
1i	Elect Director Susan Slavik Williams	Mgmt	For	For	For
1j	Elect Director Lucas E. Watson	Mgmt	For	For	For
1k	Elect Director Steven A. White	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Avery Dennison Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: AVY

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 053611109

Shares Voted: 721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For
1b	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1c	Elect Director Mitchell R. Butier	Mgmt	For	For	For
1d	Elect Director Ken C. Hicks	Mgmt	For	For	For
1e	Elect Director Andres A. Lopez	Mgmt	For	For	For
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Julia A. Stewart	Mgmt	For	For	For
1i	Elect Director Martha N. Sullivan	Mgmt	For	For	For
1j	Elect Director William R. Wagner	Mgmt	For	For	For

Avery Dennison 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Church & Dwight Co., Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** CHD
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 171340102

Shares Voted: 2,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	For	For
1b	Elect Director Matthew T. Farrell	Mgmt	For	For	For
1c	Elect Director Bradley C. Irwin	Mgmt	For	For	For
1d	Elect Director Penny W. Price	Mgmt	For	For	For
1e	Elect Director Susan G. Saideman	Mgmt	For	For	For
1f	Elect Director Ravichandra K. Saligram	Mgmt	For	For	For
1g	Elect Director Robert K. Shearer	Mgmt	For	For	For
1h	Elect Director Janet S. Vergis	Mgmt	For	For	For
1i	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1j	Elect Director Laurie J. Yoler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Citizens Financial Group Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** CFG
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 174610105

Citizens Financial Group Inc.

Shares Voted: 4,385

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

Corning Incorporated

Meeting Date: 04/27/2023

Country: USA

Ticker: GLW

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 219350105

Shares Voted: 6,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald W. Blair	Mgmt	For	For	For
1b	Elect Director Leslie A. Brun	Mgmt	For	For	For
1c	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1d	Elect Director Richard T. Clark	Mgmt	For	For	For
1e	Elect Director Pamela J. Craig	Mgmt	For	For	For
1f	Elect Director Robert F. Cummings, Jr.	Mgmt	For	For	For
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1h	Elect Director Deborah A. Henretta	Mgmt	For	For	For
1i	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For

Corning Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Kurt M. Landgraf	Mgmt	For	For	For
1k	Elect Director Kevin J. Martin	Mgmt	For	For	For
1l	Elect Director Deborah D. Rieman	Mgmt	For	For	For
1m	Elect Director Hansel E. Tookes, II	Mgmt	For	For	For
1n	Elect Director Wendell P. Weeks	Mgmt	For	For	For
1o	Elect Director Mark S. Wrighton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Edison International

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** EIX
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 281020107

Shares Voted: 3,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Michael C. Camunez	Mgmt	For	For	For
1c	Elect Director Vanessa C.L. Chang	Mgmt	For	For	For
1d	Elect Director James T. Morris	Mgmt	For	For	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	For	For
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1g	Elect Director Marcy L. Reed	Mgmt	For	For	For
1h	Elect Director Carey A. Smith	Mgmt	For	For	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	For	For
1j	Elect Director Peter J. Taylor	Mgmt	For	For	For
1k	Elect Director Keith Trent	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

FMC Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: FMC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 302491303

Shares Voted: 1,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre Brondeau	Mgmt	For	For	For
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
1c	Elect Director Carol Anthony ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Mark Douglas	Mgmt	For	For	For
1e	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
1f	Elect Director C. Scott Greer	Mgmt	For	For	For
1g	Elect Director K'Lynne Johnson	Mgmt	For	Refer	For
1h	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1i	Elect Director Margareth Ovrum	Mgmt	For	For	For
1j	Elect Director Robert C. Pallash	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Global Payments Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: GPN

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 37940X102

Shares Voted: 2,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director John G. Bruno	Mgmt	For	Refer	For
1d	Elect Director Joia M. Johnson	Mgmt	For	For	For
1e	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1f	Elect Director Connie D. McDaniel	Mgmt	For	Refer	For
1g	Elect Director Joseph H. Osnoos	Mgmt	For	Against	Against

Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
1j	Elect Director John T. Turner	Mgmt	For	For	For
1k	Elect Director M. Troy Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Globe Life Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** GL
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: 37959E102

Shares Voted: 815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	For	For	For
1.2	Elect Director Marilyn A. Alexander	Mgmt	For	For	For
1.3	Elect Director Cheryl D. Alston	Mgmt	For	For	For
1.4	Elect Director Mark A. Blinn	Mgmt	For	For	For
1.5	Elect Director James P. Brannen	Mgmt	For	For	For
1.6	Elect Director Jane Buchan	Mgmt	For	For	For
1.7	Elect Director Alice S. Cho	Mgmt	For	For	For
1.8	Elect Director J. Matthew Darden	Mgmt	For	For	For
1.9	Elect Director Steven P. Johnson	Mgmt	For	For	For
1.10	Elect Director David A. Rodriguez	Mgmt	For	For	For
1.11	Elect Director Frank M. Svoboda	Mgmt	For	For	For
1.12	Elect Director Mary E. Thigpen	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Globe Life Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For

Healthpeak Properties, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** PEAK
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 42250P103

Shares Voted: 4,981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	For	For
1b	Elect Director Brian G. Cartwright	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director Christine N. Garvey	Mgmt	For	For	For
1e	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
1f	Elect Director David B. Henry	Mgmt	For	For	For
1g	Elect Director Sara G. Lewis	Mgmt	For	For	For
1h	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Intuitive Surgical, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** ISRG
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 46120E602

Shares Voted: 3,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Gary S. Guthart	Mgmt	For	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Don R. Kania	Mgmt	For	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1h	Elect Director Alan J. Levy	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	Abstain	Against

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: JBHT

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 445658107

Shares Voted: 761

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

Johnson & Johnson

Meeting Date: 04/27/2023

Country: USA

Ticker: JNJ

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 23,871

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

Lockheed Martin Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: LMT

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 539830109

Lockheed Martin Corporation

Shares Voted: 2,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel F. Akerson	Mgmt	For	For	For
1.2	Elect Director David B. Burritt	Mgmt	For	For	For
1.3	Elect Director Bruce A. Carlson	Mgmt	For	For	For
1.4	Elect Director John M. Donovan	Mgmt	For	For	For
1.5	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
1.6	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For
1.7	Elect Director Thomas J. Falk	Mgmt	For	For	For
1.8	Elect Director Ilene S. Gordon	Mgmt	For	For	For
1.9	Elect Director Vicki A. Hollub	Mgmt	For	For	For
1.10	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1.11	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.12	Elect Director James D. Taiclet	Mgmt	For	For	For
1.13	Elect Director Patricia E. Yarrington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Human Rights Impact Assessment	SH	Against	Abstain	Against
7	Report on Efforts to Reduce Full Value Chain GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Abstain	Abstain

NRG Energy, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: NRG

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 629377508

Shares Voted: 2,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	Against	For
1b	Elect Director Antonio Carrillo	Mgmt	For	For	For
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	For	For
1d	Elect Director Lawrence S. Coben	Mgmt	For	For	For

NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Heather Cox	Mgmt	For	For	For
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	For	For
1g	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1h	Elect Director Paul W. Hobby	Mgmt	For	For	For
1i	Elect Director Alexandra Pruner	Mgmt	For	For	For
1j	Elect Director Anne C. Schaumburg	Mgmt	For	Against	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: PFE

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 51,066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
9	Report on Political Expenditures Congruence	SH	Against	Abstain	Against

Snap-on Incorporated

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** SNA
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: 833034101

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	Refer	Against
1.2	Elect Director Karen L. Daniel	Mgmt	For	For	For
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Kneuppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	For	For
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Texas Instruments Incorporated

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** TXN
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 882508104

Texas Instruments Incorporated

Shares Voted: 8,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	Against	Against
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1g	Elect Director Jean M. Hobby	Mgmt	For	For	For
1h	Elect Director Haviv Ilan	Mgmt	For	For	For
1i	Elect Director Ronald Kirk	Mgmt	For	For	For
1j	Elect Director Pamela H. Patsley	Mgmt	For	Against	Against
1k	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1l	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Abstain	For

VICI Properties Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: VICI

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 925652109

Shares Voted: 8,664

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

VICI Properties Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Craig Macnab	Mgmt	For	Refer	For
1f	Elect Director Edward B. Pitoniak	Mgmt	For	For	For
1g	Elect Director Michael D. Rumbolz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** ABT
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 002824100

Shares Voted: 15,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	Abstain	Against

Ceridian HCM Holding Inc.

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** CDAY
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 15677J108

Shares Voted: 1,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brent B. Bickett	Mgmt	For	For	For
1.2	Elect Director Ronald F. Clarke	Mgmt	For	For	For
1.3	Elect Director Ganesh B. Rao	Mgmt	For	For	For
1.4	Elect Director Leigh E. Turner	Mgmt	For	For	For
1.5	Elect Director Deborah A. Farrington	Mgmt	For	For	For
1.6	Elect Director Thomas M. Hagerty	Mgmt	For	Withhold	Withhold
1.7	Elect Director Linda P. Mantia	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

DISH Network Corporation

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** DISH
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 25470M109

Shares Voted: 2,424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathleen Q. Abernathy	Mgmt	For	Refer	Withhold
1.2	Elect Director George R. Brokaw	Mgmt	For	Refer	Withhold
1.3	Elect Director Stephen J. Bye	Mgmt	For	For	For
1.4	Elect Director W. Erik Carlson	Mgmt	For	For	For
1.5	Elect Director James DeFranco	Mgmt	For	Withhold	Withhold
1.6	Elect Director Cantey M. Ergen	Mgmt	For	Withhold	Withhold
1.7	Elect Director Charles W. Ergen	Mgmt	For	Withhold	Withhold
1.8	Elect Director Tom A. Ortoft	Mgmt	For	Refer	Withhold

DISH Network Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Joseph T. Proietti	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

Kellogg Company

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** K
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 487836108

Shares Voted: 2,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1b	Elect Director Steve Cahillane	Mgmt	For	For	For
1c	Elect Director La June Montgomery Tabron	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	Against

Leidos Holdings, Inc.

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** LDOS
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: 525327102

Shares Voted: 1,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bell	Mgmt	For	For	For
1b	Elect Director Gregory R. Dahlberg	Mgmt	For	For	For

Leidos Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director David G. Fubini	Mgmt	For	For	For
1d	Elect Director Noel B. Geer	Mgmt	For	For	For
1e	Elect Director Miriam E. John	Mgmt	For	For	For
1f	Elect Director Robert C. Kovarik, Jr.	Mgmt	For	For	For
1g	Elect Director Harry M. J. Kraemer, Jr.	Mgmt	For	For	For
1h	Elect Director Gary S. May	Mgmt	For	For	For
1i	Elect Director Surya N. Mohapatra	Mgmt	For	For	For
1j	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1k	Elect Director Robert S. Shapard	Mgmt	For	Refer	For
1l	Elect Director Susan M. Stalnecker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Political Expenditures Congruence	SH	Against	Abstain	Abstain
6	Require Independent Board Chair	SH	Against	Against	Against

Aflac Incorporated

Meeting Date: 05/01/2023

Country: USA

Ticker: AFL

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 5,094

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 Barbara K. Rimer	Mgmt	For	For	For

Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Katherine T. Rohrer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Eli Lilly and Company

Meeting Date: 05/01/2023 **Country:** USA **Ticker:** LLY
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 532457108

Shares Voted: 7,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	For	For	For
1b	Elect Director David A. Ricks	Mgmt	For	For	For
1c	Elect Director Marschall S. Runge	Mgmt	For	For	For
1d	Elect Director Karen Walker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
8	Adopt Simple Majority Vote	SH	Against	For	For
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
10	Report on Risks of Supporting Abortion	SH	Against	Against	Against
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	Abstain	Against
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	Abstain	Against
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Abstain	Against

Genuine Parts Company

Meeting Date: 05/01/2023

Country: USA

Ticker: GPC

Record Date: 02/22/2023

Meeting Type: Annual

Primary Security ID: 372460105

Shares Voted: 1,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	For	For	For
1.2	Elect Director Richard Cox, Jr.	Mgmt	For	For	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	For	For
1.4	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.5	Elect Director P. Russell Hardin	Mgmt	For	For	For
1.6	Elect Director John R. Holder	Mgmt	For	For	For
1.7	Elect Director Donna W. Hyland	Mgmt	For	Refer	Withhold
1.8	Elect Director John D. Johns	Mgmt	For	For	For
1.9	Elect Director Jean-Jacques Lafont	Mgmt	For	For	For
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For	For
1.11	Elect Director Wendy B. Needham	Mgmt	For	For	For
1.12	Elect Director Juliette W. Pryor	Mgmt	For	For	For
1.13	Elect Director E. Jenner Wood, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Paycom Software, Inc.

Meeting Date: 05/01/2023

Country: USA

Ticker: PAYC

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 70432V102

Shares Voted: 418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharen J. Turney	Mgmt	For	Refer	Withhold
1.2	Elect Director J.C. Watts, Jr.	Mgmt	For	Refer	Withhold
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Paycom Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For
6	Require a Majority Vote for the Election of Directors	SH	Against	For	For

Albemarle Corporation

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** ALB
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 012653101

Shares Voted: 1,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Lauren Brlas	Mgmt	For	For	For
1b	Elect Director Ralf H. Cramer	Mgmt	For	For	For
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For	For
1d	Elect Director Glenda J. Minor	Mgmt	For	For	For
1e	Elect Director James J. O'Brien	Mgmt	For	For	For
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For
1g	Elect Director Dean L. Seavers	Mgmt	For	For	For
1h	Elect Director Gerald A. Steiner	Mgmt	For	For	For
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For	For
1j	Elect Director Alejandro D. Wolff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For

American Express Company

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** AXP
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: 025816109

American Express Company

Shares Voted: 5,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	Against	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Peter Chernin	Mgmt	For	Refer	For
1d	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1e	Elect Director Ralph de la Vega	Mgmt	For	For	For
1f	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1g	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1i	Elect Director Charles E. Phillips	Mgmt	For	For	For
1j	Elect Director Lynn A. Pike	Mgmt	For	For	For
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1n	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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Abstain	Against

Baxter International Inc.

Meeting Date: 05/02/2023

Country: USA

Ticker: BAX

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 071813109

Shares Voted: 4,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1b	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1c	Elect Director Patricia B. Morrison	Mgmt	For	For	For

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Stephen N. Oesterle	Mgmt	For	For	For
1e	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1f	Elect Director Brent Shafer	Mgmt	For	For	For
1g	Elect Director Cathy R. Smith	Mgmt	For	For	For
1h	Elect Director Amy A. Wendell	Mgmt	For	For	For
1i	Elect Director David S. Wilkes	Mgmt	For	For	For
1j	Elect Director Peter M. Wilver	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Bristol-Myers Squibb Company

Meeting Date: 05/02/2023

Country: USA

Ticker: BMY

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 110122108

Shares Voted: 19,409

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 Giovanni Caforio	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 Gerald L. Storch	Mgmt	For	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

Evergy, Inc.

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** EVRG
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 30034W106

Shares Voted: 2,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Campbell	Mgmt	For	For	For
1b	Elect Director Thomas D. Hyde	Mgmt	For	For	For
1c	Elect Director B. Anthony Isaac	Mgmt	For	For	For
1d	Elect Director Paul M. Keglevic	Mgmt	For	For	For
1e	Elect Director Mary L. Landrieu	Mgmt	For	For	For
1f	Elect Director Sandra A.J. Lawrence	Mgmt	For	Refer	Against
1g	Elect Director Ann D. Murtlow	Mgmt	For	For	For
1h	Elect Director Sandra J. Price	Mgmt	For	For	For
1i	Elect Director Mark A. Ruelle	Mgmt	For	For	For
1j	Elect Director James Scarola	Mgmt	For	For	For
1k	Elect Director C. John Wilder	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Expeditors International of Washington, Inc.

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** EXPD
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 302130109

Expeditors International of Washington, Inc.

Shares Voted: 1,477

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 P. Carlile	Mgmt	For	For	For
1.3	Elect Director James M. DuBois	Mgmt	For	For	For
1.4	Elect Director Mark A. Emmert	Mgmt	For	Refer	Against
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	Abstain	For

Huntington Ingalls Industries, Inc.

Meeting Date: 05/02/2023

Country: USA

Ticker: HII

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 446413106

Shares Voted: 337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Augustus L. Collins	Mgmt	For	For	For
1.2	Elect Director Leo P. Denault	Mgmt	For	For	For
1.3	Elect Director Kirkland H. Donald	Mgmt	For	Refer	Against
1.4	Elect Director Victoria D. Harker	Mgmt	For	For	For
1.5	Elect Director Frank R. Jimenez	Mgmt	For	For	For
1.6	Elect Director Christopher D. Kastner	Mgmt	For	For	For
1.7	Elect Director Anastasia D. Kelly	Mgmt	For	For	For
1.8	Elect Director Tracy B. McKibben	Mgmt	For	For	For

Huntington Ingalls Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Stephanie L. O'Sullivan	Mgmt	For	For	For
1.10	Elect Director Thomas C. Schievelbein	Mgmt	For	For	For
1.11	Elect Director John K. Welch	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

MGM Resorts International

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** MGM
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 552953101

Shares Voted: 2,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry Diller	Mgmt	For	Against	Against
1b	Elect Director Alexis M. Herman	Mgmt	For	Refer	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

NVR, Inc.

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** NVR
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 62944T105

Shares Voted: 28

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul C. Saville	Mgmt	For	For	For
1.2	Elect Director C.E. Andrews	Mgmt	For	Refer	Against
1.3	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1.4	Elect Director Thomas D. Eckert	Mgmt	For	For	For
1.5	Elect Director Alfred E. Festa	Mgmt	For	Refer	Against
1.6	Elect Director Alexandra A. Jung	Mgmt	For	For	For
1.7	Elect Director Mel Martinez	Mgmt	For	For	For
1.8	Elect Director David A. Preiser	Mgmt	For	For	For
1.9	Elect Director W. Grady Rosier	Mgmt	For	For	For
1.10	Elect Director Susan Williamson Ross	Mgmt	For	Refer	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

OmnicomGroup Inc.

Meeting Date: 05/02/2023

Country: USA

Ticker: OMC

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 681919106

Shares Voted: 1,846

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

OmnicomGroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Packaging Corporation of America

Meeting Date: 05/02/2023

Country: USA

Ticker: PKG

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 695156109

Shares Voted: 821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	Against	Against
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Donna A. Harman	Mgmt	For	For	For
1.4	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
1.5	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.6	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1.7	Elect Director Samuel M. Menco	Mgmt	For	Against	Against
1.8	Elect Director Roger B. Porter	Mgmt	For	Refer	Against
1.9	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.10	Elect Director Paul T. Stecko	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Public Storage

Meeting Date: 05/02/2023

Country: USA

Ticker: PSA

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 74460D109

Shares Voted: 1,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For

Public Storage

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1d	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1e	Elect Director David J. Neithercut	Mgmt	For	For	For
1f	Elect Director Rebecca Owen	Mgmt	For	For	For
1g	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director John Reyes	Mgmt	For	For	For
1j	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1k	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1l	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1m	Elect Director Paul S. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Abstain	For

Raytheon Technologies Corporation

Meeting Date: 05/02/2023

Country: USA

Ticker: RTX

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 75513E101

Shares Voted: 13,414

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

Raytheon Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
1k	Elect Director Brian C. Rogers	Mgmt	For	For	For
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
1m	Elect Director Robert O. Work	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Eliminate Personal Liability of Officers for Monetary Damages For Breach of Fiduciary Duty as an Officer	Mgmt	For	For	Against
7	Require Independent Board Chair	SH	Against	Against	Against
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Abstain	Against

Brown & Brown, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** BRO
Record Date: 02/27/2023 **Meeting Type:** Annual
Primary Security ID: 115236101

Shares Voted: 2,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	Withhold	Withhold
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	Withhold	Withhold
1.5	Elect Director Theodore J. Hoepner	Mgmt	For	Withhold	Withhold
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 Timothy R.M. Main	Mgmt	For	For	For
1.9	Elect Director Jaymin B. Patel	Mgmt	For	For	For
1.10	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	Refer	Withhold
1.11	Elect Director Wendell S. Reilly	Mgmt	For	Refer	Withhold
1.12	Elect Director Chilton D. Varner	Mgmt	For	Withhold	Withhold

Brown & Brown, Inc.

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

CF Industries Holdings, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** CF
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 125269100

Shares Voted: 1,814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	For	For	For
1b	Elect Director Robert C. Arzbaecher	Mgmt	For	For	For
1c	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1d	Elect Director John W. Eaves	Mgmt	For	For	For
1e	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1f	Elect Director Jesus Madrazo Yris	Mgmt	For	For	For
1g	Elect Director Anne P. Noonan	Mgmt	For	Refer	For
1h	Elect Director Michael J. Toelle	Mgmt	For	For	For
1i	Elect Director Theresa E. Wagler	Mgmt	For	For	For
1j	Elect Director Celso L. White	Mgmt	For	For	For
1k	Elect Director W. Anthony Will	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Eversource Energy

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** ES
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 30040W108

Shares Voted: 3,098

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 Francis A. Doyle	Mgmt	For	For	For
1.3	Elect Director Linda Dorcena Forry	Mgmt	For	For	For
1.4	Elect Director Gregory M. Jones	Mgmt	For	For	For
1.5	Elect Director Loretta D. Keane	Mgmt	For	For	For
1.6	Elect Director John Y. Kim	Mgmt	For	For	For
1.7	Elect Director Kenneth R. Leibler	Mgmt	For	For	For
1.8	Elect Director David H. Long	Mgmt	For	For	For
1.9	Elect Director Joseph R. Nolan, Jr.	Mgmt	For	For	For
1.10	Elect Director William C. Van Faasen	Mgmt	For	For	For
1.11	Elect Director Frederica M. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Federal Realty Investment Trust

Meeting Date: 05/03/2023 Country: USA Ticker: FRT
 Record Date: 03/13/2023 Meeting Type: Annual
 Primary Security ID: 313745101

Shares Voted: 596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Faeder	Mgmt	For	For	For
1.2	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1.3	Elect Director Nicole Y. Lamb-Hale	Mgmt	For	For	For
1.4	Elect Director Thomas A. McEachin	Mgmt	For	For	For
1.5	Elect Director Anthony P. Nader, III	Mgmt	For	For	For
1.6	Elect Director Gail P. Steinel	Mgmt	For	For	For
1.7	Elect Director Donald C. Wood	Mgmt	For	For	For

Federal Realty Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

General Dynamics Corporation

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** GD
Record Date: 03/08/2023 **Meeting Type:** Annual
Primary Security ID: 369550108

Shares Voted: 2,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Clarke	Mgmt	For	For	For
1b	Elect Director James S. Crown	Mgmt	For	For	For
1c	Elect Director Rudy F. deLeon	Mgmt	For	For	For
1d	Elect Director Cecil D. Haney	Mgmt	For	Refer	Against
1e	Elect Director Mark M. Malcolm	Mgmt	For	For	For
1f	Elect Director James N. Mattis	Mgmt	For	For	For
1g	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1h	Elect Director C. Howard Nye	Mgmt	For	For	For
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For
1k	Elect Director Robert K. Steel	Mgmt	For	For	For
1l	Elect Director John G. Stratton	Mgmt	For	Against	Against
1m	Elect Director Peter A. Wall	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Report on Human Rights Risk Assessment	SH	Against	Abstain	For
7	Require Independent Board Chair	SH	Against	Against	Against

General Electric Company

Meeting Date: 05/03/2023

Country: USA

Ticker: GE

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 369604301

Shares Voted: 9,891

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 H. Lawrence Culp, Jr.	Mgmt	For	For	For
1d	Elect Director Edward Garden	Mgmt	For	For	For
1e	Elect Director Isabella Goren	Mgmt	For	For	For
1f	Elect Director Thomas Horton	Mgmt	For	For	For
1g	Elect Director Catherine Lesjak	Mgmt	For	For	For
1h	Elect Director Darren McDew	Mgmt	For	For	For
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For
1j	Elect Director Jessica Uhl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chairman	SH	Against	Against	Against
6	Hire Investment Bank to Explore Sale of Company	SH	Against	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	SH	Against	Abstain	Against

Gilead Sciences, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: GILD

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 375558103

Shares Voted: 11,396

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

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1f	Elect Director Harish 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

International Flavors & Fragrances Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** IFF
Record Date: 03/08/2023 **Meeting Type:** Annual
Primary Security ID: 459506101

Shares Voted: 2,343

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 Barry A. Bruno	Mgmt	For	For	For
1c	Elect Director Frank K. Clyburn, Jr.	Mgmt	For	For	For
1d	Elect Director Mark J. Costa	Mgmt	For	For	For
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1f	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1g	Elect Director John F. Ferraro	Mgmt	For	For	For
1h	Elect Director Christina Gold	Mgmt	For	Refer	For
1i	Elect Director Gary Hu	Mgmt	For	For	For
1j	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For

International Flavors & Fragrances Inc.

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

Moderna, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** MRNA
Record Date: 03/08/2023 **Meeting Type:** Annual
Primary Security ID: 60770K107

Shares Voted: 3,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen Berenson	Mgmt	For	For	For
1.2	Elect Director Sandra Horning	Mgmt	For	For	For
1.3	Elect Director Paul Sagan	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 Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against	Against

Molina Healthcare, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** MOH
Record Date: 03/08/2023 **Meeting Type:** Annual
Primary Security ID: 60855R100

Shares Voted: 532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	For	For
1b	Elect Director Daniel Cooperman	Mgmt	For	For	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1d	Elect Director Steven J. Orlando	Mgmt	For	For	For
1e	Elect Director Ronna E. Romney	Mgmt	For	Refer	Against
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	Refer	Against

Molina Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard C. Zoretic	Mgmt	For	For	For
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

PepsiCo, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: PEP

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 12,618

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. Pohlrad	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Abstain	Against

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against	Against

Philip Morris International Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** PM
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 718172109

Shares Voted: 14,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brant Bonin Bough	Mgmt	For	For	For
1b	Elect Director Andre Calantzopoulos	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Juan Jose Daboub	Mgmt	For	For	For
1e	Elect Director Werner Geissler	Mgmt	For	Refer	For
1f	Elect Director Lisa A. Hook	Mgmt	For	Against	Against
1g	Elect Director Jun Makihara	Mgmt	For	For	For
1h	Elect Director Kalpana Morparia	Mgmt	For	Refer	Against
1i	Elect Director Jacek Olczak	Mgmt	For	For	For
1j	Elect Director Robert B. Polet	Mgmt	For	For	For
1k	Elect Director Dessislava Temperley	Mgmt	For	For	For
1l	Elect Director Shlomo Yanai	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	SH	Against	Against	Against

Pool Corporation

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** POOL
Record Date: 03/15/2023 **Meeting Type:** Annual
Primary Security ID: 73278L105

Pool Corporation

Shares Voted: 364

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	For	For
1d	Elect Director Debra S. Oler	Mgmt	For	For	For
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1f	Elect Director Carlos A. Sabater	Mgmt	For	For	For
1g	Elect Director Robert C. Sledd	Mgmt	For	Refer	Against
1h	Elect Director John E. Stokely	Mgmt	For	Refer	Against
1i	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

PulteGroup, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: PHM

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 745867101

Shares Voted: 2,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian P. Anderson	Mgmt	For	For	For
1b	Elect Director Bryce Blair	Mgmt	For	Refer	Against
1c	Elect Director Thomas J. Folliard	Mgmt	For	Refer	For
1d	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1e	Elect Director Andre J. Hawaux	Mgmt	For	For	For
1f	Elect Director J. Phillip Holloman	Mgmt	For	For	For
1g	Elect Director Ryan R. Marshall	Mgmt	For	For	For
1h	Elect Director John R. Peshkin	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director Lila Snyder	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

PulteGroup, Inc.

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

Regency Centers Corporation

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** REG
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 758849103

Shares Voted: 1,325

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	Against	Against
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
1j	Elect Director Lisa Palmer	Mgmt	For	For	For
1k	Elect Director James H. Simmons, III	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** SPGI
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 78409V104

Shares Voted: 3,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Paul Livingston	Mgmt	For	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.13	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Alaska Air Group

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** ALK
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 011659109

Shares Voted: 1,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	For	For	For
1b	Elect Director James A. Beer	Mgmt	For	For	For
1c	Elect Director Raymond L. Conner	Mgmt	For	Refer	Against
1d	Elect Director Daniel K. Elwell	Mgmt	For	For	For
1e	Elect Director Dhiren R. Fonseca	Mgmt	For	For	For
1f	Elect Director Kathleen T. Hogan	Mgmt	For	For	For
1g	Elect Director Adrienne R. Lofton	Mgmt	For	For	For
1h	Elect Director Benito Minicucci	Mgmt	For	For	For
1i	Elect Director Helvi K. Sandvik	Mgmt	For	For	For
1j	Elect Director J. Kenneth Thompson	Mgmt	For	Against	Against
1k	Elect Director Eric K. Yeaman	Mgmt	For	For	For

Alaska Air Group

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

AMETEK, Inc.

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

Shares Voted: 2,156

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

Arch Capital Group Ltd.

Meeting Date: 05/04/2023 **Country:** Bermuda **Ticker:** ACGI
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: G0450A105

Shares Voted: 3,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis Ebong	Mgmt	For	Refer	Against
1b	Elect Director Eileen Mallesch	Mgmt	For	For	For
1c	Elect Director Louis J. Paglia	Mgmt	For	Refer	Against
1d	Elect Director Brian S. Posner	Mgmt	For	For	For
1e	Elect Director John D. Vollaro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6a	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6b	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6c	Elect Director H. Beau Franklin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6d	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6e	Elect Director James Haney as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6g	Elect Director Pierre Jal as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6h	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6i	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6j	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6k	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6l	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Archer-Daniels-Midland Company

Meeting Date: 05/04/2023

Country: USA

Ticker: ADM

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 039483102

Shares Voted: 4,975

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

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Theodore Colbert	Mgmt	For	For	For
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	Against	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

Boston Scientific Corporation

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** BSX
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 101137107

Shares Voted: 12,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	For	For	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1d	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1e	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1f	Elect Director David J. Roux	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	Refer	Against
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Boston Scientific Corporation

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

C.H. Robnson Worldwide, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CHRW
Record Date: 03/08/2023 **Meeting Type:** Annual
Primary Security ID: 12541W209

Shares Voted: 1,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott P. Anderson	Mgmt	For	For	For
1b	Elect Director James J. Barber, Jr.	Mgmt	For	For	For
1c	Elect Director Kermit R. Crawford	Mgmt	For	Refer	Against
1d	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1e	Elect Director Mark A. Goodburn	Mgmt	For	For	For
1f	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1g	Elect Director Jodee A. Kozlak	Mgmt	For	Refer	Against
1h	Elect Director Henry J. Maier	Mgmt	For	For	For
1i	Elect Director James B. Stake	Mgmt	For	For	For
1j	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1k	Elect Director Henry W. 'Jay' Winship	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Cadence Design Systems, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CDNS
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: 127387108

Shares Voted: 2,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For
1.2	Elect Director Ita Brennan	Mgmt	For	For	For
1.3	Elect Director Lewis Chew	Mgmt	For	For	For

Cadence Design Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For
1.5	Elect Director ML Krakauer	Mgmt	For	For	For
1.6	Elect Director Julia Liuson	Mgmt	For	For	For
1.7	Elect Director James D. Plummer	Mgmt	For	For	For
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
1.9	Elect Director John B. Shoven	Mgmt	For	For	For
1.10	Elect Director Young K. Sohn	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Remove One-Year Holding Period Requirement to Call Special Meeting	SH	Against	Against	Against

Capital One Financial Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: COF

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 14040H105

Shares Voted: 3,459

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	Refer	For
1e	Elect Director Peter Thomas Killalea	Mgmt	For	Against	Against
1f	Elect Director Cornelis "Eli" Leenaars	Mgmt	For	For	For
1g	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1h	Elect Director Peter E. Raskind	Mgmt	For	For	For
1i	Elect Director Eileen Serra	Mgmt	For	For	For
1j	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
1k	Elect Director Bradford H. Warner	Mgmt	For	For	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	For	For
2	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
8	Report on Board Oversight of Risks Related to Discrimination	SH	Against	Against	Against
9	Disclose Board Skills and Diversity Matrix	SH	Against	Against	Against

CME Group Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: CME

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 12572Q105

Shares Voted: 3,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	Refer	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	Refer	Against
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Refer	For
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

CME Group Inc.

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

Coterra Energy Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CTRA
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 127097103

Shares Voted: 7,398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas E. Jorden	Mgmt	For	For	For
1.2	Elect Director Robert S. Boswell	Mgmt	For	For	For
1.3	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.4	Elect Director Amanda M. Brock	Mgmt	For	For	For
1.5	Elect Director Dan O. Dinges	Mgmt	For	For	For
1.6	Elect Director Paul N. Eckley	Mgmt	For	For	For
1.7	Elect Director Hans Helmerich	Mgmt	For	For	For
1.8	Elect Director Lisa A. Stewart	Mgmt	For	For	For
1.9	Elect Director Frances M. Vallejo	Mgmt	For	For	For
1.10	Elect Director Marcus A. Watts	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Reliability of Methane Emission Disclosures	SH	Against	Abstain	Abstain
7	Report on Climate Lobbying	SH	Against	Abstain	For

DTE Energy Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** DTE
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 233331107

DTE Energy Company

Shares Voted: 1,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	Refer	Withhold
1.2	Elect Director Charles G. McClure, Jr.	Mgmt	For	Refer	Withhold
1.3	Elect Director Gail J. McGovern	Mgmt	For	For	For
1.4	Elect Director Mark A. Murray	Mgmt	For	For	For
1.5	Elect Director Gerardo Norcia	Mgmt	For	For	For
1.6	Elect Director Robert C. Skaggs, Jr.	Mgmt	For	For	For
1.7	Elect Director David A. Thomas	Mgmt	For	For	For
1.8	Elect Director Gary H. Torgow	Mgmt	For	For	For
1.9	Elect Director James H. Vandenberghe	Mgmt	For	For	For
1.10	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right to Call Special Meeting	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

Duke Energy Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: DUK

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 26441C204

Shares Voted: 6,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For

Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Lynn J. Good	Mgmt	For	For	For
1i	Elect Director John T. Herron	Mgmt	For	For	For
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	None	For	For
7	Create a Committee to Evaluate Decarbonization Risk	SH	Against	Against	Against

Eastman Chemical Company

Meeting Date: 05/04/2023

Country: USA

Ticker: EMN

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 277432100

Shares Voted: 1,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1.2	Elect Director Brett D. Begemann	Mgmt	For	For	For
1.3	Elect Director Eric L. Butler	Mgmt	For	For	For
1.4	Elect Director Mark J. Costa	Mgmt	For	For	For
1.5	Elect Director Edward L. Doheny, II	Mgmt	For	For	For
1.6	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1.7	Elect Director Julie F. Holder	Mgmt	For	For	For
1.8	Elect Director Renee J. Hornbaker	Mgmt	For	For	For
1.9	Elect Director Kim Ann Mink	Mgmt	For	For	For
1.10	Elect Director James J. O'Brien	Mgmt	For	For	For
1.11	Elect Director David W. Raisbeck	Mgmt	For	For	For
1.12	Elect Director Charles K. Stevens, III	Mgmt	For	For	For

Eastman Chemical Company

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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

Ecolab Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** ECL
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 278865100

Shares Voted: 2,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
1e	Elect Director Eric M. Green	Mgmt	For	For	For
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1g	Elect Director Michael Larson	Mgmt	For	For	For
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1m	Elect Director John J. Zillmer	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Require Independent Board Chair	SH	Against	Against	Against

Equifax Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: EFX

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 294429105

Shares Voted: 1,076

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
1j	Elect Director Heather H. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Oversee and Report a Racial Equity Audit	SH	Against	Abstain	Against

Mettler-Toledo International Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: MTD

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 592688105

Shares Voted: 209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert F. Spoerry	Mgmt	For	For	For
1.2	Elect Director Roland Diggelmann	Mgmt	For	For	For
1.3	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For	For
1.4	Elect Director Elisha W. Finney	Mgmt	For	For	For
1.5	Elect Director Richard Francis	Mgmt	For	For	For
1.6	Elect Director Michael A. Kelly	Mgmt	For	For	For

Mettler-Toledo International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Thomas P. Salice	Mgmt	For	Refer	Against
1.8	Elect Director Ingrid Zhang	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Prologis, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** PLD
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 74340W103

Shares Voted: 8,414

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
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Avid Modjtabai	Mgmt	For	For	For
1h	Elect Director David P. O'Connor	Mgmt	For	For	For
1i	Elect Director Olivier Piani	Mgmt	For	For	For
1j	Elect Director Jeffrey L. Skelton	Mgmt	For	Refer	For
1k	Elect Director Carl B. Webb	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** SPG
Record Date: 03/15/2023 **Meeting Type:** Annual
Primary Security ID: 828806109

Simon Property Group, Inc.

Shares Voted: 3,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	For	For
1B	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1C	Elect Director Allan Hubbard	Mgmt	For	Refer	Against
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	Against	Against
1E	Elect Director Randall J. Lewis	Mgmt	For	For	For
1F	Elect Director Gary M. Rodkin	Mgmt	For	For	For
1G	Elect Director Peggy Fang Roe	Mgmt	For	For	For
1H	Elect Director Stefan M. Selig	Mgmt	For	For	For
1I	Elect Director Daniel C. Smith	Mgmt	For	For	For
1J	Elect Director Marta R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Kraft Heinz Company

Meeting Date: 05/04/2023

Country: USA

Ticker: KHC

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 500754106

Shares Voted: 7,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	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 Susan Mulder	Mgmt	For	For	For
1j	Elect Director James Park	Mgmt	For	For	For
1k	Elect Director Miguel Patricio	Mgmt	For	For	For

The Kraft Heinz Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	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	Adopt Simple Majority Vote	SH	Against	Refer	For
5	Report on Supply Chain Water Risk Exposure	SH	Against	Abstain	Against
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

United Parcel Service, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** UPS
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 911312106

Shares Voted: 6,657

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	Against	Against
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	For	For
1h	Elect Director William Johnson	Mgmt	For	For	For
1i	Elect Director Franck Moison	Mgmt	For	For	For
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	For	For
1l	Elect Director Kevin Warsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	SH	Against	Abstain	Abstain
7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	Abstain	Against
8	Report on Just Transition	SH	Against	Abstain	For
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against
10	Oversee and Report a Civil Rights Audit	SH	Against	Against	Against
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Abstain	Against

United Rentals, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** URI
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 911363109

Shares Voted: 613

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	Refer	For
1b	Elect Director Marc A. Bruno	Mgmt	For	For	For
1c	Elect Director Larry D. De Shon	Mgmt	For	For	For
1d	Elect Director Matthew J. Flannery	Mgmt	For	For	For
1e	Elect Director Bobby J. Griffin	Mgmt	For	For	For
1f	Elect Director Kim Harris Jones	Mgmt	For	For	For
1g	Elect Director Terri L. Kelly	Mgmt	For	For	For
1h	Elect Director Michael J. Kneeland	Mgmt	For	For	For
1i	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
1j	Elect Director Gracia C. Martore	Mgmt	For	For	For
1k	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	Mgmt	For	For	For

United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	Against	Against

WEC Energy Group, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** WEC
Record Date: 02/23/2023 **Meeting Type:** Annual
Primary Security ID: 92939U106

Shares Voted: 2,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	For	For	For
1.2	Elect Director Curt S. Culver	Mgmt	For	For	For
1.3	Elect Director Danny L. Cunningham	Mgmt	For	For	For
1.4	Elect Director William M. Farrow, III	Mgmt	For	For	For
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	For	For
1.6	Elect Director Maria C. Green	Mgmt	For	For	For
1.7	Elect Director Gale E. Klappa	Mgmt	For	For	For
1.8	Elect Director Thomas K. Lane	Mgmt	For	For	For
1.9	Elect Director Scott J. Lauber	Mgmt	For	For	For
1.10	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1.11	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
1.12	Elect Director Glen E. Tellock	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Wynn Resorts, Limited

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** WYNN
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 983134107

Wynn Resorts, Limited

Shares Voted: 919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Byrne	Mgmt	For	For	For
1.2	Elect Director Patricia Mulroy	Mgmt	For	For	For
1.3	Elect Director Philip G. Satre	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.

Meeting Date: 05/05/2023

Country: USA

Ticker: ABBV

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 16,202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	Refer	For
1.2	Elect Director Melody B. Meyer	Mgmt	For	For	For
1.3	Elect Director Frederick H. Waddell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Abstain	Against
7	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

CMS Energy Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: CMS

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 125896100

CMS Energy Corporation

Shares Voted: 2,528

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 William D. Harvey	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: DOV

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 260003108

Shares Voted: 1,300

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	Refer	For
1d	Elect Director Michael F. Johnston	Mgmt	For	For	For
1e	Elect Director Michael Manley	Mgmt	For	For	For
1f	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1g	Elect Director Richard J. Tobin	Mgmt	For	For	For
1h	Elect Director Stephen M. Todd	Mgmt	For	For	For
1i	Elect Director Keith E. Wandell	Mgmt	For	Refer	For

Dover Corporation

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

Entergy Corporation

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** ETR
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 29364G103

Shares Voted: 1,925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gina F. Adams	Mgmt	For	For	For
1b	Elect Director John H. Black	Mgmt	For	For	For
1c	Elect Director John R. Burbank	Mgmt	For	For	For
1d	Elect Director Patrick J. Condon	Mgmt	For	For	For
1e	Elect Director Kirkland H. Donald	Mgmt	For	For	For
1f	Elect Director Brian W. Ellis	Mgmt	For	For	For
1g	Elect Director Philip L. Frederickson	Mgmt	For	For	For
1h	Elect Director M. Elise Hyland	Mgmt	For	For	For
1i	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1j	Elect Director Blanche Lambert Lincoln	Mgmt	For	For	For
1k	Elect Director Andrew S. Marsh	Mgmt	For	For	For
1l	Elect Director Karen A. Puckett	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For

Illinois Tool Works Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: ITW

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 452308109

Shares Voted: 2,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Richard H. Lenny	Mgmt	For	For	For
1h	Elect Director E. Scott Santi	Mgmt	For	For	For
1i	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Occidental Petroleum Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: OXY

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 674599105

Shares Voted: 6,786

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Andrew Gould	Mgmt	For	For	For
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
1e	Elect Director William R. Klesse	Mgmt	For	For	For
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
1g	Elect Director Claire O'Neill	Mgmt	For	For	For

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Ken Robinson	Mgmt	For	For	For
1j	Elect Director Robert M. Shearer	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Teleflex Incorporated

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** TFX
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 879369106

Shares Voted: 422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gretchen R. Haggerty	Mgmt	For	Refer	Against
1b	Elect Director Liam J. Kelly	Mgmt	For	For	For
1c	Elect Director Jaewon Ryu	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

Zions Bancorporation, N.A.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** ZION
Record Date: 03/02/2023 **Meeting Type:** Annual
Primary Security ID: 989701107

Zions Bancorporation, N.A.

Shares Voted: 1,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Maria Contreras-Sweet	Mgmt	For	For	For
1B	Elect Director Gary L. Crittenden	Mgmt	For	For	For
1C	Elect Director Suren K. Gupta	Mgmt	For	For	For
1D	Elect Director Claire A. Huang	Mgmt	For	For	For
1E	Elect Director Vivian S. Lee	Mgmt	For	Refer	For
1F	Elect Director Scott J. McLean	Mgmt	For	For	For
1G	Elect Director Edward F. Murphy	Mgmt	For	For	For
1H	Elect Director Stephen D. Quinn	Mgmt	For	Refer	Against
1I	Elect Director Harris H. Simmons	Mgmt	For	For	For
1J	Elect Director Aaron B. Skonnard	Mgmt	For	For	For
1K	Elect Director Barbara A. Yastine	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/06/2023

Country: USA

Ticker: BRK.B

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 084670702

Shares Voted: 16,416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Director Charles T. Munger	Mgmt	For	Withhold	Withhold
1.3	Elect Director Gregory E. Abel	Mgmt	For	Withhold	Withhold
1.4	Elect Director Howard G. Buffett	Mgmt	For	Withhold	Withhold
1.5	Elect Director Susan A. Buffett	Mgmt	For	Withhold	Withhold
1.6	Elect Director Stephen B. Burke	Mgmt	For	For	Withhold
1.7	Elect Director Kenneth I. Chenault	Mgmt	For	For	Withhold
1.8	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.9	Elect Director Susan L. Decker	Mgmt	For	Refer	Withhold
1.10	Elect Director Charlotte Guyman	Mgmt	For	Refer	Withhold
1.11	Elect Director Ajit Jain	Mgmt	For	Withhold	Withhold
1.12	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	For	For

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Ronald L. Olson	Mgmt	For	Withhold	Withhold
1.14	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.15	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Abstain
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Against	Abstain	For
5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Against	Abstain	For
6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Against	Abstain	For
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Abstain	For
8	Require Independent Board Chair	SH	Against	Against	For
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

Cincinnati Financial Corporation

Meeting Date: 05/06/2023

Country: USA

Ticker: CINF

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 172062101

Shares Voted: 1,504

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

Cincinnati Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Code of Regulations	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

International Paper Company

Meeting Date: 05/08/2023 **Country:** USA **Ticker:** IP
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 460146103

Shares Voted: 3,124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher M. Connor	Mgmt	For	For	For
1b	Elect Director Ahmet C. Dorduncu	Mgmt	For	For	For
1c	Elect Director Ilene S. Gordon	Mgmt	For	Refer	Against
1d	Elect Director Anders Gustafsson	Mgmt	For	For	For
1e	Elect Director Jacqueline C. Hinman	Mgmt	For	Refer	Against
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	For	For	For
1g	Elect Director Donald G. (DG) Macpherson	Mgmt	For	For	For
1h	Elect Director Kathryn D. Sullivan	Mgmt	For	For	For
1i	Elect Director Mark S. Sutton	Mgmt	For	For	For
1j	Elect Director Anton V. Vincent	Mgmt	For	For	For
1k	Elect Director Ray G. Young	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Abstain	Against

Warner Bros. Discovery, Inc.

Meeting Date: 05/08/2023

Country: USA

Ticker: WBD

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 934423104

Shares Voted: 19,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	For	Refer	Withhold
1.2	Elect Director Kenneth W. Lowe	Mgmt	For	For	For
1.3	Elect Director Paula A. Price	Mgmt	For	Refer	Withhold
1.4	Elect Director David M. Zaslav	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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt Simple Majority Vote	SH	Against	For	For
6	Report on Lobbying Payments and Policy	SH	Against	Abstain	Abstain

3M Company

Meeting Date: 05/09/2023

Country: USA

Ticker: MMM

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 88579Y101

Shares Voted: 5,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1b	Elect Director Anne H. Chow	Mgmt	For	For	For
1c	Elect Director David B. Dillon	Mgmt	For	For	For
1d	Elect Director Michael L. Eskew	Mgmt	For	For	For
1e	Elect Director James R. Fitterling	Mgmt	For	For	For
1f	Elect Director Amy E. Hood	Mgmt	For	For	For
1g	Elect Director Suzan Kereere	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	Against	Against
1i	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1j	Elect Director Michael F. Roman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

3M Company

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

Arthur J. Gallagher & Co.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** AJG
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: 363576109

Shares Voted: 1,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1b	Elect Director William L. Bax	Mgmt	For	Against	Against
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director D. John Coldman	Mgmt	For	For	For
1e	Elect Director J. Patrick Gallagher, Jr.	Mgmt	For	For	For
1f	Elect Director David S. Johnson	Mgmt	For	Refer	Against
1g	Elect Director Christopher C. Miskel	Mgmt	For	For	For
1h	Elect Director Ralph J. Nicoletti	Mgmt	For	For	For
1i	Elect Director Norman L. Rosenthal	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** CRL
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: 159864107

Shares Voted: 440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Deborah T. Kochevar	Mgmt	For	Refer	Against
1.5	Elect Director George Llado, Sr.	Mgmt	For	For	For
1.6	Elect Director Martin W. Mackay	Mgmt	For	Against	Against
1.7	Elect Director George E. Massaro	Mgmt	For	For	For
1.8	Elect Director C. Richard Reese	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Non-human Primates Imported by the Company	SH	Against	Against	Against

Cummins Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** CMI
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 231021106

Shares Voted: 1,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	For	For	For
2	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For
3	Elect Director Gary L. Belske	Mgmt	For	For	For
4	Elect Director Robert J. Bernhard	Mgmt	For	For	For
5	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For	For
6	Elect Director Stephen B. Dobbs	Mgmt	For	For	For
7	Elect Director Carla A. Harris	Mgmt	For	For	For
8	Elect Director Thomas J. Lynch	Mgmt	For	For	For
9	Elect Director William I. Miller	Mgmt	For	For	For
10	Elect Director Georgia R. Nelson	Mgmt	For	Refer	For
11	Elect Director Kimberly A. Nelson	Mgmt	For	For	For

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Director Karen H. Quintos	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
15	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
17	Require Independent Board Chairman	SH	Against	Against	Against
18	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Against	Abstain	Against

Danaher Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: DHR

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 5,995

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	Refer	Against
1d	Elect Director Teri List	Mgmt	For	For	For
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	Against
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	For	For
1k	Elect Director John T. Schwieters	Mgmt	For	Refer	Against
1l	Elect Director Alan G. Spoon	Mgmt	For	Against	Against
1m	Elect Director Raymond C. Stevens	Mgmt	For	For	For
1n	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Abstain	Against

Essex Property Trust, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** ESS
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 297178105

Shares Voted: 596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith R. Guericke	Mgmt	For	For	For
1b	Elect Director Maria R. Hawthorne	Mgmt	For	For	For
1c	Elect Director Amal M. Johnson	Mgmt	For	For	For
1d	Elect Director Mary Kasaris	Mgmt	For	For	For
1e	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director George M. Marcus	Mgmt	For	For	For
1h	Elect Director Thomas E. Robinson	Mgmt	For	For	For
1i	Elect Director Michael J. Schall	Mgmt	For	For	For
1j	Elect Director Byron A. Scordelis	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

First Solar, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** FSLR
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 336433107

Shares Voted: 891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	For	For
1.2	Elect Director Richard D. Chapman	Mgmt	For	For	For
1.3	Elect Director Anita Marangoly George	Mgmt	For	For	For

First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director George A. ("Chip") Hambro	Mgmt	For	For	For
1.5	Elect Director Molly E. Joseph	Mgmt	For	For	For
1.6	Elect Director Craig Kennedy	Mgmt	For	For	For
1.7	Elect Director Lisa A. Kro	Mgmt	For	For	For
1.8	Elect Director William J. Post	Mgmt	For	For	For
1.9	Elect Director Paul H. Stebbins	Mgmt	For	Refer	For
1.10	Elect Director Michael T. Sweeney	Mgmt	For	For	For
1.11	Elect Director Mark R. Widmar	Mgmt	For	For	For
1.12	Elect Director Norman L. Wright	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Iron Mountain Incorporated

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** IRM
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 46284V101

Shares Voted: 2,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
1e	Elect Director Monte Ford	Mgmt	For	For	For
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	Refer	Against
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Iron Mountain Incorporated

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

LKQ Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** LKQ
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 501889208

Shares Voted: 2,225

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 Joseph M. Holsten	Mgmt	For	For	For
1d	Elect Director Blythe J. McGarvie	Mgmt	For	For	For
1e	Elect Director John W. Mendel	Mgmt	For	Refer	Against
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Loews Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** L
Record Date: 03/14/2023 **Meeting Type:** Annual
Primary Security ID: 540424108

Shares Voted: 1,881

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	For	Against	Against
1B	Elect Director Joseph L. Bower	Mgmt	For	Refer	Against
1C	Elect Director Charles D. Davidson	Mgmt	For	For	For
1D	Elect Director Charles M. Diker	Mgmt	For	Against	Against

Loews Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director Paul J. Fribourg	Mgmt	For	Refer	Against
1F	Elect Director Walter L. Harris	Mgmt	For	Against	Against
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	For	For

Pentair plc

Meeting Date: 05/09/2023

Country: Ireland

Ticker: PNR

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: G7S00T104

Shares Voted: 1,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For	For
1c	Elect Director T. Michael Glenn	Mgmt	For	Refer	Against
1d	Elect Director Theodore L. Harris	Mgmt	For	For	For
1e	Elect Director David A. Jones	Mgmt	For	For	For
1f	Elect Director Gregory E. Knight	Mgmt	For	For	For
1g	Elect Director Michael T. Speetzen	Mgmt	For	For	For
1h	Elect Director John L. Stauch	Mgmt	For	For	For
1i	Elect Director Billie I. Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

Pentair plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Prudential Financial, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** PRU
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 744320102

Shares Voted: 3,298

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 Sandra Pianalto	Mgmt	For	For	For
1.7	Elect Director Christine A. Poon	Mgmt	For	For	For
1.8	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.9	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	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

T. Rowe Price Group, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** TROW
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 74144T108

T. Rowe Price Group, Inc.

Shares Voted: 2,034

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	Against	Against
1c	Elect Director Dina Dublon	Mgmt	For	For	For
1d	Elect Director Freeman A. Hrabowski, III	Mgmt	For	Refer	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 Robert J. Stevens	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	Against	Against
1k	Elect Director Alan D. Wilson	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Valero Energy Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: VLO

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 91913Y100

Shares Voted: 3,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	Against	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	For	For
1g	Elect Director Eric D. Mullins	Mgmt	For	For	For
1h	Elect Director Donald L. Nickles	Mgmt	For	For	For

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Robert A. Profusek	Mgmt	For	For	For
1j	Elect Director Randall J. Weisenburger	Mgmt	For	Against	For
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Climate Transition Plan and GHG Emissions Reduction Targets	SH	Against	Abstain	Against
6	Oversee and Report a Racial Equity Audit	SH	Against	Abstain	Against

Waste Management, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: WM

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 94106L109

Shares Voted: 3,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1b	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1c	Elect Director Andres R. Gluski	Mgmt	For	For	For
1d	Elect Director Victoria M. Holt	Mgmt	For	For	For
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1f	Elect Director Sean E. Menke	Mgmt	For	For	For
1g	Elect Director William B. Plummer	Mgmt	For	For	For
1h	Elect Director John C. Pope	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

American Airlines Group Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: AAL

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 02376R102

Shares Voted: 5,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jeffrey D. Benjamin	Mgmt	For	For	For
1B	Elect Director Adriane M. Brown	Mgmt	For	For	For
1C	Elect Director John T. Cahill	Mgmt	For	For	For
1D	Elect Director Michael J. Embler	Mgmt	For	For	For
1F	Elect Director Matthew J. Hart	Mgmt	For	For	For
1G	Elect Director Robert D. Isom	Mgmt	For	For	For
1H	Elect Director Susan D. Kronick	Mgmt	For	Refer	For
1I	Elect Director Martin H. Nesbitt	Mgmt	For	For	For
1J	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1K	Elect Director Vicente Reynal	Mgmt	For	For	For
1L	Elect Director Gregory D. Smith	Mgmt	For	For	For
1M	Elect Director Douglas M. Steenland	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	For	For	For

American International Group, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: AIG

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 6,783

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 W. Don Cornwell	Mgmt	For	For	For
1d	Elect Director Linda A. Mills	Mgmt	For	For	For
1e	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
1f	Elect Director Peter R. Porrino	Mgmt	For	For	For
1g	Elect Director John G. Rice	Mgmt	For	For	For
1h	Elect Director Therese M. Vaughan	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	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

American Water Works Company, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** AWK
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 030420103

Shares Voted: 1,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
1i	Elect Director Michael L. Marberry	Mgmt	For	For	For
1j	Elect Director James G. Stavridis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Oversee and Report a Racial Equity Audit	SH	Against	Abstain	Against

Centene Corporation

Meeting Date: 05/10/2023

Country: USA

Ticker: CNC

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 15135B101

Shares Voted: 5,110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	For	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Maternal Morbidity Reduction Metrics in Executive Compensation	SH	Against	Abstain	Against

CSX Corporation

Meeting Date: 05/10/2023

Country: USA

Ticker: CSX

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 126408103

Shares Voted: 19,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	For	For	For
1b	Elect Director Thomas P. Bostick	Mgmt	For	For	For
1c	Elect Director Steven T. Halverson	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Joseph R. Hinrichs	Mgmt	For	For	For

CSX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David M. Moffett	Mgmt	For	For	For
1g	Elect Director Linda H. Riefler	Mgmt	For	Refer	For
1h	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1i	Elect Director James L. Wainscott	Mgmt	For	For	For
1j	Elect Director J. Steven Whisler	Mgmt	For	For	For
1k	Elect Director John J. Zillmer	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Dominion Energy, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** D
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 25746U109

Shares Voted: 7,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director D. Maybank Hagood	Mgmt	For	For	For
1D	Elect Director Ronald W. Jibson	Mgmt	For	For	For
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	Refer	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For
1K	Elect Director Michael E. Szymanczyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Advance Notice Provisions for Director Nominations	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Require Independent Board Chair	SH	Against	Against	Against

Elevance Health, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** ELV
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 036752103

Shares Voted: 2,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1.2	Elect Director R. Kerry Clark	Mgmt	For	For	For
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	For	For	For
1.4	Elect Director Deanna D. Strable	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Annually Report Third Party Political Contributions	SH	Against	Abstain	Against

Juniper Networks, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** JNPR
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 48203R104

Shares Voted: 3,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DelSanto	Mgmt	For	For	For
1b	Elect Director Kevin DeNuccio	Mgmt	For	For	For
1c	Elect Director James Dolce	Mgmt	For	For	For
1d	Elect Director Steven Fernandez	Mgmt	For	For	For
1e	Elect Director Christine Gorjanc	Mgmt	For	For	For
1f	Elect Director Janet Haugen	Mgmt	For	For	For
1g	Elect Director Scott Kriens	Mgmt	For	For	For

Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Rahul Merchant	Mgmt	For	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For	For
1j	Elect Director William Stensrud	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Kinder Morgan, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** KMI
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 49456B101

Shares Voted: 17,937

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 Steven J. Kean	Mgmt	For	For	For
1.3	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	Refer	Against
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Gary L. Hultquist	Mgmt	For	For	For
1.7	Elect Director Ronald L. Kuehn, Jr.	Mgmt	For	For	For
1.8	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
1.9	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.10	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For
1.11	Elect Director C. Park Shaper	Mgmt	For	For	For
1.12	Elect Director William A. Smith	Mgmt	For	For	For
1.13	Elect Director Joel V. Staff	Mgmt	For	For	For
1.14	Elect Director Robert F. Vagt	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Phillips 66

Meeting Date: 05/10/2023

Country: USA

Ticker: PSX

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 718546104

Shares Voted: 4,352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1b	Elect Director Charles M. Holley	Mgmt	For	For	For
1c	Elect Director Denise R. Singleton	Mgmt	For	For	For
1d	Elect Director Glenn F. Tilton	Mgmt	For	For	For
1e	Elect Director Marna C. Whittington	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	Abstain	Against

Skyworks Solutions, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: SWKS

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 83088M102

Shares Voted: 1,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan S. Batey	Mgmt	For	For	For
1b	Elect Director Kevin L. Beebe	Mgmt	For	For	For
1c	Elect Director Liam K. Griffin	Mgmt	For	For	For
1d	Elect Director Eric J. Guerin	Mgmt	For	For	For
1e	Elect Director Christine King	Mgmt	For	For	For
1f	Elect Director Suzanne E. McBride	Mgmt	For	For	For
1g	Elect Director David P. McGlade	Mgmt	For	For	For
1h	Elect Director Robert A. Schriesheim	Mgmt	For	For	For
1i	Elect Director Maryann Turcke	Mgmt	For	Against	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	For	Against
6	Adopt Simple Majority Vote	SH	None	For	For

Stryker Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** SYK
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 863667101

Shares Voted: 3,050

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 Srikant M. Datar	Mgmt	For	For	For
1d	Elect Director Allan C. Golston	Mgmt	For	For	For
1e	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1f	Elect Director Sherilyn S. McCoy	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	Abstain	For

Akamai Technologies, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** AKAM
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: 00971T101

Shares Voted: 1,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	For	For

Akamai Technologies, Inc.

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

Ameren Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** AEE
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 023608102

Shares Voted: 2,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For
1c	Elect Director Catherine S. Brune	Mgmt	For	Refer	For
1d	Elect Director J. Edward Coleman	Mgmt	For	For	For
1e	Elect Director Ward H. Dickson	Mgmt	For	For	For
1f	Elect Director Noelle K. Eder	Mgmt	For	For	For
1g	Elect Director Ellen M. Fitzsimmons	Mgmt	For	For	For
1h	Elect Director Rafael Flores	Mgmt	For	For	For
1i	Elect Director Richard J. Harshman	Mgmt	For	For	For
1j	Elect Director Craig S. Ivey	Mgmt	For	For	For
1k	Elect Director James C. Johnson	Mgmt	For	For	For
1l	Elect Director Martin J. Lyons, Jr.	Mgmt	For	For	For
1m	Elect Director Steven H. Lipstein	Mgmt	For	For	For

Ameren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Disclose GHG Emissions Reductions Targets	SH	Against	Abstain	Against

Assurant, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: AIZ

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 04621X108

Shares Voted: 431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine D. Rosen	Mgmt	For	For	For
1b	Elect Director Paget L. Alves	Mgmt	For	For	For
1c	Elect Director Rajiv Basu	Mgmt	For	For	For
1d	Elect Director J. Braxton Carter	Mgmt	For	For	For
1e	Elect Director Juan N. Cento	Mgmt	For	For	For
1f	Elect Director Keith W. Demmings	Mgmt	For	For	For
1g	Elect Director Harriet Edelman	Mgmt	For	For	For
1h	Elect Director Sari Granat	Mgmt	For	For	For
1i	Elect Director Lawrence V. Jackson	Mgmt	For	For	For
1j	Elect Director Debra J. Perry	Mgmt	For	For	For
1k	Elect Director Ognjen (Ogi) Redzic	Mgmt	For	For	For
1l	Elect Director Paul J. Reilly	Mgmt	For	For	For
1m	Elect Director Robert W. Stein	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Cboe Global Markets, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: CBOE

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 12503M108

Shares Voted: 948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward T. Tilly	Mgmt	For	For	For
1b	Elect Director William M. Farrow, III	Mgmt	For	Refer	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	Refer	For
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For
1g	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For
1h	Elect Director Jennifer J. McPeck	Mgmt	For	For	For
1i	Elect Director Roderick A. Palmore	Mgmt	For	Refer	Against
1j	Elect Director James E. Parisi	Mgmt	For	For	For
1k	Elect Director Joseph P. Ratterman	Mgmt	For	For	For
1l	Elect Director Fredric J. Tomczyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Discover Financial Services

Meeting Date: 05/11/2023

Country: USA

Ticker: DFS

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 254709108

Shares Voted: 2,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	Mgmt	For	For	For
1.2	Elect Director Mary K. Bush	Mgmt	For	For	For
1.3	Elect Director Gregory C. Case	Mgmt	For	Refer	Against
1.4	Elect Director Candace H. Duncan	Mgmt	For	For	For
1.5	Elect Director Joseph F. Eazor	Mgmt	For	For	For
1.6	Elect Director Roger C. Hochschild	Mgmt	For	For	For
1.7	Elect Director Thomas G. Maheras	Mgmt	For	For	For

Discover Financial Services

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director John B. Owen	Mgmt	For	For	For
1.9	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
1.10	Elect Director Beverley A. Sibblies	Mgmt	For	For	For
1.11	Elect Director Mark A. Thierer	Mgmt	For	For	For
1.12	Elect Director Jennifer L. Wong	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: EW

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 5,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.2	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.3	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.4	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.5	Elect Director Martha H. Marsh	Mgmt	For	For	For
1.6	Elect Director Michael A. Mussallem	Mgmt	For	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Ford Motor Company

Meeting Date: 05/11/2023

Country: USA

Ticker: F

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 345370860

Shares Voted: 36,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	For	For
1b	Elect Director Alexandra Ford English	Mgmt	For	Against	Against
1c	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
1d	Elect Director Henry Ford, III	Mgmt	For	Against	Against
1e	Elect Director William Clay Ford, Jr.	Mgmt	For	Against	Against
1f	Elect Director William W. Helman, IV	Mgmt	For	For	For
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	Against	Against
1h	Elect Director William E. Kennard	Mgmt	For	Refer	Against
1i	Elect Director John C. May	Mgmt	For	For	For
1j	Elect Director Beth E. Mooney	Mgmt	For	For	For
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1l	Elect Director John L. Thornton	Mgmt	For	For	For
1m	Elect Director John B. Veihmeyer	Mgmt	For	For	For
1n	Elect Director John S. Weinberg	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
7	Report on Reliance on Child Labor in Supply Chain	SH	Against	Abstain	Abstain
8	Report on Animal Testing Practices	SH	Against	Against	Against

Intel Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: INTC

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 458140100

Intel Corporation

Shares Voted: 37,633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	Against	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
1l	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against
7	Publish Third Party Review of Intel's China Business ESG Congruence	SH	Against	Abstain	Against

KeyCorp

Meeting Date: 05/11/2023

Country: USA

Ticker: KEY

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 493267108

Shares Voted: 8,149

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Laboratory Corporation of America Holdings

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** LH
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: 50540R409

Shares Voted: 842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Jean-Luc Belingard	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Davis	Mgmt	For	For	For
1d	Elect Director D. Gary Gilliland	Mgmt	For	For	For
1e	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1f	Elect Director Garheng Kong	Mgmt	For	Against	For
1g	Elect Director Peter M. Neupert	Mgmt	For	For	For
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	For	For
1k	Elect Director R. Sanders Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Laboratory Corporation of America Holdings

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Transport of Nonhuman Primates Within the U.S.	SH	Against	Against	Against
7	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Abstain	Against

Las Vegas Sands Corp.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** LVS
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 517834107

Shares Voted: 2,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	For	For	For
1.2	Elect Director Patrick Dumont	Mgmt	For	Withhold	Withhold
1.3	Elect Director Irwin Chafetz	Mgmt	For	Withhold	Withhold
1.4	Elect Director Micheline Chau	Mgmt	For	Refer	Withhold
1.5	Elect Director Charles D. Forman	Mgmt	For	Withhold	Withhold
1.6	Elect Director Nora M. Jordan	Mgmt	For	Refer	Withhold
1.7	Elect Director Lewis Kramer	Mgmt	For	For	For
1.8	Elect Director David F. Levi	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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose Board Skills and Diversity Matrix	SH	Against	Against	Against

Martin Marietta Materials, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** MLM
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: 573284106

Martin Marietta Materials, Inc.

Shares Voted: 548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.2	Elect Director Sue W. Cole	Mgmt	For	For	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
1.5	Elect Director C. Howard Nye	Mgmt	For	For	For
1.6	Elect Director Laree E. Perez	Mgmt	For	For	For
1.7	Elect Director Thomas H. Pike	Mgmt	For	For	For
1.8	Elect Director Michael J. Quillen	Mgmt	For	For	For
1.9	Elect Director Donald W. Slager	Mgmt	For	For	For
1.10	Elect Director David C. Wajsgras	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Abstain	Abstain

Masco Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: MAS

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 574599106

Shares Voted: 2,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith J. Allman	Mgmt	For	For	For
1b	Elect Director Aine L. Denari	Mgmt	For	For	For
1c	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
1d	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Norfolk Southern Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: NSC

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 655844108

Shares Voted: 2,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	Mgmt	For	For	For
1b	Elect Director Mitchell E. Daniels, Jr.	Mgmt	For	Refer	For
1c	Elect Director Marcela E. Donadio	Mgmt	For	Against	For
1d	Elect Director John C. Huffard, Jr.	Mgmt	For	For	For
1e	Elect Director Christopher T. Jones	Mgmt	For	For	Against
1f	Elect Director Thomas C. Kelleher	Mgmt	For	For	For
1g	Elect Director Steven F. Leer	Mgmt	For	For	For
1h	Elect Director Michael D. Lockhart	Mgmt	For	For	Against
1i	Elect Director Amy E. Miles	Mgmt	For	For	For
1j	Elect Director Claude Mongeau	Mgmt	For	For	Against
1k	Elect Director Jennifer F. Scanlon	Mgmt	For	For	Against
1l	Elect Director Alan H. Shaw	Mgmt	For	For	For
1m	Elect Director John R. Thompson	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

Nucor Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: NUE

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 670346105

Shares Voted: 2,363

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 Christopher J. Kearney	Mgmt	For	For	For
1.4	Elect Director Laurette T. Koellner	Mgmt	For	Withhold	For

Nucor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.6	Elect Director Joseph D. Rupp	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Steel Dynamics, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** STLD
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 858119100

Shares Voted: 1,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark D. Millett	Mgmt	For	For	For
1.2	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1.3	Elect Director Kenneth W. Cornew	Mgmt	For	Refer	For
1.4	Elect Director Traci M. Dolan	Mgmt	For	For	For
1.5	Elect Director James C. Marcuccilli	Mgmt	For	For	For
1.6	Elect Director Bradley S. Seaman	Mgmt	For	Refer	For
1.7	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1.8	Elect Director Luis M. Sierra	Mgmt	For	For	For
1.9	Elect Director Steven A. Sonnenberg	Mgmt	For	For	For
1.10	Elect Director Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For

Tractor Supply Company

Meeting Date: 05/11/2023

Country: USA

Ticker: TSCO

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 892356106

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	For	For	For
1.2	Elect Director Ricardo Cardenas	Mgmt	For	For	For
1.3	Elect Director Andre Hawaux	Mgmt	For	For	For
1.4	Elect Director Denise L. Jackson	Mgmt	For	For	For
1.5	Elect Director Ramkumar Krishnan	Mgmt	For	For	For
1.6	Elect Director Edna K. Morris	Mgmt	For	For	For
1.7	Elect Director Mark J. Weikel	Mgmt	For	For	For
1.8	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Tyler Technologies, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: TYL

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 902252105

Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	Mgmt	For	Refer	Withhold
1.2	Elect Director Brenda A. Cline	Mgmt	For	For	For
1.3	Elect Director Ronnie D. Hawkins, Jr.	Mgmt	For	For	For
1.4	Elect Director Mary L. Landrieu	Mgmt	For	For	For
1.5	Elect Director John S. Marr, Jr.	Mgmt	For	For	For
1.6	Elect Director H. Lynn Moore, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel M. Pope	Mgmt	For	For	For
1.8	Elect Director Dustin R. Womble	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

Tyler Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Verizon Communications Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: VZ

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 92343V104

Shares Voted: 38,349

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	Against	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 Melanie Healey	Mgmt	For	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Rodney Slater	Mgmt	For	For	For
1.10	Elect Director Carol Tome	Mgmt	For	For	For
1.11	Elect Director Hans Vestberg	Mgmt	For	For	For
1.12	Elect Director Gregory Weaver	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Government Requests to Remove Content	SH	Against	Against	Against
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Abstain	Against
7	Amend Clawback Policy	SH	Against	Against	Against
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
9	Require Independent Board Chair	SH	Against	Against	Against

Xylem Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: XYL

Record Date: 04/05/2023

Meeting Type: Special

Primary Security ID: 98419M100

Shares Voted: 1,677

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

Zebra Technologies Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: ZBRA

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 989207105

Shares Voted: 471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	For	For	For
1b	Elect Director Linda M. Connly	Mgmt	For	For	For
1c	Elect Director Anders Gustafsson	Mgmt	For	Against	Against
1d	Elect Director Janice M. Roberts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ANSYS, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: ANSS

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 03662Q105

Shares Voted: 769

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	For
1b	Elect Director Glenda M. Dorchak	Mgmt	For	For	For
1c	Elect Director Ajei S. Gopal	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

ANSYS, Inc.

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

Camden Property Trust

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** CPT
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: 133131102

Shares Voted: 929

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

Colgate-Palmolive Company

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** CL
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 194162103

Shares Voted: 7,763

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

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steve Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	Against	For
1i	Elect Director Michael B. Polk	Mgmt	For	For	For
1j	Elect Director Stephen I. Sadove	Mgmt	For	Against	For
1k	Elect Director Noel R. Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Marriott International, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: MAR

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 571903202

Shares Voted: 2,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	Against	Against
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
1e	Elect Director Eric Hippeau	Mgmt	For	For	For
1f	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For	For
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1i	Elect Director David S. Marriott	Mgmt	For	Against	Against
1j	Elect Director Margaret M. McCarthy	Mgmt	For	For	For

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Grant F. Reid	Mgmt	For	For	For
1l	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1m	Elect Director Susan C. Schwab	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
7	Report on Gender/Racial Pay Gap	SH	Against	Abstain	Abstain

Republic Services, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: RSG

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 760759100

Shares Voted: 1,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manuel Kadre	Mgmt	For	For	For
1b	Elect Director Tomago Collins	Mgmt	For	For	For
1c	Elect Director Michael A. Duffy	Mgmt	For	For	For
1d	Elect Director Thomas W. Handley	Mgmt	For	For	For
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	Refer	Against
1g	Elect Director James P. Snee	Mgmt	For	For	For
1h	Elect Director Brian S. Tyler	Mgmt	For	For	For
1i	Elect Director Jon Vander Ark	Mgmt	For	For	For
1j	Elect Director Sandra M. Volpe	Mgmt	For	For	For
1k	Elect Director Katharine B. Weymouth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Sempra Energy

Meeting Date: 05/12/2023

Country: USA

Ticker: SRE

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 816851109

Shares Voted: 2,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	For	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1d	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1e	Elect Director Michael N. Mears	Mgmt	For	For	For
1f	Elect Director Jack T. Taylor	Mgmt	For	For	For
1g	Elect Director Cynthia L. Walker	Mgmt	For	For	For
1h	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1i	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
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	Increase Authorized Common Stock	Mgmt	For	For	For
6	Change Company Name to Sempra	Mgmt	For	For	For
7	Amend Articles of Incorporation	Mgmt	For	For	For
8	Require Independent Board Chair	SH	Against	Against	Against

Teradyne, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: TER

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 880770102

Shares Voted: 1,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy E. Guertin	Mgmt	For	Refer	Against
1b	Elect Director Peter Herweck	Mgmt	For	For	For
1c	Elect Director Mercedes Johnson	Mgmt	For	For	For
1d	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1e	Elect Director Marilyn Matz	Mgmt	For	Refer	Against

Teradyne, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gregory S. Smith	Mgmt	For	For	For
1g	Elect Director Ford Tamer	Mgmt	For	For	For
1h	Elect Director Paul J. Tufano	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Progressive Corporation

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** PGR
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 743315103

Shares Voted: 5,291

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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Vulcan Materials Company

Meeting Date: 05/12/2023

Country: USA

Ticker: VMC

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 929160109

Shares Voted: 1,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa H. Anderson	Mgmt	For	For	For
1b	Elect Director O. B. Grayson Hall, Jr.	Mgmt	For	For	For
1c	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1d	Elect Director James T. Prokopanko	Mgmt	For	Refer	Against
1e	Elect Director George Willis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Weyerhaeuser Company

Meeting Date: 05/12/2023

Country: USA

Ticker: WY

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 962166104

Shares Voted: 6,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
1e	Elect Director Al Monaco	Mgmt	For	For	For
1f	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
1g	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
1h	Elect Director Devin W. Stockfish	Mgmt	For	For	For
1i	Elect Director Kim Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: ZBH

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 98956P102

Shares Voted: 1,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher B. Begley	Mgmt	For	For	For
1b	Elect Director Betsy J. Bernard	Mgmt	For	For	For
1c	Elect Director Michael J. Farrell	Mgmt	For	For	For
1d	Elect Director Robert A. Hagemann	Mgmt	For	For	For
1e	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1f	Elect Director Arthur J. Higgins	Mgmt	For	Refer	For
1g	Elect Director Maria Teresa Hilado	Mgmt	For	For	For
1h	Elect Director Syed Jafry	Mgmt	For	For	For
1i	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1j	Elect Director Michael W. Michelson	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Consolidated Edison, Inc.

Meeting Date: 05/15/2023

Country: USA

Ticker: ED

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 209115104

Shares Voted: 3,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Cawley	Mgmt	For	For	For
1.2	Elect Director Ellen V. Futter	Mgmt	For	For	For
1.3	Elect Director John F. Killian	Mgmt	For	For	For
1.4	Elect Director Karol V. Mason	Mgmt	For	For	For
1.5	Elect Director Dwight A. McBride	Mgmt	For	For	For
1.6	Elect Director William J. Mulrow	Mgmt	For	For	For
1.7	Elect Director Armando J. Olivera	Mgmt	For	For	For
1.8	Elect Director Michael W. Ranger	Mgmt	For	For	For

Consolidated Edison, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.10	Elect Director Deirdre Stanley	Mgmt	For	For	For
1.11	Elect Director L. Frederick Sutherland	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** ARE
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: 015271109

Shares Voted: 1,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel S. Marcus	Mgmt	For	For	For
1b	Elect Director Steven R. Hash	Mgmt	For	Refer	Against
1c	Elect Director James P. Cain	Mgmt	For	Refer	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1e	Elect Director Maria C. Freire	Mgmt	For	For	For
1f	Elect Director Richard H. Klein	Mgmt	For	For	For
1g	Elect Director Michael A. Woronoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Baker Hughes Company

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** BKR
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 05722G100

Baker Hughes Company

Shares Voted: 9,421

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 Gregory D. Brenneman	Mgmt	For	For	For
1.3	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.4	Elect Director Nelda J. Connors	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	For	For
1.9	Elect Director Mohsen 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

ConocoPhillips

Meeting Date: 05/16/2023

Country: USA

Ticker: COP

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 20825C104

Shares Voted: 11,373

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Jody Freeman	Mgmt	For	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For	For
1h	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1i	Elect Director Eric D. Mullins	Mgmt	For	For	For
1j	Elect Director Arjun N. Murti	Mgmt	For	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	Refer	Against
1l	Elect Director David T. Seaton	Mgmt	For	For	For

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against
9	Report on Tax Transparency	SH	Against	Abstain	Against
10	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

JPMorgan Chase & Co.

Meeting Date: 05/16/2023

Country: USA

Ticker: JPM

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 26,779

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 James S. Crown	Mgmt	For	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1f	Elect Director James Dimon	Mgmt	For	For	For
1g	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1h	Elect Director Alex Gorsky	Mgmt	For	For	For
1i	Elect Director Mellody Hobson	Mgmt	For	For	For
1j	Elect Director Michael A. Neal	Mgmt	For	For	For
1k	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1l	Elect Director Virginia M. Rometty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Against	Abstain	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	Abstain	For
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against
11	Report on Political Expenditures Congruence	SH	Against	Abstain	Against
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Abstain	Against

Mid-America Apartment Communities, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** MAA
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 59522J103

Shares Voted: 1,011

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 Toni Jennings	Mgmt	For	Refer	Against
1g	Elect Director Edith Kelly-Green	Mgmt	For	For	For
1h	Elect Director James K. Lowder	Mgmt	For	For	For
1i	Elect Director Thomas H. Lowder	Mgmt	For	For	For
1j	Elect Director Claude B. Nielsen	Mgmt	For	For	For
1k	Elect Director W. Reid Sanders	Mgmt	For	For	For
1l	Elect Director Gary S. Shorb	Mgmt	For	For	For

Mid-America Apartment Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director David P. Stockert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Motorola Solutions, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** MSI
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 620076307

Shares Voted: 1,562

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 Kenneth D. Denman	Mgmt	For	Refer	Against
1c	Elect Director Egon P. Durban	Mgmt	For	Against	For
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
1e	Elect Director Clayton M. Jones	Mgmt	For	For	For
1f	Elect Director Judy C. Lewent	Mgmt	For	For	For
1g	Elect Director Gregory K. Mondre	Mgmt	For	For	For
1h	Elect Director Joseph M. Tucci	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Newell Brands Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** NWL
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 651229106

Shares Voted: 3,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	Mgmt	For	Refer	For

Newell Brands Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Patrick D. Campbell	Mgmt	For	For	For
1c	Elect Director Gary Hu	Mgmt	For	For	For
1d	Elect Director Jay L. Johnson	Mgmt	For	For	For
1e	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1f	Elect Director Courtney R. Mather	Mgmt	For	For	For
1g	Elect Director Christopher H. Peterson	Mgmt	For	For	For
1h	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1i	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
1j	Elect Director Robert A. Steele	Mgmt	For	Refer	For
1k	Elect Director David P. Willetts	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right to Act by Written Consent	SH	Against	Against	Against

Principal Financial Group, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** PFG
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 74251V102

Shares Voted: 2,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan S. Auerbach	Mgmt	For	For	For
1.2	Elect Director Mary E. "Maliz" Beams	Mgmt	For	For	For
1.3	Elect Director Jocelyn Carter-Miller	Mgmt	For	Refer	Against
1.4	Elect Director Scott M. Mills	Mgmt	For	For	For
1.5	Elect Director Claudio N. Muruzabal	Mgmt	For	For	For
1.6	Elect Director H. Elizabeth Mitchell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Tesla, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: TSLA

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 88160R101

Shares Voted: 24,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elon Musk	Mgmt	For	For	For
1.2	Elect Director Robyn Denholm	Mgmt	For	Refer	Against
1.3	Elect Director JB Straubel	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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
5	Report on Key-Person Risk and Efforts to Ameliorate It	SH	Against	Against	Against

The Hershey Company

Meeting Date: 05/16/2023

Country: USA

Ticker: HSY

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 427866108

Shares Voted: 1,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	For
1.2	Elect Director Michele G. Buck	Mgmt	For	For	For
1.3	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.4	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	Withhold
1.5	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.6	Elect Director James C. Katzman	Mgmt	For	For	For
1.7	Elect Director M. Diane Koken	Mgmt	For	For	For
1.8	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.9	Elect Director Robert M. Malcolm	Mgmt	For	For	For
1.10	Elect Director Anthony J. Palmer	Mgmt	For	For	For
1.11	Elect Director Juan R. Perez	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

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Human Rights Impacts of Living Wage & Income Position Statement	SH	Against	Abstain	Against

Ventas Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** VTR
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 92276F100

Shares Voted: 3,692

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 Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Michael J. Embler	Mgmt	For	For	For
1d	Elect Director Matthew J. Lustig	Mgmt	For	For	For
1e	Elect Director Roxanne M. Martino	Mgmt	For	For	For
1f	Elect Director Marguerite M. Nader	Mgmt	For	For	For
1g	Elect Director Sean P. Nolan	Mgmt	For	For	For
1h	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1i	Elect Director Sumit Roy	Mgmt	For	For	For
1j	Elect Director James D. Shelton	Mgmt	For	For	For
1k	Elect Director Maurice S. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Align Technology, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ALGN
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: 016255101

Shares Voted: 649

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

Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Joseph M. Hogan	Mgmt	For	For	For
1.3	Elect Director Joseph Lacob	Mgmt	For	For	For
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	Refer	Against
1.5	Elect Director George J. Morrow	Mgmt	For	Refer	Against
1.6	Elect Director Anne M. Myong	Mgmt	For	For	For
1.7	Elect Director Andrea L. Saia	Mgmt	For	For	For
1.8	Elect Director Susan E. Siegel	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

CBRE Group, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: CBRE

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 12504L109

Shares Voted: 2,891

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	Against	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	Refer	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1h	Elect Director Susan Meaney	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

CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Chubb Limited

Meeting Date: 05/17/2023 **Country:** Switzerland **Ticker:** CB
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: H1467J104

Shares Voted: 3,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	Against	Abstain
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
5.5	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.6	Elect Director Sheila P. Burke	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

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	For	For
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
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For	For
10.2	Reduction of Par Value	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For	For
11.3	Approve Remuneration Report	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Abstain	Against
15	Report on Human Rights Risk Assessment	SH	Against	Abstain	Against

Crown Castle Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: CCI

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 22822V101

Shares Voted: 3,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	For
1b	Elect Director Jay A. Brown	Mgmt	For	For	For
1c	Elect Director Cindy Christy	Mgmt	For	For	For
1d	Elect Director Ari Q. Fitzgerald	Mgmt	For	For	For

Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Director Tammy K. Jones	Mgmt	For	For	For
1g	Elect Director Anthony J. Melone	Mgmt	For	For	For
1h	Elect Director W. Benjamin Moreland	Mgmt	For	For	For
1i	Elect Director Kevin A. Stephens	Mgmt	For	For	For
1j	Elect Director Matthew Thornton, III	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 Charter to Allow Exculpation of Certain Officers	Mgmt	For	For	For

Enphase Energy, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ENPH
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 29355A107

Shares Voted: 1,273

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamie Haenggi	Mgmt	For	For	For
1.2	Elect Director Benjamin Kortlang	Mgmt	For	Refer	For
1.3	Elect Director Richard Mora	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Everest Re Group, Ltd.

Meeting Date: 05/17/2023 **Country:** Bermuda **Ticker:** RE
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: G3223R108

Shares Voted: 375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	Refer	For
1.2	Elect Director Juan C. Andrade	Mgmt	For	For	For
1.3	Elect Director William F. Galtney, Jr.	Mgmt	For	For	For

Everest Re Group, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Change Company Name to Everest Group, Ltd.	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: FISV

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 5,734

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 Dylan G. Haggart	Mgmt	For	For	For
1.5	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.6	Elect Director Heidi G. Miller	Mgmt	For	Refer	For
1.7	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.8	Elect Director Kevin M. Warren	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chairman	SH	Against	Against	Against

Halliburton Company

Meeting Date: 05/17/2023

Country: USA

Ticker: HAL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 406216101

Shares Voted: 8,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Milton Carroll	Mgmt	For	Refer	For
1f	Elect Director Earl M. Cummings	Mgmt	For	For	For
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For
1h	Elect Director Robert A. Malone	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1k	Elect Director Maurice S. Smith	Mgmt	For	For	For
1l	Elect Director Janet L. Weiss	Mgmt	For	For	For
1m	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For

Hess Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: HES

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 42809H107

Shares Voted: 2,520

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

Hess Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director John B. Hess	Mgmt	For	For	For
1e	Elect Director Edith E. Holiday	Mgmt	For	Refer	For
1f	Elect Director Marc S. Lipschultz	Mgmt	For	For	For
1g	Elect Director Raymond J. McGuire	Mgmt	For	For	For
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	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Howmet Aerospace Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: HWM

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 443201108

Shares Voted: 3,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For	For
1b	Elect Director Amy E. Alving	Mgmt	For	For	For
1c	Elect Director Sharon R. Barner	Mgmt	For	For	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
1e	Elect Director Robert F. Leduc	Mgmt	For	For	For
1f	Elect Director David J. Miller	Mgmt	For	For	For
1g	Elect Director Jody G. Miller	Mgmt	For	For	For
1h	Elect Director John C. Plant	Mgmt	For	For	For
1i	Elect Director Ulrich R. Schmidt	Mgmt	For	For	For
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	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Against	Against

IDEXX Laboratories, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: IDXX

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 45168D104

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel M. Junius	Mgmt	For	For	For
1b	Elect Director Lawrence D. Kingsley	Mgmt	For	For	For
1c	Elect Director Sophie V. Vandebroek	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Invitation Homes, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: INVH

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 46187W107

Shares Voted: 5,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	Refer	Withhold
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	Refer	Withhold
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	Against

Molson Coors Beverage Company

Meeting Date: 05/17/2023

Country: USA

Ticker: TAP

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 60871R209

Shares Voted: 1,600

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

Mondelez International, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: MDLZ

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 12,362

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	For	For	For
1b	Elect Director Charles E. Bunch	Mgmt	For	For	For
1c	Elect Director Ertharin Cousin	Mgmt	For	For	For
1d	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1e	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For	For
1i	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	Abstain	Against

Northrop Grumman Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: NOC

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 666807102

Shares Voted: 1,322

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathy J. Warden	Mgmt	For	For	For
1.2	Elect Director David P. Abney	Mgmt	For	Refer	Against
1.3	Elect Director Marianne C. Brown	Mgmt	For	For	For
1.4	Elect Director Ann M. Fudge	Mgmt	For	For	For
1.5	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For
1.6	Elect Director Arvind Krishna	Mgmt	For	For	For
1.7	Elect Director Graham N. Robinson	Mgmt	For	For	For
1.8	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1.9	Elect Director Gary Roughead	Mgmt	For	For	For
1.10	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1.11	Elect Director James S. Turley	Mgmt	For	Against	For
1.12	Elect Director Mark A. Welsh, III	Mgmt	For	For	For
1.13	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	For
6	Report on Congruency of Political Spending with Company Stated Values on Human Rights	SH	Against	Abstain	Against
7	Require Independent Board Chair	SH	Against	Against	Against

Old Dominion Freight Line, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: ODFL

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 679580100

Shares Voted: 821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For	For

Old Dominion Freight Line, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director David S. Congdon	Mgmt	For	For	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	For	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	For	For
1.5	Elect Director Bradley R. Gabosch	Mgmt	For	For	For
1.6	Elect Director Greg C. Gantt	Mgmt	For	For	For
1.7	Elect Director Patrick D. Hanley	Mgmt	For	For	For
1.8	Elect Director John D. Kasarda	Mgmt	For	Refer	Withhold
1.9	Elect Director Wendy T. Stallings	Mgmt	For	For	For
1.10	Elect Director Thomas A. Stith, III	Mgmt	For	For	For
1.11	Elect Director Leo H. Suggs	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Pinnacle West Capital Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: PNW

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 723484101

Shares Voted: 981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	For	For	For
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	For	For	For
1.3	Elect Director Richard P. Fox	Mgmt	For	For	For
1.4	Elect Director Jeffrey B. Guldner	Mgmt	For	For	For
1.5	Elect Director Kathryn L. Munro	Mgmt	For	For	For
1.6	Elect Director Bruce J. Nordstrom	Mgmt	For	For	For
1.7	Elect Director Paula J. Sims	Mgmt	For	For	For
1.8	Elect Director William H. Spence	Mgmt	For	For	For
1.9	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	For	For	For
1.11	Elect Director David P. Wagener - Withdrawn	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

PPL Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** PPL
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 69351T106

Shares Voted: 6,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	For	For	For
1b	Elect Director Raja Rajamannar	Mgmt	For	For	For
1c	Elect Director Heather B. Redman	Mgmt	For	For	For
1d	Elect Director Craig A. Rogerson	Mgmt	For	For	For
1e	Elect Director Vincent Sorgi	Mgmt	For	For	For
1f	Elect Director Linda G. Sullivan	Mgmt	For	For	For
1g	Elect Director Natica von Althann	Mgmt	For	For	For
1h	Elect Director Keith H. Williamson	Mgmt	For	For	For
1i	Elect Director Phoebe A. Wood	Mgmt	For	For	For
1j	Elect Director Armando Zagalo de Lima	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Quest Diagnostics Incorporated

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** DGX
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 74834L100

Quest Diagnostics Incorporated

Shares Voted: 1,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Davis	Mgmt	For	For	For
1.2	Elect Director Luis A. Diaz, Jr.	Mgmt	For	For	For
1.3	Elect Director Tracey C. Doi	Mgmt	For	For	For
1.4	Elect Director Vicky B. Gregg	Mgmt	For	Refer	For
1.5	Elect Director Wright L. Lassiter, III	Mgmt	For	For	For
1.6	Elect Director Timothy L. Main	Mgmt	For	For	For
1.7	Elect Director Denise M. Morrison	Mgmt	For	For	For
1.8	Elect Director Gary M. Pfeiffer	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Gail R. Wilensky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Abstain	For

Robert Half International Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: RHI

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 770323103

Shares Voted: 1,055

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

Robert Half International Inc.

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

Ross Stores, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ROST
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 778296103

Shares Voted: 3,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
1b	Elect Director Michael J. Bush	Mgmt	For	For	For
1c	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1d	Elect Director Sharon D. Garrett	Mgmt	For	For	For
1e	Elect Director Michael J. Hartshorn	Mgmt	For	For	For
1f	Elect Director Stephen D. Milligan	Mgmt	For	For	For
1g	Elect Director Patricia H. Mueller	Mgmt	For	For	For
1h	Elect Director George P. Orban	Mgmt	For	For	For
1i	Elect Director Larree M. Renda	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Southwest Airlines Co.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** LUV
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 844741108

Southwest Airlines Co.

Shares Voted: 5,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David W. Biegler	Mgmt	For	Refer	Against
1b	Elect Director J. Veronica Biggins	Mgmt	For	Refer	Against
1c	Elect Director Douglas H. Brooks	Mgmt	For	For	For
1d	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1e	Elect Director William H. Cunningham	Mgmt	For	For	For
1f	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
1g	Elect Director David P. Hess	Mgmt	For	For	For
1h	Elect Director Robert E. Jordan	Mgmt	For	For	For
1i	Elect Director Gary C. Kelly	Mgmt	For	For	For
1j	Elect Director Elaine Mendoza	Mgmt	For	For	For
1k	Elect Director John T. Montford	Mgmt	For	For	For
1l	Elect Director Christopher P. Reynolds	Mgmt	For	For	For
1m	Elect Director Ron Ricks	Mgmt	For	For	For
1n	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Against	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

State Street Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: STT

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 857477103

Shares Voted: 3,232

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 DeMaio	Mgmt	For	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For	For

State Street Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William C. Freda	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Asset Management Policies and Diversified Investors	SH	Against	Against	Against

The Hartford Financial Services Group, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** HIG
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 416515104

Shares Voted: 2,983

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 Kathryn A. Mikells	Mgmt	For	For	For
1f	Elect Director Edmund Reese	Mgmt	For	For	For
1g	Elect Director Teresa Wynn Roseborough	Mgmt	For	For	For
1h	Elect Director Virginia P. Ruesterholz	Mgmt	For	For	For
1i	Elect Director Christopher J. Swift	Mgmt	For	For	For
1j	Elect Director Matthew E. Winter	Mgmt	For	For	For
1k	Elect Director Greig Woodring	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against

Universal Health Services, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** UHS
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 913903100

Shares Voted: 625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Nina Chen-Langenmayr	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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

Verisk Analytics, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** VRSK
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 92345Y106

Shares Voted: 1,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
1c	Elect Director Wendy Lane	Mgmt	For	For	For
1d	Elect Director Lee M. Shavel	Mgmt	For	For	For
1e	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
1f	Elect Director Olumide Soroye	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/17/2023

Country: USA

Ticker: VRTX

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 92532F100

Shares Voted: 2,328

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 Terrence Kearney	Mgmt	For	For	For
1.5	Elect Director Reshma Kewalramani	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 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: WAB

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 929740108

Shares Voted: 1,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rafael Santana	Mgmt	For	For	For
1b	Elect Director Lee C. Banks	Mgmt	For	For	For
1c	Elect Director Byron S. Foster	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Willis Towers Watson Public Limited Company

Meeting Date: 05/17/2023

Country: Ireland

Ticker: WTW

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	Against	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: AMD

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 007903107

Shares Voted: 14,702

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

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Altria Group, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** MO
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 02209S103

Shares Voted: 16,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Jacinto J. Hernandez	Mgmt	For	For	For
1f	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1g	Elect Director Kathryn B. McQuade	Mgmt	For	For	For
1h	Elect Director George Munoz	Mgmt	For	For	For
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For	For
1j	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1k	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1l	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Altria Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Abstain	Against
6	Report on Third-Party Civil Rights Audit	SH	Against	Abstain	Against

Amphenol Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** APH
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 032095101

Shares Voted: 5,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	Abstain	Against

AT&T Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** T
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 00206R102

Shares Voted: 65,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	Refer	For
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.8	Elect Director John T. Stankey	Mgmt	For	For	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.10	Elect Director Luis A. Ubinas	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Commission Third Party Racial Equity Audit	SH	Against	Abstain	Against

CDW Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: CDW

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 12514G108

Shares Voted: 1,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For	For
1b	Elect Director James A. Bell	Mgmt	For	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1e	Elect Director Marc E. Jones	Mgmt	For	For	For
1f	Elect Director Christine A. Leahy	Mgmt	For	For	For
1g	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1h	Elect Director David W. Nelms	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

CDW Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	Against

CVS Health Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CVS
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 126650100

Shares Voted: 11,945

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 Edward J. Ludwig	Mgmt	For	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1k	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt a Paid Sick Leave Policy	SH	Against	Abstain	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	Abstain	Against
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

DexCom, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** DXCM
Record Date: 03/29/2023 **Meeting Type:** Annual
Primary Security ID: 252131107

Shares Voted: 3,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Altman	Mgmt	For	For	For
1.2	Elect Director Richard A. Collins	Mgmt	For	For	For
1.3	Elect Director Karen Dahut	Mgmt	For	For	For
1.4	Elect Director Mark G. Foletta	Mgmt	For	For	For
1.5	Elect Director Barbara E. Kahn	Mgmt	For	For	For
1.6	Elect Director Kyle Malady	Mgmt	For	For	For
1.7	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	Abstain

Hasbro, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HAS
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 418056107

Shares Voted: 1,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Burns	Mgmt	For	For	For
1.2	Elect Director Hope F. Cochran	Mgmt	For	For	For

Hasbro, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Christian P. Cocks	Mgmt	For	For	For
1.4	Elect Director Lisa Gersh	Mgmt	For	For	For
1.5	Elect Director Elizabeth Hamren	Mgmt	For	For	For
1.6	Elect Director Blake Jorgensen	Mgmt	For	For	For
1.7	Elect Director Tracy A. Leinbach	Mgmt	For	For	For
1.8	Elect Director Laurel J. Richie	Mgmt	For	For	For
1.9	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1.10	Elect Director Mary Beth West	Mgmt	For	For	For
1.11	Elect Director Linda Zecher Higgins	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: HLT

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 43300A203

Shares Voted: 2,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
1d	Elect Director Chris Carr	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
1g	Elect Director Judith A. McHale	Mgmt	For	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1i	Elect Director Douglas M. Steenland	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Host Hotels & Resorts, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: HST

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 44107P104

Shares Voted: 6,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	Refer	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
1.3	Elect Director Diana M. Laing	Mgmt	For	Against	For
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	Against	For
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
1.9	Elect Director A. William Stein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: MMC

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 571748102

Shares Voted: 4,512

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 Hafize Gaye Erkan	Mgmt	For	For	For
1d	Elect Director Oscar Fanjul	Mgmt	For	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For	For
1f	Elect Director Judith Hartmann	Mgmt	For	For	For
1g	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1h	Elect Director Tamara Ingram	Mgmt	For	For	For
1i	Elect Director Jane H. Lute	Mgmt	For	For	For
1j	Elect Director Steven A. Mills	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Bruce P. Nolop	Mgmt	For	For	For
1l	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1m	Elect Director Lloyd M. Yates	Mgmt	For	For	For
1n	Elect Director Ray G. Young	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

NextEra Energy, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** NEE
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 65339F101

Shares Voted: 18,144

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1c	Elect Director James L. Camaren	Mgmt	For	For	For
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1g	Elect Director John W. Ketchum	Mgmt	For	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For	For
1i	Elect Director David L. Porges	Mgmt	For	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For	For
1k	Elect Director John A. Stall	Mgmt	For	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche 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 Board Skills and Diversity Matrix	SH	Against	Against	Against

ON Semiconductor Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: ON

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 682189105

Shares Voted: 3,905

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

O'Reilly Automotive, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: ORLY

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 67103H107

Shares Voted: 574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David O'Reilly	Mgmt	For	For	For
1b	Elect Director Larry O'Reilly	Mgmt	For	For	For
1c	Elect Director Greg Henslee	Mgmt	For	For	For
1d	Elect Director Jay D. Burchfield	Mgmt	For	Refer	Against
1e	Elect Director Thomas T. Hendrickson	Mgmt	For	For	For
1f	Elect Director John R. Murphy	Mgmt	For	Against	Against
1g	Elect Director Dana M. Perlman	Mgmt	For	Against	Against
1h	Elect Director Maria A. Sastre	Mgmt	For	For	For
1i	Elect Director Andrea M. Weiss	Mgmt	For	For	For

O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Fred Whitfield	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Otis Worldwide Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** OTIS
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 68902V107

Shares Voted: 3,787

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1b	Elect Director Nelda J. Connors	Mgmt	For	For	For
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1d	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1e	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1f	Elect Director Judith F. Marks	Mgmt	For	For	For
1g	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
1h	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1i	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1j	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	Require Independent Board Chair	SH	Against	Against	Against

PG&E Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** PCG
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 69331C108

PG&E Corporation

Shares Voted: 14,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl F. Campbell	Mgmt	For	Refer	Against
1b	Elect Director Kerry W. Cooper	Mgmt	For	For	For
1c	Elect Director Arno L. Harris	Mgmt	For	For	For
1d	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1e	Elect Director Michael R. Niggli	Mgmt	For	Against	Against
1f	Elect Director Benjamin F. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Sealed Air Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: SEE

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 81211K100

Shares Voted: 1,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth M. Adefioye	Mgmt	For	For	For
1b	Elect Director Zubaid Ahmad	Mgmt	For	For	For
1c	Elect Director Kevin C. Berryman	Mgmt	For	For	For
1d	Elect Director Francoise Colpron	Mgmt	For	For	For
1e	Elect Director Edward L. Doheny, II	Mgmt	For	For	For
1f	Elect Director Clay M. Johnson	Mgmt	For	For	For
1g	Elect Director Henry R. Keizer	Mgmt	For	For	For
1h	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
1i	Elect Director Suzanne B. Rowland	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Synchrony Financial

Meeting Date: 05/18/2023

Country: USA

Ticker: SYF

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 87165B103

Shares Voted: 4,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1i	Elect Director Laurel J. Richie	Mgmt	For	Refer	Against
1j	Elect Director Ellen M. Zane	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Charles Schwab Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: SCHW

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 808513105

Shares Voted: 13,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Frank C. Herringer	Mgmt	For	Refer	Against
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For	For
1d	Elect Director Todd M. Ricketts	Mgmt	For	For	For
1e	Elect Director Carolyn Schwab-Pomerantz	Mgmt	For	Against	Against
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Gender/Racial Pay Gap	SH	Against	Abstain	Against

The Charles Schwab Corporation

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

The Home Depot, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HD
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 437076102

Shares Voted: 9,320

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	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Albert P. Carey	Mgmt	For	For	For
1g	Elect Director Edward P. Decker	Mgmt	For	For	For
1h	Elect Director Linda R. Gooden	Mgmt	For	For	For
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1j	Elect Director Manuel Kadre	Mgmt	For	For	For
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1l	Elect Director Paula Santilli	Mgmt	For	For	For
1m	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Political Expenditures Congruence	SH	Against	Abstain	Against
8	Rescind 2022 Racial Equity Audit Proposal	SH	Against	Against	Against
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

Union Pacific Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: UNP

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 5,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Lance M. Fritz	Mgmt	For	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For	For
1h	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1i	Elect Director Jose H. Villarreal	Mgmt	For	For	For
1j	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
7	Adopt a Paid Sick Leave Policy	SH	Against	Abstain	Against

Xylem Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: XYL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 98419M100

Shares Voted: 1,677

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 Patrick K. Decker	Mgmt	For	For	For
1c	Elect Director Earl R. Ellis	Mgmt	For	For	For
1d	Elect Director Robert F. Friel	Mgmt	For	For	For

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
1f	Elect Director Steven R. Loranger	Mgmt	For	For	For
1g	Elect Director Mark D. Morelli	Mgmt	For	For	For
1h	Elect Director Jerome A. Peribere	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	Require Independent Board Chair	SH	Against	Against	Against

Yum! Brands, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** YUM
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 988498101

Shares Voted: 2,588

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 Christopher M. Connor	Mgmt	For	For	For
1d	Elect Director Brian C. Cornell	Mgmt	For	For	For
1e	Elect Director Tanya L. Domier	Mgmt	For	For	For
1f	Elect Director David W. Gibbs	Mgmt	For	For	For
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	For	Refer	Against
1h	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1i	Elect Director P. Justin Skala	Mgmt	For	For	For
1j	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Efforts to Reduce Plastic Use	SH	Against	Abstain	For
6	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against
9	Report on Paid Sick Leave	SH	Against	Abstain	Against

Zoetis Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** ZTS
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 98978V103

Shares Voted: 4,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Michael B. McCallister	Mgmt	For	For	For
1e	Elect Director Gregory Norden	Mgmt	For	For	For
1f	Elect Director Louise M. Parent	Mgmt	For	For	For
1g	Elect Director Kristin C. Peck	Mgmt	For	For	For
1h	Elect Director Robert W. Scully	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Against	For

Amgen Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** AMGN
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 031162100

Shares Voted: 4,868

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

Amgen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	For
1f	Elect Director Greg C. Garland	Mgmt	For	Refer	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 Ellen J. Kullman	Mgmt	For	For	For
1k	Elect Director Amy E. Miles	Mgmt	For	For	For
1l	Elect Director Ronald D. Sugar	Mgmt	For	Against	For
1m	Elect Director R. Sanders Williams	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Honeywell International Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** HON
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 438516106

Shares Voted: 6,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Darius Adamczyk	Mgmt	For	For	For
1B	Elect Director Duncan Angove	Mgmt	For	For	For
1C	Elect Director William S. Ayer	Mgmt	For	For	For
1D	Elect Director Kevin Burke	Mgmt	For	For	For
1E	Elect Director D. Scott Davis	Mgmt	For	For	For
1F	Elect Director Deborah Flint	Mgmt	For	For	For
1G	Elect Director Vimal Kapur	Mgmt	For	For	For
1H	Elect Director Rose Lee	Mgmt	For	For	For
1I	Elect Director Grace Lieblein	Mgmt	For	For	For
1J	Elect Director Robin L. Washington	Mgmt	For	Against	For
1K	Elect Director Robin Watson	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Issue Environmental Justice Report	SH	Against	Abstain	Against

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** ICE
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 45866F104

Shares Voted: 5,200

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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

LyondellBasell Industries N.V.

Meeting Date: 05/19/2023 **Country:** Netherlands **Ticker:** LYB
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: N53745100

LyondellBasell Industries N.V.

Shares Voted: 2,224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	For	For
1d	Elect Director Anthony (Tony) Chase	Mgmt	For	For	For
1e	Elect Director Robert (Bob) Dudley	Mgmt	For	For	For
1f	Elect Director Claire Farley	Mgmt	For	Refer	For
1g	Elect Director Rita Griffin	Mgmt	For	For	For
1h	Elect Director Michael Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For	For
1j	Elect Director Albert Manifold	Mgmt	For	For	For
1k	Elect Director Peter Vanacker	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
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

Morgan Stanley

Meeting Date: 05/19/2023

Country: USA

Ticker: MS

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 617446448

Shares Voted: 12,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alistair Darling	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Mary L. Schapiro	Mgmt	For	For	For
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Abstain	Against

Alliant Energy Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** LNT
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 018802108

Shares Voted: 2,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephanie L. Cox	Mgmt	For	For	For
1b	Elect Director Patrick E. Allen	Mgmt	For	For	For
1c	Elect Director Michael D. Garcia	Mgmt	For	For	For
1d	Elect Director Susan D. Whiting	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

APA Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: APA

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 03743Q108

Shares Voted: 3,017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	For	For	For
2	Elect Director John J. Christmann, IV	Mgmt	For	For	For
3	Elect Director Juliet S. Ellis	Mgmt	For	For	For
4	Elect Director Charles W. Hooper	Mgmt	For	For	For
5	Elect Director Chansoo Joung	Mgmt	For	For	For
6	Elect Director H. Lamar McKay	Mgmt	For	For	For
7	Elect Director Amy H. Nelson	Mgmt	For	For	For
8	Elect Director Daniel W. Rabun	Mgmt	For	For	For
9	Elect Director Peter A. Ragauss	Mgmt	For	For	For
10	Elect Director David L. Stover	Mgmt	For	For	For
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	Against

Boston Properties, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: BXP

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 101121101

Shares Voted: 1,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly A. Ayotte	Mgmt	For	Against	Against
1b	Elect Director Bruce W. Duncan	Mgmt	For	For	For
1c	Elect Director Carol B. Einiger	Mgmt	For	For	For
1d	Elect Director Diane J. Hoskins	Mgmt	For	For	For
1e	Elect Director Mary E. Kipp	Mgmt	For	For	For
1f	Elect Director Joel I. Klein	Mgmt	For	Refer	Against
1g	Elect Director Douglas T. Linde	Mgmt	For	For	For

Boston Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Matthew J. Lustig	Mgmt	For	For	For
1i	Elect Director Owen D. Thomas	Mgmt	For	For	For
1j	Elect Director William H. Walton, III	Mgmt	For	For	For
1k	Elect Director Derek Anthony (Tony) West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

GE Healthcare Technologies, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: GEHC

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 36266G107

Shares Voted: 3,377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	Against	Against
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Henry Schein, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: HSIC

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 806407102

Shares Voted: 1,186

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 James P. Breslawski	Mgmt	For	For	For
1d	Elect Director Deborah Derby	Mgmt	For	For	For
1e	Elect Director Joseph L. Herring	Mgmt	For	For	For
1f	Elect Director Kurt P. Kuehn	Mgmt	For	For	For
1g	Elect Director Philip A. Laskawy	Mgmt	For	Refer	Against
1h	Elect Director Anne H. Margulies	Mgmt	For	For	For
1i	Elect Director Mark E. Mlotek	Mgmt	For	For	For
1j	Elect Director Steven Paladino	Mgmt	For	For	For
1k	Elect Director Carol Raphael	Mgmt	For	For	For
1l	Elect Director Scott Serota	Mgmt	For	For	For
1m	Elect Director Bradley T. Sheares	Mgmt	For	For	For
1n	Elect Director Reed V. Tuckson	Mgmt	For	For	For
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For

Insulet Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: PODD

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 45784P101

Shares Voted: 633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luciana Borio	Mgmt	For	For	For
1.2	Elect Director Michael R. Minogue	Mgmt	For	Refer	Withhold
1.3	Elect Director Corinne H. Nevinny	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Insulet Corporation

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

Merck & Co., Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** MRK
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 58933Y105

Shares Voted: 23,230

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	Against	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	Against	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
1m	Elect Director Peter C. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Abstain	Against
6	Report on Access to COVID-19 Products	SH	Against	Against	Against
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Abstain	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
9	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
10	Require Independent Board Chair	SH	Against	Against	Against

NiSource Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: NI

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 65473P105

Shares Voted: 3,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	For	For	For
1b	Elect Director Sondra L. Barbour	Mgmt	For	For	For
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For	For
1d	Elect Director Eric L. Butler	Mgmt	For	Refer	Against
1e	Elect Director Aristides S. Candris	Mgmt	For	For	For
1f	Elect Director Deborah A. Henretta	Mgmt	For	For	For
1g	Elect Director Deborah A. P. Hersman	Mgmt	For	For	For
1h	Elect Director Michael E. Jsanis	Mgmt	For	For	For
1i	Elect Director William D. Johnson	Mgmt	For	For	For
1j	Elect Director Kevin T. Kabat	Mgmt	For	For	For
1k	Elect Director Cassandra S. Lee	Mgmt	For	For	For
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Quanta Services, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: PWR

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 1,293

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 Doyle N. Beneby	Mgmt	For	Refer	Against
1.3	Elect Director Vincent D. Poster	Mgmt	For	For	For
1.4	Elect Director Bernard Fried	Mgmt	For	For	For

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Worthing F. Jackman	Mgmt	For	For	For
1.6	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1.7	Elect Director David M. McClanahan	Mgmt	For	For	For
1.8	Elect Director R. Scott Rowe	Mgmt	For	For	For
1.9	Elect Director Margaret B. Shannon	Mgmt	For	For	For
1.10	Elect Director Martha B. Wyrsh	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Realty Income Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** O
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: 756109104

Shares Voted: 5,866

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	Refer	Against
1e	Elect Director Mary Hogan Preusse	Mgmt	For	Against	Against
1f	Elect Director Priya Cherian Huskins	Mgmt	For	For	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1h	Elect Director Michael D. McKee	Mgmt	For	For	For
1i	Elect Director Gregory T. McLaughlin	Mgmt	For	For	For
1j	Elect Director Ronald L. Merriman	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Targa Resources Corp.

Meeting Date: 05/23/2023

Country: USA

Ticker: TRGP

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 87612G101

Shares Voted: 2,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul W. Chung	Mgmt	For	Against	Against
1.2	Elect Director Charles R. Crisp	Mgmt	For	Refer	For
1.3	Elect Director Laura C. Fulton	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Efforts to Reduce Methane Emission Venting and Flaring in Supply Chain	SH	Against	Abstain	For

The Allstate Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: ALL

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 020002101

Shares Voted: 2,401

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. Mehta	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
1g	Elect Director Andrea Redmond	Mgmt	For	For	For
1h	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Perry M. Traquina	Mgmt	For	For	For
1k	Elect Director Monica Turner	Mgmt	For	For	For
1l	Elect Director Thomas J. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Waters Corporation

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** WAT
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 941848103

Shares Voted: 532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	Refer	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	Against	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	For	For
1.7	Elect Director Wei Jiang	Mgmt	For	For	For
1.8	Elect Director Christopher A. Kuebler	Mgmt	For	Refer	Against
1.9	Elect Director Mark Vergnano	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Welltower Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** WELL
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: 95040Q104

Shares Voted: 4,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	Against	Against
1b	Elect Director Karen B. DeSalvo	Mgmt	For	For	For
1c	Elect Director Philip L. Hawkins	Mgmt	For	For	For

Welltower Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Dennis G. Lopez	Mgmt	For	For	For
1e	Elect Director Shankh Mitra	Mgmt	For	For	For
1f	Elect Director Ade J. Patton	Mgmt	For	For	For
1g	Elect Director Diana W. Reid	Mgmt	For	For	For
1h	Elect Director Sergio D. Rivera	Mgmt	For	For	For
1i	Elect Director Johnese M. Spisso	Mgmt	For	For	For
1j	Elect Director Kathryn M. Sullivan	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Advance Auto Parts, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AAP
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 00751Y106

Shares Voted: 547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carla J. Bailo	Mgmt	For	For	For
1b	Elect Director John F. Ferraro	Mgmt	For	For	For
1c	Elect Director Thomas R. Greco	Mgmt	For	For	For
1d	Elect Director Joan M. Hilson	Mgmt	For	For	For
1e	Elect Director Jeffrey J. Jones, II	Mgmt	For	Refer	Against
1f	Elect Director Eugene I. Lee, Jr.	Mgmt	For	For	For
1g	Elect Director Douglas A. Pertz	Mgmt	For	For	For
1h	Elect Director Sherice R. Torres	Mgmt	For	For	For
1i	Elect Director Arthur L. Valdez, Jr.	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	Against	Against

Meeting Date: 05/24/2023

Country: USA

Ticker: AMZN

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 81,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	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 Judith A. McGrath	Mgmt	For	For	Against
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Against	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against
7	Report on Customer Due Diligence	SH	Against	Abstain	For
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Abstain	Against
9	Report on Government Take Down Requests	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Abstain	Abstain
11	Publish a Tax Transparency Report	SH	Against	Abstain	Against
12	Report on Climate Lobbying	SH	Against	Abstain	Against
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Abstain	Against
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against

Amazon.com, Inc.

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

American Tower Corporation

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AMT
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 03027X100

Shares Voted: 4,230

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 Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Raymond P. Dolan	Mgmt	For	For	For
1e	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1f	Elect Director Robert D. Hormats	Mgmt	For	For	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1h	Elect Director Craig Macnab	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
1l	Elect Director Samme L. Thompson	Mgmt	For	For	For

American Tower Corporation

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

AvalonBay Communities, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AVB
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 053484101

Shares Voted: 1,286

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	Refer	For
1l	Elect Director W. Edward Walter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** BLK
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 09247X101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	For
1b	Elect Director Pamela Daley	Mgmt	For	For	For
1c	Elect Director Laurence D. Fink	Mgmt	For	For	For
1d	Elect Director William E. Ford	Mgmt	For	For	For
1e	Elect Director Fabrizio Freda	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1h	Elect Director Robert S. Kapito	Mgmt	For	For	For
1i	Elect Director Cheryl D. Mills	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	Against	Against
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	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	Against	Against
6	Report on Ability to Engineer Decarbonization in the Real Economy	SH	Against	Abstain	Against
7	Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Against	Against	Against

DENTSPLY SIRONA Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: XRAY

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 24906P109

DENTSPLY SIRONA Inc.

Shares Voted: 1,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric K. Brandt	Mgmt	For	Against	Against
1b	Elect Director Simon D. Champion	Mgmt	For	For	For
1c	Elect Director Willie A. Deese	Mgmt	For	Refer	Against
1d	Elect Director Betsy D. Holden	Mgmt	For	For	For
1e	Elect Director Clyde R. Hosein	Mgmt	For	For	For
1f	Elect Director Harry M. Jansen Kraemer, Jr.	Mgmt	For	For	For
1g	Elect Director Gregory T. Lucier	Mgmt	For	Against	Against
1h	Elect Director Jonathan J. Mazelsky	Mgmt	For	For	For
1i	Elect Director Leslie F. Varon	Mgmt	For	For	For
1j	Elect Director Janet S. Vergis	Mgmt	For	For	For
1k	Elect Director Dorothea Wenzel	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

DuPont de Nemours, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: DD

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 26614N102

Shares Voted: 4,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For
1i	Elect Director Frederick M. Lowery	Mgmt	For	For	For

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Raymond J. Milchovich	Mgmt	For	For	For
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

EOG Resources, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: EOG

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 26875P101

Shares Voted: 5,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For	For
1i	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Extra Space Storage Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: EXR

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 30225T102

Extra Space Storage Inc.

Shares Voted: 1,178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	For	For	For
1.2	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.3	Elect Director Roger B. Porter	Mgmt	For	For	For
1.4	Elect Director Jennifer Blouin	Mgmt	For	For	For
1.5	Elect Director Joseph J. Bonner	Mgmt	For	For	For
1.6	Elect Director Gary L. Crittenden	Mgmt	For	For	For
1.7	Elect Director Spencer F. Kirk	Mgmt	For	For	For
1.8	Elect Director Diane Olmstead	Mgmt	For	For	For
1.9	Elect Director Jefferson S. Shreve	Mgmt	For	For	For
1.10	Elect Director Julia Vander Ploeg	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fidelity National Information Services, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: FIS

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 31620M106

Shares Voted: 5,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For	For	For
1b	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1c	Elect Director Mark D. Benjamin	Mgmt	For	For	For
1d	Elect Director Vijay G. D'Silva	Mgmt	For	For	For
1e	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
1f	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1g	Elect Director Lisa A. Hook	Mgmt	For	Against	Against
1h	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
1i	Elect Director Gary L. Lauer	Mgmt	For	For	For
1j	Elect Director Louise M. Parent	Mgmt	For	For	For
1k	Elect Director Brian T. Shea	Mgmt	For	For	For
1l	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For

Fidelity National Information Services, Inc.

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

FirstEnergy Corporation

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** FE
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 337932107

Shares Voted: 4,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jana T. Croom	Mgmt	For	For	For
1.2	Elect Director Steven J. Demetriou	Mgmt	For	Against	For
1.3	Elect Director Lisa Winston Hicks	Mgmt	For	For	For
1.4	Elect Director Paul Kaleta	Mgmt	For	Refer	For
1.5	Elect Director Sean T. Klimczak	Mgmt	For	For	For
1.6	Elect Director Jesse A. Lynn	Mgmt	For	For	For
1.7	Elect Director James F. O'Neil, III	Mgmt	For	Refer	Against
1.8	Elect Director John W. Somerhalder, II	Mgmt	For	For	For
1.9	Elect Director Andrew Teno	Mgmt	For	For	For
1.10	Elect Director Leslie M. Turner	Mgmt	For	For	For
1.11	Elect Director Melvin 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
7	Establish a New Board Committee on Decarbonization Risk	SH	Against	Against	Against

Marathon Oil Corporation

Meeting Date: 05/24/2023

Country: USA

Ticker: MRO

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 565849106

Shares Voted: 5,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chadwick C. Deaton	Mgmt	For	For	For
1b	Elect Director Marcela E. Donadio	Mgmt	For	Against	For
1c	Elect Director M. Elise Hyland	Mgmt	For	For	For
1d	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1e	Elect Director Mark A. McCollum	Mgmt	For	For	For
1f	Elect Director Brent J. Smolik	Mgmt	For	For	For
1g	Elect Director Lee M. Tillman	Mgmt	For	For	For
1h	Elect Director Shawn D. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

NXP Semiconductors N.V.

Meeting Date: 05/24/2023

Country: Netherlands

Ticker: NXPI

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: N6596X109

Shares Voted: 2,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	Refer	Against
3j	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ONEOK, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: OKE

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 682680103

Shares Voted: 4,109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	For	For	For
1.2	Elect Director Julie H. Edwards	Mgmt	For	For	For
1.3	Elect Director Mark W. Helderman	Mgmt	For	For	For
1.4	Elect Director Randall J. Larson	Mgmt	For	For	For
1.5	Elect Director Steven J. Malcolm	Mgmt	For	For	For
1.6	Elect Director Jim W. Mogg	Mgmt	For	Refer	Against
1.7	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.8	Elect Director Pierce H. Norton, II	Mgmt	For	For	For
1.9	Elect Director Eduardo A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Gerald D. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

ONEOK, Inc.

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

PayPal Holdings, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** PYPL
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 70450Y103

Shares Voted: 10,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	Against	For
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1c	Elect Director John J. Donahoe	Mgmt	For	For	For
1d	Elect Director David W. Dorman	Mgmt	For	For	For
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	For
1f	Elect Director Enrique 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 Daniel H. Schulman	Mgmt	For	For	For
1l	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt a Policy on Services in Conflict Zones	SH	Against	Abstain	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Abstain	Against
7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	SH			
8	Report on Ensuring Respect for Civil Liberties	SH	Against	Against	Against
9	Adopt Majority Vote Standard for Director Elections	SH	Against	For	Against

The Southern Company

Meeting Date: 05/24/2023

Country: USA

Ticker: SO

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 842587107

Shares Voted: 9,838

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 Anthony F. "Tony" Earley, Jr.	Mgmt	For	Refer	For
1d	Elect Director Thomas A. Fanning	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Colette D. Honorable	Mgmt	For	For	For
1g	Elect Director Donald M. James	Mgmt	For	For	For
1h	Elect Director John D. Johns	Mgmt	For	For	For
1i	Elect Director Dale E. Klein	Mgmt	For	For	For
1j	Elect Director David E. Meador	Mgmt	For	For	For
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	For
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1m	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1n	Elect Director Lizanne Thomas	Mgmt	For	For	For
1o	Elect Director Christopher C. Womack	Mgmt	For	For	For
1p	Elect Director E. Jenner Wood, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
7	Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	Abstain	Against
8	Report on Feasibility of Net-Zero GHG Emissions	SH	Against	Against	Against

The Travelers Companies, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TRV

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 89417E109

The Travelers Companies, Inc.

Shares Voted: 2,131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	For	For	For
1b	Elect Director Janet M. Dolan	Mgmt	For	For	For
1c	Elect Director Russell G. Golden	Mgmt	For	For	For
1d	Elect Director Patricia L. Higgins	Mgmt	For	For	For
1e	Elect Director William J. Kane	Mgmt	For	For	For
1f	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1g	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For
1j	Elect Director Rafael Santana	Mgmt	For	For	For
1k	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1l	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1m	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1n	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Against	Abstain	Against
7	Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	SH	Against	Abstain	Against
8	Oversee and Report on a Third-Party Racial Equity Audit	SH	Against	Abstain	Against
9	Ensure Policies Do Not Support Police Violations of Civil Rights	SH	Against	Abstain	Against
10	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	SH			

Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TMO

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 883556102

Thermo Fisher Scientific Inc.

Shares Voted: 3,591

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 R. Alexandra Keith	Mgmt	For	For	For
1g	Elect Director James C. Mullen	Mgmt	For	For	For
1h	Elect Director Lars R. Sorensen	Mgmt	For	Refer	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

United Airlines Holdings, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: UAL

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 910047109

Shares Voted: 2,808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	Mgmt	For	For	For
1b	Elect Director Matthew Friend	Mgmt	For	For	For
1c	Elect Director Barney Harford	Mgmt	For	For	For
1d	Elect Director Michele J. Hooper	Mgmt	For	For	For
1e	Elect Director Walter Isaacson	Mgmt	For	For	For
1f	Elect Director James A. C. Kennedy	Mgmt	For	For	For
1g	Elect Director J. Scott Kirby	Mgmt	For	For	For

United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Edward M. Philip	Mgmt	For	Refer	For
1i	Elect Director Edward L. Shapiro	Mgmt	For	For	For
1j	Elect Director Laysha Ward	Mgmt	For	For	For
1k	Elect Director James M. Whitehurst	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For

Xcel Energy Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** XEL
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 98389B100

Shares Voted: 4,952

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	For	For
1b	Elect Director Lynn Casey	Mgmt	For	For	For
1c	Elect Director Bob Frenzel	Mgmt	For	For	For
1d	Elect Director Netha Johnson	Mgmt	For	For	For
1e	Elect Director Patricia Kampling	Mgmt	For	For	For
1f	Elect Director George Kehl	Mgmt	For	For	For
1g	Elect Director Richard O'Brien	Mgmt	For	For	For
1h	Elect Director Charles Pardee	Mgmt	For	For	For
1i	Elect Director Christopher Policinski	Mgmt	For	For	For
1j	Elect Director James Prokopanko	Mgmt	For	For	For
1k	Elect Director Kim Williams	Mgmt	For	For	For
1l	Elect Director Daniel Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Chipotle Mexican Grill, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: CMG

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 169656105

Shares Voted: 248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For
1.5	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1.6	Elect Director Robin Hickenlooper	Mgmt	For	For	For
1.7	Elect Director Scott Maw	Mgmt	For	For	For
1.8	Elect Director Brian Niccol	Mgmt	For	For	For
1.9	Elect Director Mary Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
6	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	Abstain	Against

Equinix, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: EQIX

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 29444U700

Shares Voted: 836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	Refer	Against
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Ron Guerrier - Withdrawn	Mgmt			
1d	Elect Director Gary Hromadko	Mgmt	For	For	For
1e	Elect Director Charles Meyers	Mgmt	For	For	For
1f	Elect Director Thomas Olinger	Mgmt	For	For	For

Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Christopher Paisley	Mgmt	For	For	For
1h	Elect Director Jeetu Patel	Mgmt	For	For	For
1i	Elect Director Sandra Rivera	Mgmt	For	For	For
1j	Elect Director Fidelma Russo	Mgmt	For	For	For
1k	Elect Director Peter Van Camp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

IDEX Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** IEX
Record Date: 03/28/2023 **Meeting Type:** Annual
Primary Security ID: 45167R104

Shares Voted: 692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katrina L. Helmkamp	Mgmt	For	For	For
1b	Elect Director Mark A. Beck	Mgmt	For	For	For
1c	Elect Director Carl R. Christenson	Mgmt	For	For	For
1d	Elect Director Alejandro Quiroz Centeno	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Abstain	Against

Illumina, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** ILMN
Record Date: 04/03/2023 **Meeting Type:** Proxy Contest
Primary Security ID: 452327109

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 9 Directors	Mgmt			
1A	Elect Management Nominee Director Frances Arnold	Mgmt	For	Refer	For
1B	Elect Management Nominee Director Francis A. deSouza	Mgmt	For	Refer	For
1C	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	For	Refer	For
1D	Elect Management Nominee Director Robert S. Epstein	Mgmt	For	Refer	Withhold
1E	Elect Management Nominee Director Scott Gottlieb	Mgmt	For	Refer	For
1F	Elect Management Nominee Director Gary S. Guthart	Mgmt	For	Refer	For
1G	Elect Management Nominee Director Philip W. Schiller	Mgmt	For	Refer	For
1H	Elect Management Nominee Director Susan E. Siegel	Mgmt	For	Refer	For
1I	Elect Management Nominee Director John W. Thompson	Mgmt	For	Refer	For
1J	Elect Dissident Nominee Director Vincent J. Intrieri	SH	Against	Refer	For
1K	Elect Dissident Nominee Director Jesse A. Lynn	SH	Against	Refer	Withhold
1L	Elect Dissident Nominee Director Andrew J. Teno	SH	Against	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Vincent J. Intrieri	SH	For	Refer	Do Not Vote
1.2	Elect Dissident Nominee Director Jesse A. Lynn	SH	For	Refer	Do Not Vote
1.3	Elect Dissident Nominee Director Andrew J. Teno	SH	For	Refer	Do Not Vote

Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Management Nominee Director Frances Arnold	Mgmt	None	Refer	Do Not Vote
1.5	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	None	Refer	Do Not Vote
1.6	Elect Management Nominee Director Scott Gottlieb	Mgmt	None	Refer	Do Not Vote
1.7	Elect Management Nominee Director Gary S. Guthart	Mgmt	None	Refer	Do Not Vote
1.8	Elect Management Nominee Director Philip W. Schiller	Mgmt	None	Refer	Do Not Vote
1.9	Elect Management Nominee Director Susan E. Siegel	Mgmt	None	Refer	Do Not Vote
1.10	Elect Management Nominee Director Francis A. deSouza	Mgmt	Against	Refer	Do Not Vote
1.11	Elect Management Nominee Director Robert S. Epstein	Mgmt	Against	Refer	Do Not Vote
1.12	Elect Management Nominee Director John W. Thompson	Mgmt	Against	Refer	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	Do Not Vote
5	Amend Omnibus Stock Plan	Mgmt	None	Refer	Do Not Vote

Invesco Ltd.

Meeting Date: 05/25/2023 **Country:** Bermuda **Ticker:** IVZ
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: G491BT108

Shares Voted: 4,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sarah E. Beshar	Mgmt	For	For	For
1.2	Elect Director Thomas M. Finke	Mgmt	For	For	For
1.3	Elect Director Martin L. Flanagan	Mgmt	For	For	For
1.4	Elect Director Thomas (Todd) P. Gibbons	Mgmt	For	For	For
1.5	Elect Director William (Bill) F. Glavin, Jr.	Mgmt	For	Refer	Against
1.6	Elect Director Elizabeth (Beth) S. Johnson	Mgmt	For	For	For
1.7	Elect Director Denis Kessler	Mgmt	For	For	For
1.8	Elect Director Nigel Sheinwald	Mgmt	For	For	For

Invesco Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1.10	Elect Director G. Richard (Rick) Wagoner, Jr.	Mgmt	For	For	For
1.11	Elect Director Christopher C. Womack	Mgmt	For	For	For
1.12	Elect Director Phoebe A. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Lincoln National Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: LNC

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 534187109

Shares Voted: 1,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deirdre P. Connelly	Mgmt	For	For	For
1.2	Elect Director Ellen G. Cooper	Mgmt	For	For	For
1.3	Elect Director William H. Cunningham	Mgmt	For	For	For
1.4	Elect Director Reginald E. Davis	Mgmt	For	For	For
1.5	Elect Director Eric G. Johnson	Mgmt	For	For	For
1.6	Elect Director Gary C. Kelly	Mgmt	For	For	For
1.7	Elect Director M. Leanne Lachman	Mgmt	For	For	For
1.8	Elect Director Dale LeFebvre	Mgmt	For	For	For
1.9	Elect Director Janet Liang	Mgmt	For	For	For
1.10	Elect Director Michael F. Mee	Mgmt	For	For	For
1.11	Elect Director Lynn M. Utter	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Lincoln National Corporation

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

McDonald's Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MCD
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 580135101

Shares Voted: 6,704

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 Enrique Hernandez, Jr.	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Richard Lenny	Mgmt	For	Refer	For
1i	Elect Director John Mulligan	Mgmt	For	For	For
1j	Elect Director Jennifer Taubert	Mgmt	For	For	For
1k	Elect Director Paul Walsh	Mgmt	For	For	For
1l	Elect Director Amy Weaver	Mgmt	For	For	For
1m	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	Abstain	Against
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Abstain	Against
7	Report on Risks Related to Operations in China	SH	Against	Abstain	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Abstain	Against
11	Report on Animal Welfare	SH	Against	Against	Against

Mohawk Industries, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MHK
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 608190104

Shares Voted: 468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen A. Smith Bogart	Mgmt	For	Refer	Against
1.2	Elect Director Jeffrey S. Lorberbaum	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Oversee and Report a Racial Equity Audit	SH	Against	Abstain	Abstain

Pioneer Natural Resources Company

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** PXD
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 723787107

Shares Voted: 2,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director A.R. Alameddine	Mgmt	For	For	For
1b	Elect Director Lori G. Billingsley	Mgmt	For	For	For
1c	Elect Director Edison C. Buchanan	Mgmt	For	For	For
1d	Elect Director Richard P. Dealy	Mgmt	For	For	For
1e	Elect Director Maria S. Dreyfus	Mgmt	For	For	For
1f	Elect Director Matthew M. Gallagher	Mgmt	For	For	For
1g	Elect Director Phillip A. Gobe	Mgmt	For	For	For
1h	Elect Director Stacy P. Methvin	Mgmt	For	For	For
1i	Elect Director Royce W. Mitchell	Mgmt	For	For	For

Pioneer Natural Resources Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Scott D. Sheffield	Mgmt	For	For	For
1k	Elect Director J. Kenneth Thompson	Mgmt	For	Against	Against
1l	Elect Director Phoebe A. Wood	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

SBA Communications Corporation

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** SBAC
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 78410G104

Shares Voted: 1,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven E. Bernstein	Mgmt	For	Refer	Against
1.2	Elect Director Laurie Bowen	Mgmt	For	For	For
1.3	Elect Director Amy E. 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Interpublic Group of Companies, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** IPG
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: 460690100

Shares Voted: 3,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	For	Against	Against
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.3	Elect Director Dawn Hudson	Mgmt	For	For	For
1.4	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.5	Elect Director Jonathan F. Miller	Mgmt	For	For	For

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.7	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.8	Elect Director David M. Thomas	Mgmt	For	For	For
1.9	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

The Mosaic Company

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MOS
Record Date: 03/28/2023 **Meeting Type:** Annual
Primary Security ID: 61945C103

Shares Voted: 3,012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1c	Elect Director Timothy S. Gitzel	Mgmt	For	Refer	Against
1d	Elect Director Denise C. Johnson	Mgmt	For	For	For
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For
1f	Elect Director James (Joc) C. O'Rourke	Mgmt	For	For	For
1g	Elect Director David T. Seaton	Mgmt	For	For	For
1h	Elect Director Steven M. Seibert	Mgmt	For	For	For
1i	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
1j	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	Refer	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

The Mosaic Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Abstain	Against

VeriSign, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** VRSN
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: 92343E102

Shares Voted: 848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	Mgmt	For	For	For
1.2	Elect Director Courtney D. Armstrong	Mgmt	For	For	For
1.3	Elect Director Yehuda Ari Buchalter	Mgmt	For	For	For
1.4	Elect Director Kathleen A. Cote	Mgmt	For	Refer	For
1.5	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1.6	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1.7	Elect Director Roger H. Moore	Mgmt	For	Refer	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Lowe's Companies, Inc.

Meeting Date: 05/26/2023 **Country:** USA **Ticker:** LOW
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 548661107

Shares Voted: 5,654

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	Withhold	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For

Lowes Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Withhold	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Chevron Corporation

Meeting Date: 05/31/2023

Country: USA

Ticker: CVX

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 16,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Rescind Scope 3 GHG Reduction Proposal	SH	Against	Against	Against
6	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	Abstain	Against
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	Abstain	Against
8	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
9	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	Abstain	Abstain
10	Oversee and Report a Racial Equity Audit	SH	Against	Abstain	Against
11	Publish a Tax Transparency Report	SH	Against	Abstain	Against
12	Require Independent Board Chair	SH	Against	Against	Against

Dollar General Corporation

Meeting Date: 05/31/2023

Country: USA

Ticker: DG

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 2,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For
1f	Elect Director Jeffery C. Owen	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against
6	Amend Right to Call Special Meeting	SH	Against	Against	Against
7	Oversee and Report a Workplace Health and Safety Audit	SH	Against	Abstain	For

Expedia Group, Inc.

Meeting Date: 05/31/2023

Country: USA

Ticker: EXPE

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 30212P303

Shares Voted: 1,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel Altman	Mgmt	For	Withhold	Withhold
1b	Elect Director Beverly Anderson	Mgmt	For	For	For
1c	Elect Director M. Moina Banerjee	Mgmt	For	For	For
1d	Elect Director Chelsea Clinton	Mgmt	For	Refer	Withhold
1e	Elect Director Barry Diller	Mgmt	For	Withhold	Withhold
1f	Elect Director Henrique Dubugras	Mgmt	For	For	For
1g	Elect Director Craig Jacobson	Mgmt	For	Refer	Withhold
1h	Elect Director Peter Kern	Mgmt	For	For	For
1i	Elect Director Dara Khosrowshahi	Mgmt	For	Withhold	Withhold
1j	Elect Director Patricia Menendez Cambo	Mgmt	For	For	For
1k	Elect Director Alex von Furstenberg	Mgmt	For	Withhold	Withhold
1l	Elect Director Julie Whalen	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Exxon Mobil Corporation

Meeting Date: 05/31/2023

Country: USA

Ticker: XOM

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: 30231G102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Susan K. Avery	Mgmt	For	For	For
1.3	Elect Director Angela F. Braly	Mgmt	For	For	For
1.4	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.5	Elect Director John D. Harris, II	Mgmt	For	For	For
1.6	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.7	Elect Director Joseph L. Hooley	Mgmt	For	Refer	For
1.8	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.9	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1.10	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
6	Reduce Executive Stock Holding Period	SH	Against	Against	Against
7	Report on Carbon Capture and Storage	SH	Against	Abstain	Against
8	Report on Methane Emission Disclosure Reliability	SH	Against	Abstain	For
9	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	Abstain	Against
10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	SH	Against	Abstain	Against
11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	Abstain	Abstain
12	Report on Asset Retirement Obligations Under IEA NZE Scenario	SH	Against	Abstain	Against
13	Commission Audited Report on Reduced Plastics Demand	SH	Against	Abstain	Against
14	Report on Potential Costs of Environmental Litigation	SH	Against	Abstain	Against
15	Publish a Tax Transparency Report	SH	Against	Abstain	Against
16	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	Abstain	Abstain

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	SH			

Meta Platforms, Inc.

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** META
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: 30303M102

Shares Voted: 20,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	For	For
1.2	Elect Director Marc L. Andreessen	Mgmt	For	For	For
1.3	Elect Director Andrew W. Houston	Mgmt	For	For	For
1.4	Elect Director Nancy Killefer	Mgmt	For	For	For
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	For
1.7	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.8	Elect Director Tony Xu	Mgmt	For	For	For
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Report on Government Take Down Requests	SH	Against	Against	Against
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	Abstain	Abstain
6	Report on Lobbying Payments and Policy	SH	Against	Abstain	For
7	Report on Allegations of Political Entanglement and Content Management Biases in India	SH	Against	Abstain	Abstain
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	Abstain	For
9	Report on Data Privacy regarding Reproductive Healthcare	SH	Against	Abstain	Against
10	Report on Enforcement of Community Standards and User Content	SH	Against	Abstain	For
11	Report on Child Safety and Harm Reduction	SH	Against	Abstain	For
12	Report on Executive Pay Calibration to Externalized Costs	SH	Against	Abstain	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Commission Independent Review of Audit & Risk Oversight Committee	SH	Against	Abstain	Against

Walmart Inc.

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** WMT
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: 931142103

Shares Voted: 12,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Refer	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Gregory B. Penner	Mgmt	For	For	For
1i	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1j	Elect Director S. Robson Walton	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Abstain	Against
6	Report on Human Rights Due Diligence	SH	Against	Abstain	Against
7	Commission Third Party Racial Equity Audit	SH	Against	Abstain	For
8	Report on Racial and Gender Layoff Diversity	SH	Against	Abstain	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Abstain	Against
11	Report on Risks Related to Operations in China	SH	Against	Abstain	Against

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Oversee and Report a Workplace Health and Safety Audit	SH	Against	Abstain	For

Gartner, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** IT
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: 366651107

Shares Voted: 723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For	For
1b	Elect Director Richard J. Bressler	Mgmt	For	Against	Against
1c	Elect Director Raul E. Cesan	Mgmt	For	For	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	For	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	For	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	Against	Against
1g	Elect Director William O. Grabe	Mgmt	For	Against	Against
1h	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
1i	Elect Director Eugene A. Hall	Mgmt	For	For	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
1k	Elect Director Eileen M. Serra	Mgmt	For	For	For
1l	Elect Director James C. Smith	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Netflix, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NFLX
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: 64110L106

Shares Voted: 4,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For	Refer	For

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Reed Hastings	Mgmt	For	For	For
1c	Elect Director Jay C. Hoag	Mgmt	For	Refer	Against
1d	Elect Director Ted Sarandos	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right to Call Special Meeting	SH	Against	Against	Against
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	Abstain	Abstain

Royal Caribbean Cruises Ltd.

Meeting Date: 06/01/2023 **Country:** Liberia **Ticker:** RCL
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: V7780T103

Shares Voted: 1,954

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	Refer	For
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1i	Elect Director Ann S. Moore	Mgmt	For	For	For
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1k	Elect Director Vagn O. Sorensen	Mgmt	For	Refer	Against
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Rebecca Yeung	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

ServiceNow, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NOW
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: 81762P102

Shares Voted: 1,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1b	Elect Director Teresa Briggs	Mgmt	For	For	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	Against	Against
1d	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1g	Elect Director William R. McDermott	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	For	For	For
1j	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Elect Director Deborah Black	Mgmt	For	For	For

SolarEdge Technologies, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** SEDG
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: 83417M104

SolarEdge Technologies, Inc.

Shares Voted: 499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marcel Gani	Mgmt	For	Refer	Against
1b	Elect Director Tal Payne	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For

Trane Technologies Plc

Meeting Date: 06/01/2023

Country: Ireland

Ticker: TT

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: G8994E103

Shares Voted: 2,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ann C. Berzin	Mgmt	For	For	For
1c	Elect Director April Miller Boise	Mgmt	For	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	Refer	For
1e	Elect Director Mark R. George	Mgmt	For	For	For
1f	Elect Director John A. Hayes	Mgmt	For	For	For
1g	Elect Director Linda P. Hudson	Mgmt	For	Against	For
1h	Elect Director Myles P. Lee	Mgmt	For	For	For
1i	Elect Director David S. Regnery	Mgmt	For	For	For
1j	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For
1k	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Issue of Equity	Mgmt	For	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Trimble Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** TRMB
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: 896239100

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Dalton	Mgmt	For	For	For
1.2	Elect Director Borje Ekholm	Mgmt	For	For	For
1.3	Elect Director Ann Fandozzi	Mgmt	For	For	For
1.4	Elect Director Kaigham (Ken) Gabriel	Mgmt	For	For	For
1.5	Elect Director Meaghan Lloyd	Mgmt	For	Refer	Withhold
1.6	Elect Director Sandra MacQuillan	Mgmt	For	For	For
1.7	Elect Director Robert G. Painter	Mgmt	For	For	For
1.8	Elect Director Mark S. Peek	Mgmt	For	For	For
1.9	Elect Director Thomas Sweet	Mgmt	For	For	For
1.10	Elect Director Johan Wibergh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

UDR, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** UDR
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: 902653104

Shares Voted: 2,901

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

UDR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jon A. Grove	Mgmt	For	For	For
1c	Elect Director Mary Ann King	Mgmt	For	For	For
1d	Elect Director James D. Klingbeil	Mgmt	For	For	For
1e	Elect Director Clint D. McDonnough	Mgmt	For	For	For
1f	Elect Director Robert A. McNamara	Mgmt	For	For	For
1g	Elect Director Diane M. Morefield	Mgmt	For	For	For
1h	Elect Director Kevin C. Nickelberry	Mgmt	For	For	For
1i	Elect Director Mark R. Patterson	Mgmt	For	Against	Against
1j	Elect Director Thomas W. Toomey	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Ulta Beauty, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** ULTA
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: 903845303

Shares Voted: 458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	Refer	Against
1b	Elect Director Patricia A. Little	Mgmt	For	For	For
1c	Elect Director Heidi G. Petz	Mgmt	For	For	For
1d	Elect Director Michael C. Smith	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
8	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Meeting Date: 06/02/2023

Country: USA

Ticker: GOOGL

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 54,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Refer	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	For	For
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director Ann Mather	Mgmt	For	Against	For
1j	Elect Director K. Ram Shriram	Mgmt	For	Against	For
1k	Elect Director Robin L. Washington	Mgmt	For	Against	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
6	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	Abstain	For
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Abstain	Against
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	Abstain	For
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	Abstain	Abstain
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	Abstain	For
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	Abstain	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Report on Content Governance and Censorship	SH	Against	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	Abstain	Against
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For

EPAM Systems, Inc.

Meeting Date: 06/02/2023 **Country:** USA **Ticker:** EPAM
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 29414B104

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eugene Roman	Mgmt	For	For	For
1.2	Elect Director Jill B. Smart	Mgmt	For	Refer	Against
1.3	Elect Director Ronald Vargo	Mgmt	For	Refer	Against
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

UnitedHealth Group Incorporated

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

Shares Voted: 8,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For	For
1b	Elect Director Paul Garcia	Mgmt	For	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For	For

UnitedHealth Group Incorporated

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

Booking Holdings Inc.

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

Shares Voted: 355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Miriam M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Wei Hopeman	Mgmt	For	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For
1.6	Elect Director Larry Quinlan	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Cognizant Technology Solutions Corporation

Meeting Date: 06/06/2023

Country: USA

Ticker: CTSH

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 192446102

Shares Voted: 4,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	Against	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Nella Domenici	Mgmt	For	For	For
1g	Elect Director Ravi Kumar S	Mgmt	For	For	For
1h	Elect Director Leo S. Mackay, Jr.	Mgmt	For	Refer	Against
1i	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1j	Elect Director Stephen J. Rohleder	Mgmt	For	For	For
1k	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1l	Elect Director Joseph M. Velli	Mgmt	For	For	For
1m	Elect Director Sandra S. Wijnberg	Mgmt	For	Against	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Amend Bylaws	SH	Against	Against	Against
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

DaVita Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: DVA

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 23918K108

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	Mgmt	For	For	For
1b	Elect Director Charles G. Berg	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director Jason M. Hollar	Mgmt	For	For	For
1e	Elect Director Gregory J. Moore	Mgmt	For	For	For
1f	Elect Director John M. Nehra	Mgmt	For	For	For
1g	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1h	Elect Director Adam H. Schechter	Mgmt	For	For	For
1i	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

Fortive Corporation

Meeting Date: 06/06/2023

Country: USA

Ticker: FTV

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 34959J108

Shares Voted: 3,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric Branderiz	Mgmt	For	For	For
1b	Elect Director Daniel L. Comas	Mgmt	For	For	For
1c	Elect Director Sharmistha Dubey	Mgmt	For	For	For
1d	Elect Director Rejji P. Hayes	Mgmt	For	For	For
1e	Elect Director Wright Lassiter, III	Mgmt	For	For	For
1f	Elect Director James A. Lico	Mgmt	For	For	For
1g	Elect Director Kate D. Mitchell	Mgmt	For	For	For
1h	Elect Director Jeannine Sargent	Mgmt	For	For	For

Fortive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Alan G. Spoon	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Freepoort-McMoRan, Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: FCX

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 35671D857

Shares Voted: 12,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	Against	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Organon & Co.

Meeting Date: 06/06/2023

Country: USA

Ticker: OGN

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 68622V106

Shares Voted: 2,357

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

The TJX Companies, Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: TJX

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: 872540109

Shares Voted: 10,542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	SH	Against	Abstain	Against

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risk from Supplier Misclassification of Supplier's Employees	SH	Against	Abstain	Against
7	Adopt a Paid Sick Leave Policy for All Employees	SH	Against	Abstain	Against

Comcast Corporation

Meeting Date: 06/07/2023

Country: USA

Ticker: CMCSA

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 38,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Refer	For
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	Withhold	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	For	For
1.4	Elect Director Edward D. Breen	Mgmt	For	For	For
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For	For
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Oversee and Report on a Racial Equity Audit	SH	Against	Abstain	Against
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Abstain	For
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Abstain	Against

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Risks Related to Operations in China	SH	Against	Abstain	Against

Devon Energy Corporation

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** DVN
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 25179M103

Shares Voted: 5,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	For	For	For
1.2	Elect Director John E. Bethancourt	Mgmt	For	For	For
1.3	Elect Director Ann G. Fox	Mgmt	For	For	For
1.4	Elect Director Gennifer F. Kelly	Mgmt	For	For	For
1.5	Elect Director Kelt Kindick	Mgmt	For	For	For
1.6	Elect Director John Krenicki, Jr.	Mgmt	For	For	For
1.7	Elect Director Karl F. Kurz	Mgmt	For	For	For
1.8	Elect Director Michael N. Mears	Mgmt	For	For	For
1.9	Elect Director Robert A. Mosbacher, Jr.	Mgmt	For	For	For
1.10	Elect Director Richard E. Muncrief	Mgmt	For	For	For
1.11	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Adopt Limitations on the Liability of Officers	Mgmt	For	For	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

MarketAxess Holdings Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** MKTX
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 57060D108

MarketAxess Holdings Inc.

Shares Voted: 330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	For	For	For
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
1c	Elect Director Nancy Altobello	Mgmt	For	Refer	Against
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For
1f	Elect Director Jane Chwick	Mgmt	For	For	For
1g	Elect Director William F. Cruger	Mgmt	For	For	For
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
1i	Elect Director Richard G. Ketchum	Mgmt	For	For	For
1j	Elect Director Emily H. Portney	Mgmt	For	For	For
1k	Elect Director Richard L. Prager	Mgmt	For	Refer	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

Allegion Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: ALLE

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: G0176J109

Shares Voted: 769

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect as Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect as Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect as Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect as Director Lauren B. Peters	Mgmt	For	For	For
1e	Elect as Director Ellen Rubin	Mgmt	For	For	For
1f	Elect as Director Dean I. Schaffer	Mgmt	For	For	For
1g	Elect as Director John H. Stone	Mgmt	For	For	For
1h	Elect as Director Dev Vardhan	Mgmt	For	For	For
1i	Elect as Director Martin E. Welch, III	Mgmt	For	For	For

Allegion Plc

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	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Bath & Body Works, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** BBWI
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 070830104

Shares Voted: 1,981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patricia S. Bellinger	Mgmt	For	For	For
1.2	Elect Director Alessandro Bogliolo	Mgmt	For	For	For
1.3	Elect Director Gina R. Boswell	Mgmt	For	For	For
1.4	Elect Director Lucy O. Brady	Mgmt	For	For	For
1.5	Elect Director Francis A. Hondal	Mgmt	For	For	For
1.6	Elect Director Thomas J. Kuhn	Mgmt	For	For	For
1.7	Elect Director Danielle M. Lee	Mgmt	For	For	For
1.8	Elect Director Michael G. Morris	Mgmt	For	Refer	For
1.9	Elect Director Sarah E. Nash	Mgmt	For	For	For
1.10	Elect Director Juan Rajlin	Mgmt	For	For	For
1.11	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.12	Elect Director J.K. Symancyk	Mgmt	For	For	For
1.13	Elect Director Steven E. Voskuil	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

CoStar Group, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: CSGP

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 22160N109

Shares Voted: 3,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	For	Refer	Against
1b	Elect Director Andrew C. Florance	Mgmt	For	For	For
1c	Elect Director Michael J. Glosserman	Mgmt	For	For	For
1d	Elect Director John W. Hill	Mgmt	For	For	For
1e	Elect Director Laura Cox Kaplan	Mgmt	For	For	For
1f	Elect Director Robert W. Musslewhite	Mgmt	For	For	For
1g	Elect Director Christopher J. Nassetta	Mgmt	For	Refer	Against
1h	Elect Director Louise S. Sams	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Abstain	Against

Diamondback Energy, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: FANG

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: 25278X109

Shares Voted: 1,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Travis D. Stice	Mgmt	For	For	For
1.2	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1.3	Elect Director David L. Houston	Mgmt	For	For	For
1.4	Elect Director Rebecca A. Klein	Mgmt	For	For	For
1.5	Elect Director Stephanie K. Mains	Mgmt	For	For	For
1.6	Elect Director Mark L. Plaumann	Mgmt	For	For	For
1.7	Elect Director Melanie M. Trent	Mgmt	For	For	For
1.8	Elect Director Frank D. Tsuru	Mgmt	For	For	For
1.9	Elect Director Steven E. West	Mgmt	For	For	For

Diamondback Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement for Amendments of the Charter and Removal of Directors	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	Against
6	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Digital Realty Trust, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: DLR

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 253868103

Shares Voted: 2,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Black Bjorlin	Mgmt	For	For	For
1b	Elect Director VeraLinn 'Dash' Jamieson	Mgmt	For	For	For
1c	Elect Director Kevin J. Kennedy	Mgmt	For	For	For
1d	Elect Director William G. LaPerch	Mgmt	For	For	For
1e	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For	For
1f	Elect Director Afshin Mohebbi	Mgmt	For	For	For
1g	Elect Director Mark R. Patterson	Mgmt	For	Against	For
1h	Elect Director Mary Hogan Preusse	Mgmt	For	Against	For
1i	Elect Director Andrew P. Power	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Abstain	Against
6	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	Abstain	Against

Salesforce, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: CRM

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 9,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	Against	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Require Independent Board Chair	SH	Against	Against	Against
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

FLEETCOR Technologies, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: FLT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 339041105

Shares Voted: 648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven T. Stull	Mgmt	For	Refer	Against
1b	Elect Director Annabelle Bexiga	Mgmt	For	For	For

FLEETCOR Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael Buckman	Mgmt	For	For	For
1d	Elect Director Ronald F. Clarke	Mgmt	For	For	For
1e	Elect Director Joseph W. Farrelly	Mgmt	For	For	For
1f	Elect Director Rahul Gupta	Mgmt	For	For	For
1g	Elect Director Thomas M. Hagerty	Mgmt	For	Refer	Against
1h	Elect Director Archie L. Jones, Jr.	Mgmt	For	For	For
1i	Elect Director Hala G. Moddelmog	Mgmt	For	Refer	Against
1j	Elect Director Richard Macchia	Mgmt	For	For	For
1k	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

Garmin Ltd.

Meeting Date: 06/09/2023 **Country:** Switzerland **Ticker:** GRMN
Record Date: 04/14/2023 **Meeting Type:** Annual
Primary Security ID: H2906T109

Shares Voted: 1,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	Refer	Against
5b	Elect Director Joseph J. Hartnett	Mgmt	For	Refer	Against
5c	Elect Director Min H. Kao	Mgmt	For	For	For
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5e	Elect Director Charles W. Peffer	Mgmt	For	Refer	Against
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chairman	Mgmt	For	For	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For
7d	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
12	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	Mgmt	For	For	For
15	Cancel Repurchased Shares	Mgmt	For	For	For
16	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
17	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
18	Approve Reduction of Par Value	Mgmt	For	For	For
19	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
20	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	Mgmt	For	For	For
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	Mgmt	For	For	For

Live Nation Entertainment, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: LYV

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 538034109

Live Nation Entertainment, Inc.

Shares Voted: 1,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maverick Carter	Mgmt	For	For	For
1.2	Elect Director Ping Fu	Mgmt	For	For	For
1.3	Elect Director Jeffrey T. Hinson	Mgmt	For	Refer	Against
1.4	Elect Director Chad Hollingsworth	Mgmt	For	Refer	Against
1.5	Elect Director James Iovine	Mgmt	For	For	For
1.6	Elect Director James S. Kahan	Mgmt	For	For	For
1.7	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
1.8	Elect Director Randall T. Mays	Mgmt	For	Refer	Against
1.9	Elect Director Richard A. Paul	Mgmt	For	For	For
1.10	Elect Director Michael Rapino	Mgmt	For	For	For
1.11	Elect Director Latriece Watkins	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: REGN

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 75886F107

Shares Voted: 987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph L. Goldstein	Mgmt	For	Refer	Against
1b	Elect Director Christine A. Poon	Mgmt	For	Against	Against
1c	Elect Director Craig B. Thompson	Mgmt	For	For	For
1d	Elect Director Huda Y. Zoghbi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

Keurig Dr Pepper Inc.

Meeting Date: 06/12/2023

Country: USA

Ticker: KDP

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: 49271V100

Shares Voted: 7,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Robert Gamgort	Mgmt	For	For	For
1B	Elect Director Oray Boston	Mgmt	For	For	For
1C	Elect Director Olivier Goudet	Mgmt	For	Against	Against
1D	Elect Director Peter Harf	Mgmt	For	Against	Against
1E	Elect Director Juliette Hickman	Mgmt	For	For	For
1F	Elect Director Paul Michaels	Mgmt	For	For	For
1G	Elect Director Pamela Patsley	Mgmt	For	Against	Against
1H	Elect Director Lubomira Rochet	Mgmt	For	Against	Against
1I	Elect Director Debra Sandler	Mgmt	For	For	For
1J	Elect Director Robert Singer	Mgmt	For	For	For
1K	Elect Director Larry Young	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Caesars Entertainment, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: CZR

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 12769G100

Shares Voted: 1,996

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Carano	Mgmt	For	For	For
1.2	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
1.3	Elect Director Jan Jones Blackhurst	Mgmt	For	For	For
1.4	Elect Director Frank J. Fahrenkopf	Mgmt	For	Refer	Withhold
1.5	Elect Director Don R. Kornstein	Mgmt	For	Refer	Withhold
1.6	Elect Director Courtney R. Mather	Mgmt	For	For	For
1.7	Elect Director Michael E. Pegram	Mgmt	For	For	For

Caesars Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Thomas R. Reeg	Mgmt	For	For	For
1.9	Elect Director David P. Tomick	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	Abstain	Abstain
6	Disclose Board Skills and Diversity Matrix	SH	Against	Against	Against

Dollar Tree, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** DLTR
Record Date: 04/14/2023 **Meeting Type:** Annual
Primary Security ID: 256746108

Shares Voted: 1,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1b	Elect Director Cheryl W. Grise	Mgmt	For	Refer	For
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1f	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director Winnie Y. Park	Mgmt	For	For	For
1i	Elect Director Bertram L. Scott	Mgmt	For	Against	For
1j	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Economic and Social Risks of Compensation and Workforce Practices and Any Impact on Diversified Shareholders	SH	Against	Abstain	Against

Roper Technologies, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: ROP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: 776696106

Shares Voted: 968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	Refer	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For
1.7	Elect Director Laura G. Thatcher	Mgmt	For	For	For
1.8	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.9	Elect Director Christopher Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	Against

Arista Networks, Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: ANET

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: 040413106

Shares Voted: 2,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Chew	Mgmt	For	For	For
1.2	Elect Director Douglas Merritt *Withdrawn Resolution*	Mgmt			
1.3	Elect Director Mark B. Templeton	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Best Buy Co., Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: BBY

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 086516101

Shares Voted: 1,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	For	For	For
1b	Elect Director Lisa M. Caputo	Mgmt	For	For	For
1c	Elect Director J. Patrick Doyle	Mgmt	For	For	For
1d	Elect Director David W. Kenny	Mgmt	For	For	For
1e	Elect Director Mario J. Marte	Mgmt	For	For	For
1f	Elect Director Karen A. McLoughlin	Mgmt	For	For	For
1g	Elect Director Claudia F. Munce	Mgmt	For	For	For
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
1i	Elect Director Steven E. Rendle	Mgmt	For	For	For
1j	Elect Director Sima D. Sistani	Mgmt	For	For	For
1k	Elect Director Melinda D. Whittington	Mgmt	For	For	For
1l	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Caterpillar Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: CAT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 149123101

Shares Voted: 4,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	Against	For
1.2	Elect Director David L. Calhoun	Mgmt	For	For	For
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.4	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.5	Elect Director Gerald Johnson	Mgmt	For	For	For
1.6	Elect Director David W. MacLennan	Mgmt	For	For	For

Caterpillar Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Judith F. Marks	Mgmt	For	For	For
1.8	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.9	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.10	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Lobbying	SH	Against	Abstain	Against
7	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
8	Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Abstain	For
9	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Etsy, Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: ETSY

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 29786A106

Shares Voted: 1,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For	For
1b	Elect Director Josh Silverman	Mgmt	For	For	For
1c	Elect Director Fred Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Commission Independent Review of Effectiveness of Efforts to Prevent Harassment and Discrimination	SH	Against	Abstain	Against

Incyte Corporation

Meeting Date: 06/14/2023

Country: USA

Ticker: INCY

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: 45337C102

Shares Voted: 1,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	For	For	For
1.2	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For
1.3	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.4	Elect Director Paul J. Clancy	Mgmt	For	For	For
1.5	Elect Director Jacquelyn A. Fouse	Mgmt	For	For	For
1.6	Elect Director Edmund P. Harrigan	Mgmt	For	For	For
1.7	Elect Director Katherine A. High	Mgmt	For	For	For
1.8	Elect Director Herve Hoppenot	Mgmt	For	For	For
1.9	Elect Director Susanne Schaffert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Target Corporation

Meeting Date: 06/14/2023

Country: USA

Ticker: TGT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 87612E106

Shares Voted: 4,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1c	Elect Director George S. Barrett	Mgmt	For	For	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Robert L. Edwards	Mgmt	For	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For	For

Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Christine A. Leahy	Mgmt	For	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For	For
1j	Elect Director Grace Puma	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For	For
1l	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

W. R. Berkley Corporation

Meeting Date: 06/14/2023 **Country:** USA **Ticker:** WRB
Record Date: 04/18/2023 **Meeting Type:** Annual
Primary Security ID: 084423102

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Robert Berkley, Jr.	Mgmt	For	For	For
1b	Elect Director Maria Luisa Ferre	Mgmt	For	For	For
1c	Elect Director Daniel L. Mosley	Mgmt	For	For	For
1d	Elect Director Mark L. Shapiro	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** DAL
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: 247361702

Shares Voted: 5,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Greg Creed	Mgmt	For	For	For
1c	Elect Director David G. DeWalt	Mgmt	For	For	For
1d	Elect Director William H. Easter, III	Mgmt	For	For	For
1e	Elect Director Leslie D. Hale	Mgmt	For	For	For
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1g	Elect Director Michael P. Huerta	Mgmt	For	For	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1i	Elect Director George N. Mattson	Mgmt	For	Refer	Against
1j	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1k	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1l	Elect Director David S. Taylor	Mgmt	For	For	For
1m	Elect Director Kathy N. Waller	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	Abstain	Against

Equity Residential

Meeting Date: 06/15/2023

Country: USA

Ticker: EQR

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 29476L107

Shares Voted: 3,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela M. Aman	Mgmt	For	For	For
1.2	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
1.3	Elect Director Mary Kay Haben	Mgmt	For	Refer	Withhold
1.4	Elect Director Tahsinul Zia Huque	Mgmt	For	For	For
1.5	Elect Director John E. Neal	Mgmt	For	For	For
1.6	Elect Director David J. Neithercut	Mgmt	For	For	For
1.7	Elect Director Mark J. Parrell	Mgmt	For	For	For

Equity Residential

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Mark S. Shapiro	Mgmt	For	For	For
1.9	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
1.10	Elect Director Samuel Zell - Withdrawn	Mgmt			
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

Generac Holdings Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** GNRC
Record Date: 04/17/2023 **Meeting Type:** Annual
Primary Security ID: 368736104

Shares Voted: 552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marcia J. Avedon	Mgmt	For	Refer	Against
1.2	Elect Director Bennett J. Morgan	Mgmt	For	Refer	Against
1.3	Elect Director Dominick P. 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Ingersoll Rand Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** IR
Record Date: 04/20/2023 **Meeting Type:** Annual
Primary Security ID: 45687V106

Shares Voted: 3,685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	Refer	For
1c	Elect Director Kirk E. Arnold	Mgmt	For	Refer	Against
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director Jennifer Hartsock	Mgmt	For	For	For

Ingersoll Rand Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John Humphrey	Mgmt	For	For	For
1g	Elect Director Marc E. Jones	Mgmt	For	For	For
1h	Elect Director Mark Stevenson	Mgmt	For	For	For
1i	Elect Director Michael Stubblefield	Mgmt	For	For	For
1j	Elect Director Tony L. White	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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Monolithic Power Systems, Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** MPWR
Record Date: 04/20/2023 **Meeting Type:** Annual
Primary Security ID: 609839105

Shares Voted: 404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victor K. Lee	Mgmt	For	For	For
1.2	Elect Director James C. Moyer	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/15/2023 **Country:** Bermuda **Ticker:** NCLH
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: G66721104

Shares Voted: 3,565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Abrams	Mgmt	For	For	For
1b	Elect Director Zillah Byng-Thorne	Mgmt	For	For	For
1c	Elect Director Russell W. Galbut	Mgmt	For	Refer	Against

Norwegian Cruise Line Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Aon plc

Meeting Date: 06/16/2023 **Country:** Ireland **Ticker:** AON
Record Date: 04/14/2023 **Meeting Type:** Annual
Primary Security ID: G0403H108

Shares Voted: 1,867

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

Fortinet, Inc.

Meeting Date: 06/16/2023

Country: USA

Ticker: FTNT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 34959E109

Shares Voted: 5,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
1.2	Elect Director Michael Xie	Mgmt	For	For	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	Against	Against
1.4	Elect Director Ming Hsieh	Mgmt	For	Refer	Against
1.5	Elect Director Jean Hu	Mgmt	For	For	For
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
1.7	Elect Director Judith Sim	Mgmt	For	For	For
1.8	Elect Director Admiral James Stavridis (Ret)	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For

T-Mobile US, Inc.

Meeting Date: 06/16/2023

Country: USA

Ticker: TMUS

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 872590104

Shares Voted: 5,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marcelo Claire	Mgmt	For	Withhold	Withhold
1.3	Elect Director Srikant M. Datar	Mgmt	For	For	For
1.4	Elect Director Srinivasan Gopalan	Mgmt	For	Withhold	Withhold
1.5	Elect Director Timotheus Hottges	Mgmt	For	Withhold	Withhold
1.6	Elect Director Christian P. Illek	Mgmt	For	Withhold	Withhold
1.7	Elect Director Raphael Kubler	Mgmt	For	Withhold	Withhold

T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Thorsten Langheim	Mgmt	For	Withhold	Withhold
1.9	Elect Director Dominique Leroy	Mgmt	For	Withhold	Withhold
1.10	Elect Director Letitia A. Long	Mgmt	For	For	For
1.11	Elect Director G. Michael Sievert	Mgmt	For	For	For
1.12	Elect Director Teresa A. Taylor	Mgmt	For	Refer	Withhold
1.13	Elect Director Kelvin R. Westbrook	Mgmt	For	Withhold	Withhold
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	Three Years	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

General Motors Company

Meeting Date: 06/20/2023

Country: USA

Ticker: GM

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 12,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Aneel Bhusri	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1e	Elect Director Linda R. Gooden	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	Against	For
1g	Elect Director Jonathan McNeill	Mgmt	For	For	For
1h	Elect Director Judith A. Miscik	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	Against	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director Mark A. Tatum	Mgmt	For	For	For
1l	Elect Director Jan E. Tighe	Mgmt	For	For	For
1m	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Abstain	Against
6	Provide Right to Act by Written Consent	SH	Against	Against	Against
7	Report on Setting Sustainable Sourcing Targets	SH	Against	Abstain	Against

MetLife, Inc.

Meeting Date: 06/20/2023

Country: USA

Ticker: MET

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: 59156R108

Shares Voted: 6,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Gerald L. Hassell	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Catherine R. Kinney	Mgmt	For	For	For
1l	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1m	Elect Director Denise M. Morrison	Mgmt	For	For	For
1n	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Activision Blizzard, Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: ATVI

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: 00507V109

Shares Voted: 6,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reveta Bowers	Mgmt	For	For	For
1b	Elect Director Kerry Carr	Mgmt	For	For	For
1c	Elect Director Robert Corti	Mgmt	For	For	For
1d	Elect Director Brian Kelly	Mgmt	For	For	For
1e	Elect Director Robert Kotick	Mgmt	For	For	For
1f	Elect Director Barry Meyer	Mgmt	For	For	For
1g	Elect Director Robert Morgado	Mgmt	For	Against	For
1h	Elect Director Peter Nolan	Mgmt	For	For	For
1i	Elect Director Dawn Ostroff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	Abstain	Abstain
7	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn	SH			

Autodesk, Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: ADSK

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 052769106

Shares Voted: 1,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For	For	For
1b	Elect Director Karen Blasing	Mgmt	For	For	For
1c	Elect Director Reid French	Mgmt	For	For	For
1d	Elect Director Ayanna Howard	Mgmt	For	For	For

Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Blake Irving	Mgmt	For	For	For
1f	Elect Director Mary T. McDowell	Mgmt	For	For	For
1g	Elect Director Stephen Milligan	Mgmt	For	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	Against	Against
1i	Elect Director Elizabeth (Betsy) Rafael	Mgmt	For	For	For
1j	Elect Director Rami Rahim	Mgmt	For	For	For
1k	Elect Director Stacy J. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

eBay, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** EBAY
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 278642103

Shares Voted: 5,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Mohak Shroff	Mgmt	For	For	For
1i	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

eBay, Inc.

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

Nasdaq, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** NDAQ
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 631103108

Shares Voted: 2,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	For	For
1b	Elect Director Charlene T. Begley	Mgmt	For	For	For
1c	Elect Director Steven D. Black	Mgmt	For	For	For
1d	Elect Director Adena T. Friedman	Mgmt	For	For	For
1e	Elect Director Essa Kazim	Mgmt	For	For	For
1f	Elect Director Thomas A. Kloet	Mgmt	For	For	For
1g	Elect Director Michael R. Splinter	Mgmt	For	For	For
1h	Elect Director Johan Torgeby	Mgmt	For	For	For
1i	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1j	Elect Director Jeffery W. Yabuki	Mgmt	For	For	For
1k	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Match Group, Inc.

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** MTCH
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 57667L107

Shares Voted: 2,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharmistha Dubey	Mgmt	For	Against	Against

Match Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Ann L. McDaniel	Mgmt	For	Refer	Against
1c	Elect Director Thomas J. McInerney	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Monster Beverage Corporation

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** MNST
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 61174X109

Shares Voted: 6,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	For	For	For
1.2	Elect Director Hilton H. Schlosberg	Mgmt	For	For	For
1.3	Elect Director Mark J. Hall	Mgmt	For	For	For
1.4	Elect Director Ana Demel	Mgmt	For	For	For
1.5	Elect Director James L. Dinkins	Mgmt	For	For	For
1.6	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.7	Elect Director Tiffany M. Hall	Mgmt	For	For	For
1.8	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1.9	Elect Director Steven G. Pizula	Mgmt	For	For	For
1.10	Elect Director Mark S. Vidergauz	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Increase Authorized Common Stock	Mgmt	For	Against	Against
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	Against

NVIDIA Corporation

Meeting Date: 06/22/2023 **Country:** USA **Ticker:** NVDA
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 67066G104

NVIDIA Corporation

Shares Voted: 22,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxé	Mgmt	For	Against	Against
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	Against	Against
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	Refer	For
1j	Elect Director Mark L. Perry	Mgmt	For	Against	Against
1k	Elect Director A. Brooke Seawell	Mgmt	For	Against	Against
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Kroger Co.

Meeting Date: 06/22/2023

Country: USA

Ticker: KR

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 501044101

Shares Voted: 5,955

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
1k	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Abstain	Against
7	Report on Efforts to Reduce Plastic Use	SH	Against	Abstain	Against
8	Report on Gender/Racial Pay Gap	SH	Against	Abstain	For
9	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against

Biogen Inc.

Meeting Date: 06/26/2023 **Country:** USA **Ticker:** BIIB
Record Date: 04/20/2023 **Meeting Type:** Annual
Primary Security ID: 09062X103

Shares Voted: 1,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner - Withdrawn	Mgmt			
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1c	Elect Director Maria C. Freire	Mgmt	For	For	For
1d	Elect Director William A. Hawkins	Mgmt	For	Refer	For
1e	Elect Director William D. Jones- Withdrawn	Mgmt			
1f	Elect Director Jesus B. Mantas	Mgmt	For	For	For
1g	Elect Director Richard C. Mulligan- Withdrawn	Mgmt			
1h	Elect Director Eric K. Rowinsky	Mgmt	For	Against	Against
1i	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
1j	Elect Director Christopher A. Viehbacher	Mgmt	For	For	For

Biogen 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Elect Director Susan K. Langer	Mgmt	For	For	For

CarMax, Inc.

Meeting Date: 06/27/2023 **Country:** USA **Ticker:** KMX
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: 143130102

Shares Voted: 1,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1c	Elect Director Sona Chawla	Mgmt	For	For	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	For	For
1e	Elect Director Shira Goodman	Mgmt	For	Refer	For
1f	Elect Director David W. McCreight	Mgmt	For	For	For
1g	Elect Director William D. Nash	Mgmt	For	For	For
1h	Elect Director Mark F. O'Neil	Mgmt	For	For	For
1i	Elect Director Pietro Satriano	Mgmt	For	For	For
1j	Elect Director Marcella Shinder	Mgmt	For	For	For
1k	Elect Director Mitchell D. Steenrod	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/27/2023 **Country:** USA **Ticker:** MA
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: 57636Q104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Ugгла	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Abstain	Against
8	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against

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

INSTITUTION ACCOUNT(S): TANGERINE EQUITY
GROWTH - MSCI EAFE**Ubisoft Entertainment SA**

Meeting Date: 07/05/2022 **Country:** France **Ticker:** UBI
Record Date: 07/01/2022 **Meeting Type:** Annual/Special
Primary Security ID: F9396N106

Shares Voted: 1,871

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 Treatment of Losses	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For
9	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For	For
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Elect Claude France as Director	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 850,000	Mgmt	For	For	For
16	Renew Appointment of Mazars SA as Auditor	Mgmt	For	For	For
17	Acknowledge End of Mandate of CBA SARL as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 950,000	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 950,000	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize 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/or Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	Mgmt	For	For	For
28	Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize up to 0.20 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3.5 Million	Mgmt	For	For	For
31	Amend Articles 4, 5, 7 of Bylaws Re: Preference Shares	Mgmt	For	For	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ascendas Real Estate Investment Trust

Meeting Date: 07/06/2022

Country: Singapore

Ticker: A17U

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y0205X103

Ascendas Real Estate Investment Trust

Shares Voted: 78,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Entry into New Management Agreements	Mgmt	For	For	For

GSK Plc

Meeting Date: 07/06/2022

Country: United Kingdom

Ticker: GSK

Record Date: 07/04/2022

Meeting Type: Special

Primary Security ID: G3910J112

Shares Voted: 112,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Haleon Group from the GSK Group	Mgmt	For	For	For
2	Approve the Related Party Transaction Arrangements	Mgmt	For	For	For

voestalpine AG

Meeting Date: 07/06/2022

Country: Austria

Ticker: VOE

Record Date: 06/26/2022

Meeting Type: Annual

Primary Security ID: A9101Y103

Shares Voted: 2,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	Against	Against
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6	Ratify Deloitte Audit as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against

Meeting Date: 07/07/2022

Country: United Kingdom

Ticker: SBRY

Record Date: 07/05/2022

Meeting Type: Annual

Primary Security ID: G77732173

Shares Voted: 36,290

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 Final Dividend	Mgmt	For	For	For
4	Elect Jo Bertram as Director	Mgmt	For	For	For
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
6	Re-elect Jo Harlow as Director	Mgmt	For	For	For
7	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
8	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For	For
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
10	Re-elect Simon Roberts as Director	Mgmt	For	For	For
11	Re-elect Martin Scidluna as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
21	Shareholder Resolution on Living Wage Accreditation	SH	Against	Refer	Against

Land Securities Group Plc

Meeting Date: 07/07/2022

Country: United Kingdom

Ticker: LAND

Record Date: 07/05/2022

Meeting Type: Annual

Primary Security ID: G5375M142

Shares Voted: 16,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Allan as Director	Mgmt	For	For	For
5	Re-elect Vanessa Simms as Director	Mgmt	For	For	For
6	Re-elect Colette O'Shea as Director	Mgmt	For	For	For
7	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For
8	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For
9	Re-elect Madeleine Cosgrave as Director	Mgmt	For	For	For
10	Re-elect Christophe Evain as Director	Mgmt	For	For	For
11	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
12	Re-elect Manjiry Tamhane as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Sharesave Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Severn Trent Plc

Meeting Date: 07/07/2022

Country: United Kingdom

Ticker: SVT

Record Date: 07/05/2022

Meeting Type: Annual

Primary Security ID: G8056D159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Kevin Beeston as Director	Mgmt	For	For	For
5	Re-elect James Bowling as Director	Mgmt	For	For	For
6	Re-elect John Coghlan as Director	Mgmt	For	For	For
7	Elect Tom Delay as Director	Mgmt	For	For	For
8	Re-elect Olivia Garfield as Director	Mgmt	For	For	For
9	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
10	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
11	Re-elect Philip Remnant as Director	Mgmt	For	For	For
12	Elect Gillian Sheldon as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	Against	Against
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Yara International ASA

Meeting Date: 07/07/2022

Country: Norway

Ticker: YAR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: R9900C106

Yara International ASA

Shares Voted: 3,789

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
3.1	Approve Spin-Off Agreement	Mgmt	For	For	For
3.2	Approve Merger Agreement with Yara Clean Ammonia NewCo AS and Yara Clean Ammonia Holding AS	Mgmt	For	For	For

National Grid Plc

Meeting Date: 07/11/2022

Country: United Kingdom

Ticker: NG

Record Date: 07/07/2022

Meeting Type: Annual

Primary Security ID: G6S9A7120

Shares Voted: 80,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
7	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
8	Elect Ian Livingston as Director	Mgmt	For	For	For
9	Elect Iain Mackay as Director	Mgmt	For	For	For
10	Elect Anne Robinson as Director	Mgmt	For	For	For
11	Re-elect Earl Shipp as Director	Mgmt	For	For	For
12	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
13	Elect Tony Wood as Director	Mgmt	For	For	For
14	Elect Martha Wyrsh as Director	Mgmt	For	For	For
15	Reappoint 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	Approve Remuneration Policy	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Climate Transition Plan	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Approve Scrip Dividend Scheme	Mgmt	For	For	For
23	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For	For
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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Alstom SA

Meeting Date: 07/12/2022

Country: France

Ticker: ALO

Record Date: 07/08/2022

Meeting Type: Annual/Special

Primary Security ID: F0259M475

Shares Voted: 6,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Bi Yong Chungunco as Director	Mgmt	For	For	For
6	Reelect Clotilde Delbos as Director	Mgmt	For	For	For
7	Reelect Baudouin Prot as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
12	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 911 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
17	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million	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 Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 20	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 Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 260 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Alstom SA

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

Burberry Group Plc

Meeting Date: 07/12/2022 **Country:** United Kingdom **Ticker:** BRBY
Record Date: 07/08/2022 **Meeting Type:** Annual
Primary Security ID: G1700D105

Shares Voted: 8,499

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 Gerry Murphy as Director	Mgmt	For	For	For
5	Elect Jonathan Akeroyd as Director	Mgmt	For	For	For
6	Re-elect Julie Brown as Director	Mgmt	For	For	For
7	Re-elect Orna NiChionna as Director	Mgmt	For	For	For
8	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For
9	Re-elect Sam Fischer as Director	Mgmt	For	For	For
10	Re-elect Ron Frasch as Director	Mgmt	For	For	For
11	Elect Danuta Gray as Director	Mgmt	For	For	For
12	Re-elect Matthew Key as Director	Mgmt	For	For	For
13	Re-elect Debra Lee as Director	Mgmt	For	For	For
14	Re-elect Antoine de Saint-Affrique as Director	Mgmt	For	Against	Against
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Industria de Diseno Textil SA

Meeting Date: 07/12/2022

Country: Spain

Ticker: ITX

Record Date: 07/07/2022

Meeting Type: Annual

Primary Security ID: E6282J125

Shares Voted: 24,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5.a	Ratify Appointment of and Elect Marta Ortega Perez as Director	Mgmt	For	Against	Against
5.b	Ratify Appointment of and Elect Oscar Garcia Maceiras as Director	Mgmt	For	For	For
5.c	Reelect Pilar Lopez Alvarez as Director	Mgmt	For	For	For
5.d	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For	For
6	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
7	Approve Novation of the Former Executive Chairman's Post-Contractual Non-Compete Agreement	Mgmt	For	For	For
8	Amend Remuneration Policy	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt			

The British Land Co. Plc

Meeting Date: 07/12/2022

Country: United Kingdom

Ticker: BLND

Record Date: 07/08/2022

Meeting Type: Annual

Primary Security ID: G15540118

Shares Voted: 20,748

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

The British Land Co. Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Mark Aedy as Director	Mgmt	For	For	For
6	Re-elect Simon Carter as Director	Mgmt	For	For	For
7	Re-elect Lynn Gladden as Director	Mgmt	For	For	For
8	Re-elect Irvinder Goodhew as Director	Mgmt	For	For	For
9	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
10	Elect Bhavesh Mistry as Director	Mgmt	For	For	For
11	Re-elect Preben Prebensen as Director	Mgmt	For	For	For
12	Re-elect Tim Score as Director	Mgmt	For	For	For
13	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
14	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For
19	Approve Renewal of Share Incentive Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

BT Group Plc

Meeting Date: 07/14/2022 **Country:** United Kingdom **Ticker:** BT.A
Record Date: 07/12/2022 **Meeting Type:** Annual
Primary Security ID: G16612106

Shares Voted: 154,357

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

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Adam Crozier as Director	Mgmt	For	For	For
5	Re-elect Philip Jansen as Director	Mgmt	For	For	For
6	Re-elect Simon Lowth as Director	Mgmt	For	For	For
7	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	For
8	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For	For
9	Re-elect Iain Conn as Director	Mgmt	For	For	For
10	Re-elect Isabel Hudson as Director	Mgmt	For	For	For
11	Re-elect Matthew Key as Director	Mgmt	For	For	For
12	Re-elect Allison Kirkby as Director	Mgmt	For	For	For
13	Re-elect Sara Weller as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
21	Authorise UK Political Donations	Mgmt	For	For	For

AVEVA Group Plc

Meeting Date: 07/15/2022

Country: United Kingdom

Ticker: AVV

Record Date: 07/13/2022

Meeting Type: Annual

Primary Security ID: G06812120

Shares Voted: 2,328

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

AVEVA Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Philip Aiken as Director	Mgmt	For	Refer	Against
5	Re-elect Peter Herweck as Director	Mgmt	For	For	For
6	Re-elect James Kidd as Director	Mgmt	For	For	For
7	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For
8	Re-elect Olivier Blum as Director	Mgmt	For	Against	Against
9	Re-elect Paula Dowdy as Director	Mgmt	For	For	For
10	Elect Ayesha Khanna as Director	Mgmt	For	For	For
11	Elect Hilary Maxson as Director	Mgmt	For	For	For
12	Re-elect Ron Mobed as Director	Mgmt	For	For	For
13	Elect Anne Stevens as Director	Mgmt	For	For	For
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

DCC Plc

Meeting Date: 07/15/2022

Country: Ireland

Ticker: DCC

Record Date: 07/11/2022

Meeting Type: Annual

Primary Security ID: G2689P101

Shares Voted: 2,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4(a)	Elect Laura Angelini as Director	Mgmt	For	For	For
4(b)	Re-elect Mark Breuer as Director	Mgmt	For	For	For
4(c)	Re-elect Caroline Dowling as Director	Mgmt	For	For	For

DCC Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4(d)	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
4(e)	Re-elect David Jukes as Director	Mgmt	For	For	For
4(f)	Elect Lily Liu as Director	Mgmt	For	For	For
4(g)	Re-elect Kevin Lucey as Director	Mgmt	For	For	For
4(h)	Re-elect Donal Murphy as Director	Mgmt	For	For	For
4(i)	Elect Alan Ralph as Director	Mgmt	For	For	For
4(j)	Re-elect Mark Ryan as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For	For
10	Authorise Reissuance Price Range of Treasury Shares	Mgmt	For	For	For

Mapletree Logistics Trust

Meeting Date: 07/18/2022 **Country:** Singapore **Ticker:** M44U
Record Date: **Meeting Type:** Annual
Primary Security ID: Y5759Q107

Shares Voted: 64,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For

Link Real Estate Investment Trust

Meeting Date: 07/20/2022 **Country:** Hong Kong **Ticker:** 823
Record Date: 07/14/2022 **Meeting Type:** Annual
Primary Security ID: Y5281M111

Link Real Estate Investment Trust

Shares Voted: 46,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Note the Financial Statements and Statutory Reports	Mgmt			
2	Note the Appointment of Auditor and Fixing of Their Remuneration	Mgmt			
3.1	Elect Ed Chan Yiu Cheong as Director	Mgmt	For	For	For
3.2	Elect Blair Chilton Pickerell as Director	Mgmt	For	For	For
3.3	Elect Peter Tse Pak Wing as Director	Mgmt	For	For	For
4	Elect Jenny Gu Jialin as Director	Mgmt	For	For	For
5	Authorize Repurchase of Issued Units	Mgmt	For	For	For

Experian Plc

Meeting Date: 07/21/2022

Country: Jersey

Ticker: EXPN

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G32655105

Shares Voted: 20,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Ruba Borno as Director	Mgmt	For	For	For
4	Re-elect Alison Brittain as Director	Mgmt	For	For	For
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
6	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
7	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
8	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
9	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
10	Re-elect Mike Rogers as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Approve Specific Terms Added to the Performance Share Plan and Co-Investment Plan; Approve Thank You Award 2021 Plan and Tax-Qualified Employee Share Purchase Plan	Mgmt	For	For	For

Experian Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Halma Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: HLMA

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G42504103

Shares Voted: 8,056

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	Against	Against
4	Elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
5	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
6	Re-elect Andrew Williams as Director	Mgmt	For	For	For
7	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
8	Re-elect Jennifer Ward as Director	Mgmt	For	For	For
9	Re-elect Carole Cran as Director	Mgmt	For	For	For
10	Re-elect Jo Harlow as Director	Mgmt	For	For	For
11	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
12	Re-elect Tony Rice as Director	Mgmt	For	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Employee Share Plan	Mgmt	For	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Halma 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
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Johnson Matthey Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: JMAT

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G51604166

Shares Voted: 4,561

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Liam Condon as Director	Mgmt	For	For	For
5	Elect Rita Forst as Director	Mgmt	For	For	For
6	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
7	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For
8	Re-elect Chris Mottershead as Director	Mgmt	For	For	For
9	Re-elect John O'Higgins as Director	Mgmt	For	For	For
10	Re-elect Stephen Oxley as Director	Mgmt	For	For	For
11	Re-elect Patrick Thomas as Director	Mgmt	For	For	For
12	Re-elect Doug Webb as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Johnson Matthey Plc

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

Remy Cointreau SA

Meeting Date: 07/21/2022

Country: France

Ticker: RCO

Record Date: 07/19/2022

Meeting Type: Annual/Special

Primary Security ID: F7725A100

Shares Voted: 466

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 2.85 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
6	Reelect Helene Dubrule as Director	Mgmt	For	For	For
7	Reelect Olivier Jolivet as Director	Mgmt	For	For	For
8	Reelect Marie-Amelie de Leusse as Director	Mgmt	For	For	For
9	Reelect ORPAR SA as Director	Mgmt	For	For	For
10	Elect Alain Li as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Eric Vallat, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 680,000	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 15 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	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SSE Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: SSE

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G8842P102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Gregor Alexander as Director	Mgmt	For	For	For
7	Elect Dame Elish Angiolini as Director	Mgmt	For	For	For
8	Elect John Bason as Director	Mgmt	For	Against	Against
9	Re-elect Dame Sue Bruce as Director	Mgmt	For	For	For
10	Re-elect Tony Cocker as Director	Mgmt	For	For	For
11	Elect Debbie Crosbie as Director	Mgmt	For	For	For
12	Re-elect Peter Lynas as Director	Mgmt	For	For	For
13	Re-elect Helen Mahy as Director	Mgmt	For	For	For
14	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
15	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
16	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
17	Re-elect Melanie Smith as Director	Mgmt	For	For	For
18	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Approve Net Zero Transition Report	Mgmt	For	For	For
22	Authorise Issue of Equity	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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Tower Semiconductor Ltd.

Meeting Date: 07/21/2022

Country: Israel

Ticker: TSEM

Record Date: 06/15/2022

Meeting Type: Annual

Primary Security ID: M87915274

Tower Semiconductor Ltd.

Shares Voted: 2,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Amir Elstein as Director	Mgmt	For	For	For
1.2	Reelect Russell Ellwanger as Director	Mgmt	For	For	For
1.3	Reelect Kalman Kaufman as Director	Mgmt	For	For	For
1.4	Reelect Dana Gross as Director	Mgmt	For	For	For
1.5	Reelect Ilan Flato as Director	Mgmt	For	For	For
1.6	Reelect Yoav Chelouche as Director	Mgmt	For	For	For
1.7	Reelect Iris Avner as Director	Mgmt	For	For	For
1.8	Reelect Michal Vakrat Wolkin as Director	Mgmt	For	For	For
1.9	Reelect Avi Hasson as Director	Mgmt	For	For	For
2	Reelect Amir Elstein as Chairman and Approve his Compensation Terms	Mgmt	For	For	For
3	Approve Amended Compensation of Russell Ellwanger, CEO	Mgmt	For	For	For
4	Approve Equity Grant to Russell Ellwanger, CEO	Mgmt	For	For	For
5	Approve Equity Grants to Directors	Mgmt	For	For	For
6	Reappoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against

ZIM Integrated Shipping Services Ltd.

Meeting Date: 07/21/2022

Country: Israel

Ticker: ZIM

Record Date: 06/21/2022

Meeting Type: Annual/Special

Primary Security ID: M9T951109

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Yair Seroussi as Director	Mgmt	For	For	For
1.2	Reelect Yair Caspi as Director	Mgmt	For	For	For
1.3	Reelect Nir Epstein as Director	Mgmt	For	For	For

ZIM Integrated Shipping Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Reelect Flemming R. Jacobs as Director	Mgmt	For	For	For
1.5	Reelect Karsten Liebing as Director	Mgmt	For	For	For
1.6	Reelect Birger Johannes Meyer-Gloekner as Director	Mgmt	For	For	For
1.7	Reelect Yoav Moshe Sebba as Director	Mgmt	For	For	For
1.8	Reelect William (Bill) Shaul as Director	Mgmt	For	For	For
1.9	Reelect Liat Tennenholtz as Director	Mgmt	For	For	For
2	Reappoint Somekh Chaikin (KPMG) as Auditors	Mgmt	For	For	For
3	Amend Articles of Association	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 07/22/2022 **Country:** United Kingdom **Ticker:** JD
Record Date: 07/20/2022 **Meeting Type:** Annual
Primary Security ID: G5144Y120

Shares Voted: 53,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Neil Greenhalgh as Director	Mgmt	For	For	For
5	Re-elect Andrew Long as Director	Mgmt	For	For	For
6	Re-elect Kath Smith as Director	Mgmt	For	For	For
7	Elect Bert Hoyt as Director	Mgmt	For	For	For
8	Elect Helen Ashton as Director	Mgmt	For	For	For
9	Elect Mahbobeh Sabetnia as Director	Mgmt	For	For	For
10	Elect Suzi Williams as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

United Utilities Group Plc

Meeting Date: 07/22/2022

Country: United Kingdom

Ticker: UU

Record Date: 07/20/2022

Meeting Type: Annual

Primary Security ID: G92755100

Shares Voted: 15,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Sir David Higgins as Director	Mgmt	For	For	For
6	Re-elect Steve Mogford as Director	Mgmt	For	For	For
7	Re-elect Phil Aspin as Director	Mgmt	For	For	For
8	Elect Louise Beardmore as Director	Mgmt	For	For	For
9	Elect Liam Butterworth as Director	Mgmt	For	For	For
10	Re-elect Kath Cates as Director	Mgmt	For	For	For
11	Re-elect Alison Goligher as Director	Mgmt	For	For	For
12	Re-elect Paulette Rowe as Director	Mgmt	For	For	For
13	Re-elect Doug Webb as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Climate-Related Financial Disclosures	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	Approve Long Term Plan	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Singapore Airlines Limited

Meeting Date: 07/26/2022

Country: Singapore

Ticker: C6L

Record Date:

Meeting Type: Annual

Primary Security ID: Y7992P128

Shares Voted: 29,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2a	Elect Peter Seah Lim Huat as Director	Mgmt	For	For	For
2b	Elect Simon Cheong Sae Peng as Director	Mgmt	For	For	For
2c	Elect David John Gledhill as Director	Mgmt	For	For	For
2d	Elect Goh Swee Chen as Director	Mgmt	For	For	For
3	Elect Yeoh Oon Jin as Director	Mgmt	For	For	For
4	Approve Directors' Emoluments	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Awards and Issuance of Shares Under the SIA Performance Share Plan 2014 and/or the SIA Restricted Share Plan 2014	Mgmt	For	For	For
8	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/26/2022

Country: United Kingdom

Ticker: VOD

Record Date: 07/22/2022

Meeting Type: Annual

Primary Security ID: G93882192

Shares Voted: 593,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	For
3	Re-elect Nick Read as Director	Mgmt	For	For	For
4	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
5	Elect Stephen Carter as Director	Mgmt	For	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Sir Crispin Davis as Director	Mgmt	For	For	For
7	Re-elect Michel Demare as Director	Mgmt	For	For	For
8	Elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
9	Re-elect Dame Clara Furse as Director	Mgmt	For	For	For
10	Re-elect Valerie Gooding as Director	Mgmt	For	For	For
11	Elect Deborah Kerr as Director	Mgmt	For	For	For
12	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	Against	Against
13	Re-elect David Nish as Director	Mgmt	For	For	For
14	Elect Simon Segars as Director	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Chow Tai Fook Jewellery Group Ltd.

Meeting Date: 07/27/2022

Country: Cayman Islands

Ticker: 1929

Record Date: 07/21/2022

Meeting Type: Annual

Primary Security ID: G21146108

Shares Voted: 42,600

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

Chow Tai Fook Jewellery Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Wong Siu-Kee, Kent as Director	Mgmt	For	For	For
3b	Elect Cheng Chi-Kong, Adrian as Director	Mgmt	For	For	For
3c	Elect Liu Chun-Wai, Bobby as Director	Mgmt	For	For	For
3d	Elect Lam Kin-Fung, Jeffrey as Director	Mgmt	For	For	For
3e	Elect Cheng Ka-Lai, Lily as Director	Mgmt	For	For	For
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Amend Memorandum and Articles of Association and Adopt Amended and Restated Memorandum and Articles of Association	Mgmt	For	Refer	Against

ITO EN, LTD.

Meeting Date: 07/28/2022

Country: Japan

Ticker: 2593

Record Date: 04/30/2022

Meeting Type: Annual

Primary Security ID: J25027103

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25 for Class 1 Preferred Shares and JPY 20 for Ordinary Shares	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors - Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Honjo, Hachiro	Mgmt	For	For	For
3.2	Elect Director Honjo, Daisuke	Mgmt	For	For	For
3.3	Elect Director Honjo, Shusuke	Mgmt	For	For	For
3.4	Elect Director Watanabe, Minoru	Mgmt	For	For	For
3.5	Elect Director Nakano, Yoshihisa	Mgmt	For	For	For
3.6	Elect Director Kamiya, Shigeru	Mgmt	For	For	For
3.7	Elect Director Yosuke Jay Oceanbright Honjo	Mgmt	For	For	For

ITO EN, LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.8	Elect Director Hirata, Atsushi	Mgmt	For	For	For
3.9	Elect Director Taguchi, Morikazu	Mgmt	For	For	For
3.10	Elect Director Usui, Yuichi	Mgmt	For	For	For
3.11	Elect Director Tanaka, Yutaka	Mgmt	For	For	For
3.12	Elect Director Takano, Hideo	Mgmt	For	For	For
3.13	Elect Director Abe, Keiko	Mgmt	For	For	For

Macquarie Group Limited

Meeting Date: 07/28/2022

Country: Australia

Ticker: MQG

Record Date: 07/26/2022

Meeting Type: Annual

Primary Security ID: Q57085286

Shares Voted: 8,244

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Jillian R Broadbent as Director	Mgmt	For	For	For
2b	Elect Philip M Coffey as Director	Mgmt	For	For	For
2c	Elect Michelle A Hinchliffe as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Abstain	Abstain
4	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	Abstain	Abstain

Mapletree Commercial Trust

Meeting Date: 07/29/2022

Country: Singapore

Ticker: N2IU

Record Date:

Meeting Type: Annual

Primary Security ID: Y5759T101

Shares Voted: 47,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditor and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For

Singapore Telecommunications Limited

Meeting Date: 07/29/2022

Country: Singapore

Ticker: Z74

Record Date:

Meeting Type: Annual

Primary Security ID: Y79985209

Shares Voted: 186,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Christina Hon Kwee Fong (Christina Ong) as Director	Mgmt	For	For	For
4	Elect Bradley Joseph Horowitz as Director	Mgmt	For	For	For
5	Elect Gail Patricia Kelly as Director	Mgmt	For	For	For
6	Elect John Lindsay Arthur as Director	Mgmt	For	For	For
7	Elect Yong Hsin Yue as Director	Mgmt	For	For	For
8	Approve Directors' Fees	Mgmt	For	For	For
9	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

Israel Discount Bank Ltd.

Meeting Date: 08/02/2022

Country: Israel

Ticker: DSCT

Record Date: 07/03/2022

Meeting Type: Annual

Primary Security ID: 465074201

Shares Voted: 28,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Ziv Haft & Co. and Somekh Chaikin as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Regarding Items 3.1-3.2 Elect One External Directors Out of a Pool of Two Nominees	Mgmt			
3.1	Elect Danny Yamin as External Director	Mgmt	For	For	For
3.2	Elect Guy Richker as External Director	Mgmt	For	Abstain	Abstain

Israel Discount Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
5	Approve Update Employment Terms of Shaul Kobrinsky, Chairman and Amend Compensation Policy for the Directors and Officers of the Company Accordingly	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Bank Leumi Le-Israel Ltd.

Meeting Date: 08/04/2022

Country: Israel

Ticker: LUMI

Record Date: 07/06/2022

Meeting Type: Annual/Special

Primary Security ID: M16043107

Shares Voted: 32,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Brightman Almagor Zohar and Co. (Deloitte) as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Regarding Items 3-4: Elect One External Directors Out of a Pool of Two Nominees	Mgmt			

Bank Leumi Le-Israel Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Dan Laluz as External Director	Mgmt	For	Abstain	Abstain
4	Elect Zvi Nagan as External Director	Mgmt	For	For	For
	Regarding Items 5-7: Elect Two Directors Out of a Pool of Three Nominees	Mgmt			
5	Elect Esther Eldan as Director	Mgmt	For	For	For
6	Elect Esther Dominisini as Director	Mgmt	For	For	For
7	Elect Irit Shlomi as Director	Mgmt	For	Against	Against
8	Amend Bank Articles	Mgmt	For	For	For
9	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 08/09/2022

Country: Israel

Ticker: MZTF

Record Date: 07/10/2022

Meeting Type: Special

Primary Security ID: M7031A135

Shares Voted: 3,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Joseph Fellus as External Director	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	Mgmt	None	Against	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Azrieli Group Ltd.

Meeting Date: 08/10/2022

Country: Israel

Ticker: AZRG

Record Date: 07/13/2022

Meeting Type: Annual/Special

Primary Security ID: M1571Q105

Shares Voted: 853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
2	Approve Updated Management Agreement with Danna Azrieli, Active Chairman	Mgmt	For	For	For
3	Reelect Joseph Shachak as External Director	Mgmt	For	Against	Against
4	Elect Varda Levy as External Director	Mgmt	For	For	For
5.1	Reelect Danna Azrieli as Director	Mgmt	For	For	For
5.2	Reelect Sharon Azrieli as Director	Mgmt	For	For	For
5.3	Reelect Naomi Azrieli as Director	Mgmt	For	For	For
5.4	Reelect Menachem Einan as Director	Mgmt	For	Against	Against

Azrieli Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reelect Dan Yitzhak Gillerman as Director	Mgmt	For	Against	Against
5.6	Reelect Oran Dror as Director	Mgmt	For	Against	Against
6	Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors	Mgmt	For	Against	Against
7	Discuss Financial Statements and the Report of the Board	Mgmt			
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

TSURUHA Holdings, Inc.

Meeting Date: 08/10/2022

Country: Japan

Ticker: 3391

Record Date: 05/15/2022

Meeting Type: Annual

Primary Security ID: J9348C105

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
2.1	Elect Director Tsuruha, Tatsuru	Mgmt	For	For	For
2.2	Elect Director Tsuruha, Jun	Mgmt	For	For	For
2.3	Elect Director Ogawa, Hisaya	Mgmt	For	For	For
2.4	Elect Director Murakami, Shoichi	Mgmt	For	For	For

TSURUHA Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Yahata, Masahiro	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Fujii, Fumiyo	Mgmt	For	For	For
4	Approve Stock Option Plan	Mgmt	For	For	For

Bank Hapoalim BM

Meeting Date: 08/11/2022

Country: Israel

Ticker: POLI

Record Date: 07/11/2022

Meeting Type: Annual

Primary Security ID: M1586M115

Shares Voted: 28,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Ziv Haft (BDO) as Joint Auditors	Mgmt	For	For	For
3	Approve Updated Employment Terms of Ruben Krupik, Chairman, and Amend Compensation Policy accordingly	Mgmt	For	For	For
	Out of two candidates, one will be elected as External Director	Mgmt			
4	Reelect David Avner as External Director	Mgmt	For	For	For
5	Elect Anat Peled as External Director	Mgmt	For	Abstain	Abstain
	Out of two candidates, one will be elected as External Director	Mgmt			
6	Reelect Noam Hanegbi as External Director	Mgmt	For	For	For
7	Elect Ron Shamir as External Director	Mgmt	For	Abstain	Abstain
	Out of three candidates, two will be elected as Directors	Mgmt			
8	Elect Odelia Levanon as Director	Mgmt	For	For	For
9	Reelect David Zvilichovsky as Director	Mgmt	For	For	For
10	Elect Ronen Lago as Director	Mgmt	For	Abstain	Abstain
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			

Bank Hapoalim BM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Kornit Digital Ltd.

Meeting Date: 08/11/2022 **Country:** Israel **Ticker:** KRNT
Record Date: 07/05/2022 **Meeting Type:** Annual
Primary Security ID: M6372Q113

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Yehoshua (Shuki) Nir as Director	Mgmt	For	For	For
1b	Reelect Dov Ofer as Director	Mgmt	For	For	For
1c	Elect Jae Hyun (Jay) Lee as Director	Mgmt	For	For	For
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Discuss Financial Statements and the Report of the Board	Mgmt			

EMS-Chemie Holding AG

Meeting Date: 08/13/2022 **Country:** Switzerland **Ticker:** EMSN
Record Date: **Meeting Type:** Annual
Primary Security ID: H22206199

Shares Voted: 162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			

EMS-Chemie Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 765,000	Mgmt	For	For	For
3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.4 Million	Mgmt	For	Against	Against
4	Approve Allocation of Income and Ordinary Dividends of CHF 16.50 per Share and a Special Dividend of CHF 4.50 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Refer	Against
6.1.2	Elect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.1.4	Elect Christoph Maeder as Director and Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Ratify BDO AG as Auditors	Mgmt	For	Refer	Against
6.3	Designate Robert Daepfen as Independent Proxy	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Schroders Plc

Meeting Date: 08/15/2022

Country: United Kingdom

Ticker: SDR

Record Date: 08/11/2022

Meeting Type: Special

Primary Security ID: G78602136

Shares Voted: 2,459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Compensatory Bonus Issue	Mgmt	For	For	For
2	Authorise Issue of Equity Pursuant to the Compensatory Bonus Issue	Mgmt	For	For	For
3	Approve Enfranchisement of Non-Voting Ordinary Shares	Mgmt	For	For	For
4	Approve Share Sub-Division	Mgmt	For	For	For
5	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
6	Amend Stage One Articles of Association	Mgmt	For	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Adopt New Articles of Association	Mgmt	For	For	For
8	Authorise Market Purchase of New Ordinary Shares	Mgmt	For	For	For
9	Authorise Market Purchase of Existing Ordinary Shares	Mgmt	For	For	For

Xero Limited

Meeting Date: 08/18/2022 **Country:** New Zealand **Ticker:** XRO
Record Date: 08/16/2022 **Meeting Type:** Annual
Primary Security ID: Q98665104

Shares Voted: 2,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
2	Elect David Thodey as Director	Mgmt	For	For	For
3	Elect Susan Peterson as Director	Mgmt	For	Against	Against
4	Elect Brian McAndrews as Director	Mgmt	For	For	For

OCI NV

Meeting Date: 08/19/2022 **Country:** Netherlands **Ticker:** OCI
Record Date: 07/22/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N6667A111

Shares Voted: 2,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles Re: Increase Nominal Value of Shares in the Share Capital and Subsequently Decrease the Nominal Value of Shares in the Share Capital, Combined with a Repayment of Capital	Mgmt	For	For	For
3	Close Meeting	Mgmt			

COSMOS Pharmaceutical Corp.

Meeting Date: 08/23/2022

Country: Japan

Ticker: 3349

Record Date: 05/31/2022

Meeting Type: Annual

Primary Security ID: J08959108

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	Refer	Against
3.1	Elect Director Uno, Masateru	Mgmt	For	For	For
3.2	Elect Director Yokoyama, Hideaki	Mgmt	For	For	For
3.3	Elect Director Shibata, Futoshi	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Ueta, Masao	Mgmt	For	For	For

Oracle Corp Japan

Meeting Date: 08/23/2022

Country: Japan

Ticker: 4716

Record Date: 05/31/2022

Meeting Type: Annual

Primary Security ID: J6165M109

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
2.1	Elect Director Misawa, Toshimitsu	Mgmt	For	For	For
2.2	Elect Director Krishna Sivaraman	Mgmt	For	For	For
2.3	Elect Director Garrett Ilg	Mgmt	For	For	For
2.4	Elect Director Vincent S. Grelli	Mgmt	For	Against	Against
2.5	Elect Director Kimberly Woolley	Mgmt	For	Against	Against
2.6	Elect Director Fujimori, Yoshiaki	Mgmt	For	For	For
2.7	Elect Director John L. Hall	Mgmt	For	Against	Against
2.8	Elect Director Natsuno, Takeshi	Mgmt	For	For	For
2.9	Elect Director Kuroda, Yukiko	Mgmt	For	For	For

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08/24/2022

Country: New Zealand

Ticker: FPH

Record Date: 08/22/2022

Meeting Type: Annual

Primary Security ID: Q38992105

Shares Voted: 12,299

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Lewis Gradon as Director	Mgmt	For	For	For
2	Elect Neville Mitchell as Director	Mgmt	For	For	For
3	Elect Donal O'Dwyer as Director	Mgmt	For	For	For
4	Elect Lisa McIntyre as Director	Mgmt	For	For	For
5	Elect Cather Simpson as Director	Mgmt	For	For	For
6	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
7	Approve Issuance of Performance Share Rights to Lewis Gradon	Mgmt	For	For	For
8	Approve Issuance of Options to Lewis Gradon	Mgmt	For	For	For
9	Approve 2022 Employee Stock Purchase Plan	Mgmt	For	For	For
10	Approve 2022 Performance Share Rights Plan - North America	Mgmt	For	For	For
11	Approve 2022 Share Option Plan - North America	Mgmt	For	For	For

Prosus NV

Meeting Date: 08/24/2022

Country: Netherlands

Ticker: PRX

Record Date: 07/27/2022

Meeting Type: Annual

Primary Security ID: N7163R103

Shares Voted: 18,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	For	Against	Against

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Sharmistha Dubey as Non-Executive Director	Mgmt	For	For	For
9.1	Reelect JP Bekker as Non-Executive Director	Mgmt	For	For	For
9.2	Reelect D Meyer as Non-Executive Director	Mgmt	For	For	For
9.3	Reelect SJZ Pacak as Non-Executive Director	Mgmt	For	For	For
9.4	Reelect JDT Stofberg as Non-Executive Director	Mgmt	For	For	For
10	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

NatWest Group Plc

Meeting Date: 08/25/2022

Country: United Kingdom

Ticker: NWG

Record Date: 08/23/2022

Meeting Type: Special

Primary Security ID: G6422B105

Shares Voted: 127,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Duplicate Meeting for Provider Ballots Received	Mgmt			
	General Meeting	Mgmt			
1	Approve Special Dividend	Mgmt	For	For	For
2	Approve Share Consolidation and Share Sub-Division	Mgmt	For	For	For
3	Authorise Issue of Equity	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
6	Authorise Market Purchase of New Ordinary Shares	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Amendments to Directed Buyback Contract	Mgmt	For	For	For
8	Adopt New Articles of Association	Mgmt	For	For	For
	Class Meeting	Mgmt			
1	Sanction and Consent to Every Variation, Alteration, Modification or Abrogation of the Special Rights Attached to the Ordinary Shares	Mgmt	For	For	For

Aker BP ASA

Meeting Date: 08/26/2022 **Country:** Norway **Ticker:** AKRBP
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: R0139K100

Shares Voted: 7,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Approve Merger Agreement with ABP Energy Holding BV	Mgmt	For	For	For
5	Reelect Oskar Stoknes (Chair), Donna Riley and Ingebret Hisdal as Members of Nominating Committee for a Term of Two Years	Mgmt	For	For	For

Nippon Prologis REIT, Inc.

Meeting Date: 08/26/2022 **Country:** Japan **Ticker:** 3283
Record Date: 05/31/2022 **Meeting Type:** Special
Primary Security ID: J5528H104

Shares Voted: 42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Deemed Approval System - Amend Audit Fee Payment Schedule - Reflect Changes in Accounting Standards	Mgmt	For	For	For
2	Elect Executive Director Yamaguchi, Satoshi	Mgmt	For	For	For
3	Elect Alternate Executive Director Toda, Atsushi	Mgmt	For	For	For

Nippon Prologis REIT, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect Supervisory Director Hamaoka, Yoichiro	Mgmt	For	For	For
4.2	Elect Supervisory Director Tazaki, Mami	Mgmt	For	For	For
4.3	Elect Supervisory Director Oku, Kuninori	Mgmt	For	For	For

Check Point Software Technologies Ltd.

Meeting Date: 08/30/2022 **Country:** Israel **Ticker:** CHKP
Record Date: 07/21/2022 **Meeting Type:** Annual
Primary Security ID: M22465104

Shares Voted: 2,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gil Shwed as Director	Mgmt	For	For	For
1b	Reelect Jerry Ungerman as Director	Mgmt	For	For	For
1c	Elect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
1d	Reelect Tal Shavit as Director	Mgmt	For	For	For
1e	Reelect Shai Weiss as Director	Mgmt	For	For	For
2	Ratify Appoint of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration and Discuss Financial Statements and the Report of the Board	Mgmt	For	For	For
3	Approve Compensation of Gil Shwed, CEO	Mgmt	For	For	For
4	Readopt Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	For	For

ROCKWOOL A/S

Meeting Date: 08/31/2022 **Country:** Denmark **Ticker:** ROCK.B
Record Date: 08/24/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: K8254S144

ROCKWOOL A/S

Shares Voted: 177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve on Contribution between 100-200 MDKK to support the Reconstruction of Ukraine	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 09/06/2022

Country: Netherlands

Ticker: AKZA

Record Date: 08/09/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N01803308

Shares Voted: 4,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect G. Poux-Guillaume to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Ashtead Group Plc

Meeting Date: 09/06/2022

Country: United Kingdom

Ticker: AHT

Record Date: 09/02/2022

Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 9,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
12	Elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Berkeley Group Holdings Plc

Meeting Date: 09/06/2022

Country: United Kingdom

Ticker: BKG

Record Date: 09/02/2022

Meeting Type: Annual

Primary Security ID: G1191G138

Shares Voted: 2,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Restricted Share Plan	Mgmt	For	Against	Against
5	Approve Long-Term Option Plan	Mgmt	For	Against	Against
6	Elect Michael Dobson as Director	Mgmt	For	For	For
7	Re-elect Diana Brightmore-Armour as Director	Mgmt	For	For	For
8	Re-elect Rob Perrins as Director	Mgmt	For	For	For
9	Re-elect Richard Stearn as Director	Mgmt	For	For	For
10	Re-elect Andy Myers as Director	Mgmt	For	For	For
11	Re-elect Andy Kemp as Director	Mgmt	For	For	For
12	Re-elect Sir John Armit as Director	Mgmt	For	For	For
13	Re-elect Rachel Downey as Director	Mgmt	For	For	For
14	Re-elect William Jackson as Director	Mgmt	For	For	For

Berkeley Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Re-elect Elizabeth Adekunle as Director	Mgmt	For	For	For
16	Re-elect Sarah Sands as Director	Mgmt	For	For	For
17	Elect Natasha Adams as Director	Mgmt	For	For	For
18	Re-elect Karl Whiteman as Director	Mgmt	For	For	For
19	Re-elect Justin Tibaldi as Director	Mgmt	For	For	For
20	Re-elect Paul Vallone as Director	Mgmt	For	For	For
21	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
22	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
23	Authorise Issue of Equity	Mgmt	For	For	For
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 UK Political Donations and Expenditure	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

ABB Ltd.

Meeting Date: 09/07/2022

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0010V101

Shares Voted: 36,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off of Accelleron Industries AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Compagnie Financiere Richemont SA

Meeting Date: 09/07/2022

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.25 per Registered A Share and CHF 0.225 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
4.1	Elect Francesco Trapani as Representative of Category A Registered Shares	SH	Against	Against	Against
	Management Proposal for Holders of A Registered Shares	Mgmt			
4.2	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Josua Malherbe as Director	Mgmt	For	For	For
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	For	For
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	For	For
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	Against	Against

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
5.17	Elect Francesco Trapani as Director	SH	Against	Against	Against
	Management Proposals for All Shareholders	Mgmt			
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 7.7 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
10	Approve Increase in Size of Board to Six Members	SH	Against	For	For
11	Amend Articles Re: Representatives of Holders of Category A and B Registered Shares	SH	Against	For	For
	Management Proposals	Mgmt			
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

argenx SE

Meeting Date: 09/08/2022

Country: Netherlands

Ticker: ARGX

Record Date: 08/11/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0610Q109

Shares Voted: 1,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Camilla Sylvest as Non-Executive Director	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Logitech International S.A.

Meeting Date: 09/14/2022

Country: Switzerland

Ticker: LOGN

Record Date: 09/08/2022

Meeting Type: Annual

Primary Security ID: H50430232

Shares Voted: 3,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
4	Approve Creation of CHF 4.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Amend Articles Re: Virtual General Meeting	Mgmt	For	Against	Against
6	Change Location of Registered Office to Hautemorges, Switzerland	Mgmt	For	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	For	For
8	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
9A	Elect Director Patrick Aebischer	Mgmt	For	For	For
9B	Elect Director Wendy Becker	Mgmt	For	For	For
9C	Elect Director Edouard Bugnion	Mgmt	For	For	For
9D	Elect Director Bracken Darrell	Mgmt	For	For	For
9E	Elect Director Guy Gecht	Mgmt	For	For	For
9F	Elect Director Marjorie Lao	Mgmt	For	For	For
9G	Elect Director Neela Montgomery	Mgmt	For	For	For
9H	Elect Director Michael Polk	Mgmt	For	For	For
9I	Elect Director Deborah Thomas	Mgmt	For	For	For
9J	Elect Director Christopher Jones	Mgmt	For	For	For
9K	Elect Director Kwok Wang Ng	Mgmt	For	For	For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9L	Elect Director Sascha Zahnd	Mgmt	For	For	For
10	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
11A	Appoint Edouard Bugnion as Member of the Compensation Committee	Mgmt	For	For	For
11B	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For
11C	Appoint Michael Polk as Member of the Compensation Committee	Mgmt	For	For	For
11D	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of CHF 3,900,000	Mgmt	For	For	For
13	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	Mgmt	For	For	For
14	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For
15	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For
A	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	Mgmt	For	Against	Against

UniCredit SpA

Meeting Date: 09/14/2022

Country: Italy

Ticker: UCG

Record Date: 09/05/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: T9T23L642

Shares Voted: 47,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Amend Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Auto Trader Group Plc

Meeting Date: 09/15/2022

Country: United Kingdom

Ticker: AUTO

Record Date: 09/13/2022

Meeting Type: Annual

Primary Security ID: G06708104

Shares Voted: 21,789

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 Ed Williams as Director	Mgmt	For	For	For
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For
6	Re-elect David Keens as Director	Mgmt	For	For	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
8	Re-elect Jeni Mundy as Director	Mgmt	For	For	For
9	Re-elect Catherine Faiers as Director	Mgmt	For	For	For
10	Re-elect Jamie Warner as Director	Mgmt	For	For	For
11	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For
12	Elect Jasvinder Gakhal as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Norsk Hydro ASA

Meeting Date: 09/20/2022

Country: Norway

Ticker: NHY

Record Date: 09/13/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: R61115102

Norsk Hydro ASA

Shares Voted: 30,856

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	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
4	Approve Dividends of NOK 1.45 Per Share	Mgmt	For	For	For

Embracer Group AB

Meeting Date: 09/21/2022

Country: Sweden

Ticker: EMBRAC.B

Record Date: 09/13/2022

Meeting Type: Annual

Primary Security ID: W2504N150

Shares Voted: 14,191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Presentation on Business Activities	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c.1	Approve Discharge of David Gardner	Mgmt	For	For	For
9.c.2	Approve Discharge of Ulf Hjalmarsson	Mgmt	For	For	For
9.c.3	Approve Discharge of Jacob Jonmyren	Mgmt	For	For	For
9.c.4	Approve Discharge of Matthew Karch	Mgmt	For	For	For
9.c.5	Approve Discharge of Erik Stenberg	Mgmt	For	For	For
9.c.6	Approve Discharge of Kicki Wallje-Lund	Mgmt	For	For	For

Embracer Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c.7	Approve Discharge of President Lars Wingefors	Mgmt	For	For	For
10.1	Determine Number of Members (7) 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 2.1 Million for Chair and SEK 600,000 for Other Directors	Mgmt	For	Against	Against
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect David Gardner as Director	Mgmt	For	For	For
12.2	Reelect Jacob Jonmyren as Director	Mgmt	For	For	For
12.3	Reelect Matthew Karch as Director	Mgmt	For	For	For
12.4	Reelect Erik Stenberg as Director	Mgmt	For	For	For
12.5	Reelect Kicki Wallje-Lund as Director	Mgmt	For	Against	Against
12.6	Reelect Lars Wingefors as Director	Mgmt	For	For	For
12.7	Elect Cecilia Driving as New Director	Mgmt	For	For	For
12.8	Reelect Kicki Wallje-Lund as Board Chair	Mgmt	For	Against	Against
12.9	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Procedures for Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Creation of 10 Percent of Capital without Preemptive Rights	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Mercury NZ Limited

Meeting Date: 09/22/2022

Country: New Zealand

Ticker: MCY

Record Date: 09/20/2022

Meeting Type: Annual

Primary Security ID: Q5971Q108

Shares Voted: 12,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect James Bruce Miller as Director	Mgmt	For	Against	Against
2	Elect Lorraine Witten as Director	Mgmt	For	Against	Against
3	Elect Susan Peterson as Director	Mgmt	For	Against	Against

Suncorp Group Limited

Meeting Date: 09/23/2022

Country: Australia

Ticker: SUN

Record Date: 09/21/2022

Meeting Type: Annual

Primary Security ID: Q88040110

Shares Voted: 28,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Suncorp Group Equity Incentive Plan and Modifications to Performance Rights	Mgmt	None	For	For
3	Approve Grant of Performance Rights to Steven Johnston	Mgmt	For	For	For
4a	Elect Ian Hammond as Director	Mgmt	For	For	For
4b	Elect Sally Herman as Director	Mgmt	For	For	For
5	Approve Renewal of Proportional Takeover Provisions in the Constitution	Mgmt	For	For	For

ASX Limited

Meeting Date: 09/28/2022

Country: Australia

Ticker: ASX

Record Date: 09/26/2022

Meeting Type: Annual

Primary Security ID: Q0604U105

Shares Voted: 4,383

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Melinda Conrad as Director	Mgmt	For	For	For
3b	Elect Peter Nash as Director	Mgmt	For	Against	Against
3c	Elect David Curran as Director	Mgmt	For	For	For
3d	Elect Heather Smith as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Rights to Helen Lofthouse	Mgmt	For	For	For
6	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

Lasertec Corp.

Meeting Date: 09/28/2022

Country: Japan

Ticker: 6920

Record Date: 06/30/2022

Meeting Type: Annual

Primary Security ID: J38702106

Lasertec Corp.

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings - Clarify Provisions on Alternate Statutory Auditors	Mgmt	For	For	For
3.1	Elect Director Kusunose, Haruhiko	Mgmt	For	For	For
3.2	Elect Director Okabayashi, Osamu	Mgmt	For	For	For
3.3	Elect Director Morizumi, Koichi	Mgmt	For	For	For
3.4	Elect Director Mihara, Koji	Mgmt	For	For	For
3.5	Elect Director Kamide, Kunio	Mgmt	For	For	For
3.6	Elect Director Iwata, Yoshiko	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Michi, Ayumi	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For

Pan Pacific International Holdings Corp.

Meeting Date: 09/28/2022

Country: Japan

Ticker: 7532

Record Date: 06/30/2022

Meeting Type: Annual

Primary Security ID: J6352W100

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Yoshida, Naoki	Mgmt	For	For	For
3.2	Elect Director Matsumoto, Kazuhiro	Mgmt	For	For	For
3.3	Elect Director Sekiguchi, Kenji	Mgmt	For	For	For
3.4	Elect Director Moriya, Hideki	Mgmt	For	For	For
3.5	Elect Director Ishii, Yuji	Mgmt	For	For	For
3.6	Elect Director Shimizu, Keita	Mgmt	For	For	For
3.7	Elect Director Ninomiya, Hitomi	Mgmt	For	For	For
3.8	Elect Director Kubo, Isao	Mgmt	For	For	For

Pan Pacific International Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.9	Elect Director Yasuda, Takao	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Yoshimura, Yasunori	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Kamo, Masaharu	Mgmt	For	For	For

ABN AMRO Bank NV

Meeting Date: 09/29/2022 **Country:** Netherlands **Ticker:** ABN
Record Date: 09/01/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N0162C102

Shares Voted: 10,407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Approve Cross-Border Merger Between the Company and Bethmann Bank AG	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Asahi Intecc Co., Ltd.

Meeting Date: 09/29/2022 **Country:** Japan **Ticker:** 7747
Record Date: 06/30/2022 **Meeting Type:** Annual
Primary Security ID: J0279C107

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11.99	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Miyata, Masahiko	Mgmt	For	For	For
3.2	Elect Director Miyata, Kenji	Mgmt	For	For	For
3.3	Elect Director Kato, Tadakazu	Mgmt	For	For	For
3.4	Elect Director Matsumoto, Munechika	Mgmt	For	For	For
3.5	Elect Director Terai, Yoshinori	Mgmt	For	For	For
3.6	Elect Director Ito, Mizuho	Mgmt	For	For	For
3.7	Elect Director Nishiuchi, Makoto	Mgmt	For	For	For

Asahi Intecc Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.8	Elect Director Ito, Kiyomichi	Mgmt	For	For	For
3.9	Elect Director Kusakari, Takahiro	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Tomida, Ryuji	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Hanano, Yasunari	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Fukaya, Ryoko	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Moriguchi, Shigeki	Mgmt	For	Against	Against

Koninklijke Philips NV

Meeting Date: 09/30/2022 **Country:** Netherlands **Ticker:** PHIA
Record Date: 09/02/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N7637U112

Shares Voted: 19,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	Mgmt	For	For	For

Infrastrutture Wireless Italiane SpA

Meeting Date: 10/04/2022 **Country:** Italy **Ticker:** INW
Record Date: 09/23/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: T6032P102

Shares Voted: 8,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business Management Proposal	Mgmt			
1	Amend Company Bylaws Re: Article 10	Mgmt	For	Refer	Against
	Ordinary Business	Mgmt			
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2.1	Slate Submitted by Central Tower Holding Company BV	SH	None	Against	Against
2.2	Slate Submitted by Daphne 3 SpA	SH	None	Against	Against

Infrastrutture Wireless Italiane SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt			
3	Fix Board Terms for Directors	SH	None	For	For
	Management Proposals	Mgmt			
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Amend Remuneration Policy	Mgmt	For	For	For

Diageo Plc

Meeting Date: 10/06/2022 **Country:** United Kingdom **Ticker:** DGE
Record Date: 10/04/2022 **Meeting Type:** Annual
Primary Security ID: G42089113

Shares Voted: 50,764

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 Karen Blackett as Director	Mgmt	For	For	For
5	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
6	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For
7	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
8	Re-elect Javier Ferran as Director	Mgmt	For	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	For
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	For
13	Re-elect Alan Stewart as Director	Mgmt	For	For	For
14	Re-elect Ireena Vittal as Director	Mgmt	For	Against	Against
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Amend Irish Share Ownership Plan	Mgmt	For	For	For

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Rentokil Initial Plc

Meeting Date: 10/06/2022 **Country:** United Kingdom **Ticker:** RTO
Record Date: 10/04/2022 **Meeting Type:** Special
Primary Security ID: G7494G105

Shares Voted: 39,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Terminix Global Holdings, Inc	Mgmt	For	For	For
2	Authorise Issue of Equity in Connection with the Acquisition	Mgmt	For	For	For
3	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For	Against	Against
4	Approve Terminix Share Plan	Mgmt	For	For	For

Singapore Exchange Limited

Meeting Date: 10/06/2022 **Country:** Singapore **Ticker:** S68
Record Date: **Meeting Type:** Annual
Primary Security ID: Y79946102

Shares Voted: 17,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Beh Swan Gin as Director	Mgmt	For	For	For
3b	Elect Chew Gek Khim as Director	Mgmt	For	For	For
3c	Elect Lim Sok Hui as Director	Mgmt	For	For	For
4a	Elect Koh Boon Hwee as Director	Mgmt	For	For	For
4b	Elect Tsien Samuel Nag as Director	Mgmt	For	For	For

Singapore Exchange Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Directors' Fees to be Paid to the Chairman	Mgmt	For	For	For
6	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	Mgmt	For	For	For
7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Atlantia SpA

Meeting Date: 10/10/2022 **Country:** Italy **Ticker:** ATL
Record Date: 09/29/2022 **Meeting Type:** Ordinary Shareholders
Primary Security ID: T05404107

Shares Voted: 11,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Amend 2014 Phantom Stock Option Plan and 2017 Additional Incentive Plan - Phantom Stock Option	Mgmt	For	For	For
2	Revoke 2022-2027 Employee Share Ownership Plan	Mgmt	For	For	For

Telstra Corporation Limited

Meeting Date: 10/11/2022 **Country:** Australia **Ticker:** TLS
Record Date: 10/09/2022 **Meeting Type:** Annual
Primary Security ID: Q8975N105

Shares Voted: 88,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Eelco Blok as Director	Mgmt	For	For	For
3b	Elect Craig Dunn as Director	Mgmt	For	For	For
4a	Approve Grant of Restricted Shares to Vicki Brady	Mgmt	For	Refer	For
4b	Approve Grant of Performance Rights to Vicki Brady	Mgmt	For	Refer	For

Telstra Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	Refer	For

Telstra Corporation Limited

Meeting Date: 10/11/2022 **Country:** Australia **Ticker:** TLS
Record Date: 10/09/2022 **Meeting Type:** Court
Primary Security ID: Q8975N105

Shares Voted: 88,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court-Ordered Meeting	Mgmt			
	Approve Scheme of Arrangement in Relation to the Proposed Restructure of the Telstra Group	Mgmt	For	For	For

Commonwealth Bank of Australia

Meeting Date: 10/12/2022 **Country:** Australia **Ticker:** CBA
Record Date: 10/10/2022 **Meeting Type:** Annual
Primary Security ID: Q26915100

Shares Voted: 37,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Paul O'Malley as Director	Mgmt	For	For	For
2b	Elect Genevieve Bell as Director	Mgmt	For	For	For
2c	Elect Mary Padbury as Director	Mgmt	For	For	For
2d	Elect Lyn Cobley as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Share Units and Performance Rights to Matt Comyn	Mgmt	For	For	For
5a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
5b	Approve Climate Risk Safeguarding	SH	Against	Against	Against

CSL Limited

Meeting Date: 10/12/2022 **Country:** Australia **Ticker:** CSL
Record Date: 10/10/2022 **Meeting Type:** Annual
Primary Security ID: Q3018U109

CSL Limited

Shares Voted: 10,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Marie McDonald as Director	Mgmt	For	Against	Against
2b	Elect Megan Clark as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Grant of Performance Share Units to Paul Perreault	Mgmt	For	Against	Against

Aurizon Holdings Limited

Meeting Date: 10/13/2022

Country: Australia

Ticker: AZJ

Record Date: 10/11/2022

Meeting Type: Annual

Primary Security ID: Q0695Q104

Shares Voted: 43,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Kate (Katherine) Vidgen as Director	Mgmt	For	For	For
2b	Elect Russell Caplan as Director	Mgmt	For	For	For
3	Approve Grant of Performance Rights to Andrew Harding	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Financial Assistance in Relation to the Acquisition	Mgmt	For	For	For

Barratt Developments Plc

Meeting Date: 10/17/2022

Country: United Kingdom

Ticker: BDEV

Record Date: 10/13/2022

Meeting Type: Annual

Primary Security ID: G08288105

Shares Voted: 21,111

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 Mike Scott as Director	Mgmt	For	For	For
5	Re-elect John Allan as Director	Mgmt	For	For	For
6	Re-elect David Thomas as Director	Mgmt	For	For	For

Barratt Developments Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Steven Boyes as Director	Mgmt	For	For	For
8	Re-elect Katie Bickerstaffe as Director	Mgmt	For	For	For
9	Re-elect Jock Lennox as Director	Mgmt	For	For	For
10	Re-elect Chris Weston as Director	Mgmt	For	For	For
11	Re-elect Sharon White as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Stockland

Meeting Date: 10/17/2022

Country: Australia

Ticker: SGP

Record Date: 10/15/2022

Meeting Type: Annual

Primary Security ID: Q8773B105

Shares Voted: 54,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Stephen Newton as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Tarun Gupta	Mgmt	For	For	For

Brambles Limited

Meeting Date: 10/18/2022

Country: Australia

Ticker: BXB

Record Date: 10/16/2022

Meeting Type: Annual

Primary Security ID: Q6634U106

Shares Voted: 32,576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Kendra Banks as Director	Mgmt	For	For	For

Brambles Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect George El-Zoghbi as Director	Mgmt	For	For	For
5	Elect Jim Miller as Director	Mgmt	For	For	For
6	Approve Brambles Limited Performance Share Plan	Mgmt	For	For	For
7	Approve Participation of Graham Chipchase in the Performance Share Plan	Mgmt	For	For	For
8	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	Mgmt	For	For	For
9	Approve Participation of Graham Chipchase in the MyShare Plan	Mgmt	For	For	For
10	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For

Cochlear Limited

Meeting Date: 10/18/2022

Country: Australia

Ticker: COH

Record Date: 10/16/2022

Meeting Type: Annual

Primary Security ID: Q25953102

Shares Voted: 1,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Financial Statements and Reports of the Directors and Auditors	Mgmt	For	For	For
2.1	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect Yasmin Allen as Director	Mgmt	For	For	For
3.2	Elect Michael del Prado as Director	Mgmt	For	For	For
3.3	Elect Karen Penrose as Director	Mgmt	For	For	For
4.1	Approve Grant of Options and Performance Rights to Dig Howitt	Mgmt	For	For	For
5.1	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

Endeavour Group Ltd. (Australia)

Meeting Date: 10/18/2022

Country: Australia

Ticker: EDV

Record Date: 10/16/2022

Meeting Type: Annual

Primary Security ID: Q3482R103

Endeavour Group Ltd. (Australia)

Shares Voted: 30,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Duncan Makeig as Director	Mgmt	For	For	For
2b	Elect Joanne Pollard as Director	Mgmt	For	For	For
2c	Elect Anne Brennan as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Share Rights to Steve Donohue	Mgmt	For	For	For

IDP Education Limited

Meeting Date: 10/18/2022

Country: Australia

Ticker: IEL

Record Date: 10/16/2022

Meeting Type: Annual

Primary Security ID: Q48215109

Shares Voted: 4,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Peter Polson as Director	Mgmt	For	Against	Against
2b	Elect Greg West as Director	Mgmt	For	For	For
2c	Elect Tracey Horton as Director	Mgmt	For	For	For
2d	Elect Michelle Tredenick as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4a	Approve Grant of Performance Rights to Tennealle O'Shannessy	Mgmt	For	For	For
4b	Approve Grant of Service Rights to Tennealle O'Shannessy	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provision	Mgmt	For	For	For
7	Approve the Conditional Spill Resolution	Mgmt	Against	Against	Against

Meridian Energy Limited

Meeting Date: 10/18/2022

Country: New Zealand

Ticker: MEL

Record Date: 10/14/2022

Meeting Type: Annual

Primary Security ID: Q5997E121

Meridian Energy Limited

Shares Voted: 26,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Michelle Henderson as Director	Mgmt	For	For	For
2	Elect Julia Hoare as Director	Mgmt	For	Against	Against
3	Elect Nagaja Sanatkumar as Director	Mgmt	For	For	For
4	Elect Graham Cockroft as Director	Mgmt	For	For	For

Treasury Wine Estates Limited

Meeting Date: 10/18/2022

Country: Australia

Ticker: TWE

Record Date: 10/16/2022

Meeting Type: Annual

Primary Security ID: Q9194S107

Shares Voted: 14,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ed Chan as Director	Mgmt	For	For	For
2b	Elect Garry Hounsell as Director	Mgmt	For	For	For
2c	Elect Colleen Jay as Director	Mgmt	For	For	For
2d	Elect Antonia Korsanos as Director	Mgmt	For	For	For
2e	Elect Lauri Shanahan as Director	Mgmt	For	For	For
2f	Elect Paul Rayner as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Tim Ford	Mgmt	For	For	For
5	Approve Proportional Takeover Provision	Mgmt	For	For	For

APA Group

Meeting Date: 10/19/2022

Country: Australia

Ticker: APA

Record Date: 10/17/2022

Meeting Type: Annual

Primary Security ID: Q0437B100

Shares Voted: 26,902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Climate Transition Plan	Mgmt	For	Abstain	Abstain
3	Elect James Fazzino as Director	Mgmt	For	Against	Against

APA Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Rhoda Phillippo as Director	Mgmt	For	For	For

Hargreaves Lansdown Plc

Meeting Date: 10/19/2022 **Country:** United Kingdom **Ticker:** HL
Record Date: 10/17/2022 **Meeting Type:** Annual
Primary Security ID: G43940108

Shares Voted: 7,234

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	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
7	Re-elect Christopher Hill as Director	Mgmt	For	For	For
8	Elect Amy Stirling as Director	Mgmt	For	For	For
9	Re-elect Dan Olley as Director	Mgmt	For	For	For
10	Re-elect Roger Perkin as Director	Mgmt	For	For	For
11	Re-elect John Troiano as Director	Mgmt	For	For	For
12	Re-elect Andrea Blance as Director	Mgmt	For	For	For
13	Re-elect Moni Mannings as Director	Mgmt	For	For	For
14	Re-elect Adrian Collins as Director	Mgmt	For	For	For
15	Re-elect Penny James as Director	Mgmt	For	For	For
16	Elect Darren Pope as Director	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Origin Energy Limited

Meeting Date: 10/19/2022

Country: Australia

Ticker: ORG

Record Date: 10/17/2022

Meeting Type: Annual

Primary Security ID: Q71610101

Shares Voted: 40,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Nora Scheinkestel as Director	Mgmt	For	For	For
3	Elect Greg Lalicker as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Share Rights and Restricted Share Rights to Frank Calabria	Mgmt	For	For	For
6	Approve Non-Executive Director Share Plan	Mgmt	None	For	For
7	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For	For
8	Approve Climate Transition Action Plan	Mgmt	For	For	For
9a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
9b	***Withdrawn Resolution*** Subject to Resolution 9a Being Passed, Approve the Shareholder Proposal Re: Climate Accounting and Audit Resolution	SH			
9c	Subject to Resolution 9a Being Passed, Approve the Shareholder Proposal Re: Water Resolution	SH	Against	Against	Against
9d	Subject to Resolution 9a Being Passed, Approve the Shareholder Proposal Re: Cultural Heritage Resolution	SH	Against	Against	Against
9e	Subject to Resolution 9a Being Passed, Approve the Shareholder Proposal Re: Consent Resolution	SH	Against	Against	Against

Auckland International Airport Limited

Meeting Date: 10/20/2022

Country: New Zealand

Ticker: AIA

Record Date: 10/18/2022

Meeting Type: Annual

Primary Security ID: Q06213146

Shares Voted: 25,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mark Cairns as Director	Mgmt	For	Against	Against
2	Elect Elizabeth Savage as Director	Mgmt	For	For	For
3	Elect Christine Spring as Director	Mgmt	For	For	For

Auckland International Airport Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Board to Fix Remuneration of the Auditor	Mgmt	For	For	For

Transurban Group

Meeting Date: 10/20/2022 **Country:** Australia **Ticker:** TCL
Record Date: 10/18/2022 **Meeting Type:** Annual
Primary Security ID: Q9194A106

Shares Voted: 68,374

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Transurban Holdings Limited and Transurban International Limited	Mgmt			
2a	Elect Marina Go as Director	Mgmt	For	For	For
2b	Elect Peter Scott as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
	Resolution for Transurban Holdings Limited, Transurban International Limited and Transurban Holding Trust	Mgmt			
4	Approve Grant of Performance Awards to Scott Charlton	Mgmt	For	For	For
	Resolution for Transurban Holdings Limited and Transurban International Limited	Mgmt			
5	Approve the Spill Resolution	Mgmt	Against	Against	Against

Insurance Australia Group Ltd.

Meeting Date: 10/21/2022 **Country:** Australia **Ticker:** IAG
Record Date: 10/19/2022 **Meeting Type:** Annual
Primary Security ID: Q49361100

Shares Voted: 51,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Tom Pockett as Director	Mgmt	For	For	For
2	Elect Helen Nugent as Director	Mgmt	For	For	For
3	Elect George Savvides as Director	Mgmt	For	For	For
4	Elect Scott Pickering as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Insurance Australia Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Grant of Deferred Award Rights and Executive Performance Rights to Nick Hawkins	Mgmt	For	For	For
7	Approve the Spill Resolution	Mgmt	Against	Against	Against

Rio Tinto Limited

Meeting Date: 10/25/2022 **Country:** Australia **Ticker:** RIO
Record Date: 10/23/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: Q81437107

Shares Voted: 8,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	Mgmt	For	For	For
2	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	Mgmt	For	For	For

Rio Tinto Plc

Meeting Date: 10/25/2022 **Country:** United Kingdom **Ticker:** RIO
Record Date: 10/23/2022 **Meeting Type:** Special
Primary Security ID: G75754104

Shares Voted: 24,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	Mgmt	For	For	For
2	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	Mgmt	For	For	For

Dexus

Meeting Date: 10/26/2022 **Country:** Australia **Ticker:** DXS
Record Date: 10/24/2022 **Meeting Type:** Annual
Primary Security ID: Q318A1104

Shares Voted: 24,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Grant of Performance Rights to Darren Steinberg	Mgmt	For	For	For
3.1	Elect Mark Ford as Director	Mgmt	For	For	For
3.2	Elect Nicola Roxon as Director	Mgmt	For	For	For
3.3	Elect Elana Rubin as Director	Mgmt	For	For	For
4	Approve Constitutional Amendments	Mgmt	For	For	For
5	Approve the Conditional Spill Resolution	Mgmt	Against	Against	Against

Sino Land Company Limited

Meeting Date: 10/26/2022

Country: Hong Kong

Ticker: 83

Record Date: 10/20/2022

Meeting Type: Annual

Primary Security ID: Y80267126

Shares Voted: 69,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Daryl Ng Win Kong as Director	Mgmt	For	Against	Against
3.2	Elect Ringo Chan Wing Kwong as Director	Mgmt	For	Against	Against
3.3	Elect Gordon Lee Ching Keung as Director	Mgmt	For	Against	Against
3.4	Elect Victor Tin Sio Un as Director	Mgmt	For	Against	Against
3.5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
6	Adopt New Articles of Association	Mgmt	For	Refer	Against

Woolworths Group Limited

Meeting Date: 10/26/2022

Country: Australia

Ticker: WOW

Record Date: 10/24/2022

Meeting Type: Annual

Primary Security ID: Q98418108

Shares Voted: 26,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Jennifer Carr-Smith as Director	Mgmt	For	For	For
2b	Elect Holly Kramer as Director	Mgmt	For	For	For
2c	Elect Kathee Tesija as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Share Rights to Brad Banducci	Mgmt	For	For	For

Reece Limited

Meeting Date: 10/27/2022

Country: Australia

Ticker: REH

Record Date: 10/25/2022

Meeting Type: Annual

Primary Security ID: Q80528138

Shares Voted: 5,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Tim Poole as Director	Mgmt	For	Refer	Against
3	Elect Bruce C. Wilson as Director	Mgmt	For	Against	Against
4	Approve Grant of Performance Rights to Peter Wilson	Mgmt	For	For	For
5	Approve the Increase in the Maximum Aggregate Fees of Non-Executive Directors	Mgmt	For	Against	Against

SalMar ASA

Meeting Date: 10/27/2022

Country: Norway

Ticker: SALM

Record Date: 10/24/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: R7445C102

Shares Voted: 1,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For

SalMar ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Remove Deadline for the Merger with Norway Royal Salmon ASA	Mgmt	For	For	For

South32 Ltd.

Meeting Date: 10/27/2022 **Country:** Australia **Ticker:** S32
Record Date: 10/25/2022 **Meeting Type:** Annual
Primary Security ID: Q86668102

Shares Voted: 104,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Frank Cooper as Director	Mgmt	For	For	For
2b	Elect Ntombifuthi (Futhi) Mtoba as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Rights to Graham Kerr	Mgmt	For	For	For
5	Approve Advisory Vote on Climate Change Action Plan	Mgmt	For	For	For

Wesfarmers Limited

Meeting Date: 10/27/2022 **Country:** Australia **Ticker:** WES
Record Date: 10/25/2022 **Meeting Type:** Annual
Primary Security ID: Q95870103

Shares Voted: 25,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Jennifer Anne Westacott as Director	Mgmt	For	For	For
2b	Elect Michael (Mike) Roche as Director	Mgmt	For	For	For
2c	Elect Sharon Lee Warburton as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	Mgmt	For	Abstain	Abstain

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 10/28/2022 **Country:** Italy **Ticker:** MB
Record Date: 10/19/2022 **Meeting Type:** Annual
Primary Security ID: T10584117

Mediobanca Banca di Credito Finanziario SpA

Shares Voted: 13,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2c	Approve Severance Payments Policy	Mgmt	For	For	For
2d	Approve Annual Performance Share Scheme	Mgmt	For	For	For

Domino's Pizza Enterprises Limited

Meeting Date: 11/02/2022

Country: Australia

Ticker: DMP

Record Date: 10/31/2022

Meeting Type: Annual

Primary Security ID: Q32503106

Shares Voted: 1,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	None	Abstain	Abstain
2	Elect John James Cowin as Director	Mgmt	For	For	For
3	Elect Ursula Schreiber as Director	Mgmt	For	For	For
4	Approve Grant of a Right to Don Meij in Respect of the FY23 STI	Mgmt	For	Abstain	Abstain
5	Approve Grant of Performance Rights to Don Meij in Respect of the FY23 LTI	Mgmt	For	Abstain	Abstain
6	Approve Renewal of Proportional Takeover Bid Provisions	Mgmt	For	For	For

James Hardie Industries Plc

Meeting Date: 11/03/2022

Country: Ireland

Ticker: JHX

Record Date: 11/02/2022

Meeting Type: Annual

Primary Security ID: G4253H119

Shares Voted: 9,427

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

James Hardie Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve the Remuneration Report	Mgmt	For	For	For
3a	Elect Peter John Davis as Director	Mgmt	For	For	For
3b	Elect Aaron Erter as Director	Mgmt	For	For	For
3c	Elect Anne Lloyd as Director	Mgmt	For	For	For
3d	Elect Rada Rodriguez as Director	Mgmt	For	For	For
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter	Mgmt	For	Against	Against
6	Approve Grant of Relative Total Shareholder Return Restricted Stock Units to Aaron Erter	Mgmt	For	Against	Against
7	Approve Grant of Options to Aaron Erter	Mgmt	For	Against	Against
8	Approve James Hardie 2020 Non-Executive Director Equity Plan	Mgmt	None	Against	Against

Sun Hung Kai Properties Limited

Meeting Date: 11/03/2022 **Country:** Hong Kong **Ticker:** 16
Record Date: 10/28/2022 **Meeting Type:** Annual
Primary Security ID: Y82594121

Shares Voted: 32,188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1a	Elect Lau Tak-yeung, Albert as Director	Mgmt	For	For	For
3.1b	Elect Fung Sau-yim, Maureen as Director	Mgmt	For	For	For
3.1c	Elect Chan Hong-ki, Robert as Director	Mgmt	For	For	For
3.1d	Elect Kwok Ping-luen, Raymond as Director	Mgmt	For	For	For
3.1e	Elect Yip Dicky Peter as Director	Mgmt	For	For	For
3.1f	Elect Wong Yue-chim, Richard as Director	Mgmt	For	For	For
3.1g	Elect Fung Kwok-lun, William as Director	Mgmt	For	For	For
3.1h	Elect Leung Nai-pang, Norman as Director	Mgmt	For	For	For
3.1i	Elect Fan Hung-ling, Henry as Director	Mgmt	For	For	For

Sun Hung Kai Properties Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1j	Elect Kwan Cheuk-yin, William as Director	Mgmt	For	For	For
3.1k	Elect Kwok Kai-wang, Christopher as Director	Mgmt	For	For	For
3.1l	Elect Tung Chi-ho, Eric as Director	Mgmt	For	For	For
3.2	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Qantas Airways Limited

Meeting Date: 11/04/2022 **Country:** Australia **Ticker:** QAN
Record Date: 11/02/2022 **Meeting Type:** Annual
Primary Security ID: Q77974550

Shares Voted: 19,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Richard Goyder as Director	Mgmt	For	For	For
2.2	Elect Maxine Brenner as Director	Mgmt	For	For	For
2.3	Elect Jacqueline Hey as Director	Mgmt	For	For	For
3.1	Approve Participation of Alan Joyce in the Recovery Retention Plan	Mgmt	For	Abstain	Abstain
3.2	Approve Participation of Alan Joyce in the Long-Term Incentive Plan	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Abstain	Abstain

Spark New Zealand Ltd.

Meeting Date: 11/04/2022 **Country:** New Zealand **Ticker:** SPK
Record Date: 11/02/2022 **Meeting Type:** Annual
Primary Security ID: Q8619N107

Spark New Zealand Ltd.

Shares Voted: 41,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
2	Elect Gordon MacLeod as Director	Mgmt	For	For	For
3	Elect Sheridan Broadbent as Director	Mgmt	For	For	For
4	Elect Warwick Bray as Director	Mgmt	For	For	For
5	Elect Justine Smyth as Director	Mgmt	For	For	For
6	Elect Jolie Hodson as Director	Mgmt	For	For	For

The Lottery Corp. Ltd.

Meeting Date: 11/08/2022

Country: Australia

Ticker: TLC

Record Date: 11/06/2022

Meeting Type: Annual

Primary Security ID: Q56337100

Shares Voted: 50,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Anne Brennan as Director	Mgmt	For	For	For
2b	Elect Doug McTaggart as Director	Mgmt	For	For	For
2c	Elect John O'Sullivan as Director	Mgmt	For	For	For
2d	Elect Megan Quinn as Director	Mgmt	For	For	For
3	Appoint Ernst & Young as Auditor of the Company	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Rights to Sue van der Merwe	Mgmt	For	For	For

Coles Group Limited

Meeting Date: 11/09/2022

Country: Australia

Ticker: COL

Record Date: 11/07/2022

Meeting Type: Annual

Primary Security ID: Q26203408

Shares Voted: 29,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Terry Bowen as Director	Mgmt	For	For	For
2.2	Elect Scott Price as Director	Mgmt	For	For	For
2.3	Elect James Graham as Director	Mgmt	For	For	For

Coles Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Jacqueline Chow as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of STI Shares to Steven Cain	Mgmt	For	For	For
5	Approve Grant of Performance Rights to Steven Cain	Mgmt	For	For	For

Newcrest Mining Ltd.

Meeting Date: 11/09/2022 **Country:** Australia **Ticker:** NCM
Record Date: 11/07/2022 **Meeting Type:** Annual
Primary Security ID: Q6651B114

Shares Voted: 19,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Philip Bainbridge as Director	Mgmt	For	For	For
2b	Elect Vicki McFadden as Director	Mgmt	For	For	For
3	Approve Grant of Performance Rights to Sandeep Biswas	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	None	For	For

BHP Group Limited

Meeting Date: 11/10/2022 **Country:** Australia **Ticker:** BHP
Record Date: 11/08/2022 **Meeting Type:** Annual
Primary Security ID: Q1498M100

Shares Voted: 111,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Michelle Hinchliffe as Director	Mgmt	For	For	For
3	Elect Catherine Tanna as Director	Mgmt	For	For	For
4	Elect Terry Bowen as Director	Mgmt	For	For	For
5	Elect Xiaoqun Clever as Director	Mgmt	For	For	For
6	Elect Ian Cockerill as Director	Mgmt	For	For	For
7	Elect Gary Goldberg as Director	Mgmt	For	For	For
8	Elect Ken MacKenzie as Director	Mgmt	For	For	For
9	Elect Christine O'Reilly as Director	Mgmt	For	For	For

BHP Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Dion Weisler as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Grant of Awards to Mike Henry	Mgmt	For	For	For
13	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
14	Approve Policy Advocacy	SH	Against	Against	Against
15	Approve Climate Accounting and Audit	SH	Against	Against	Against

Computershare Limited

Meeting Date: 11/10/2022 **Country:** Australia **Ticker:** CPU
Record Date: 11/08/2022 **Meeting Type:** Annual
Primary Security ID: Q2721E105

Shares Voted: 12,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Tiffany Fuller as Director	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	Abstain	Abstain
4	Approve Grant of Performance Rights to Stuart Irving	Mgmt	For	For	For
5	Approve Replacement of Constitution	Mgmt	For	For	For

Pernod Ricard SA

Meeting Date: 11/10/2022 **Country:** France **Ticker:** RI
Record Date: 11/08/2022 **Meeting Type:** Annual
Primary Security ID: F72027109

Shares Voted: 4,651

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 4.12 per Share	Mgmt	For	For	For
4	Reelect Patricia Barbizet as Director	Mgmt	For	For	For
5	Reelect Ian Gallienne as Director	Mgmt	For	Against	Against

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

REA Group Ltd

Meeting Date: 11/10/2022 **Country:** Australia **Ticker:** REA
Record Date: 11/08/2022 **Meeting Type:** Annual
Primary Security ID: Q8051B108

Shares Voted: 1,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Kelly Bayer Rosmarin as Director	Mgmt	For	Refer	For
3b	Elect Michael Miller as Director	Mgmt	For	Refer	Against
3c	Elect Tracey Fellows as Director	Mgmt	For	Refer	Against
3d	Elect Richard Freudenstein as Director	Mgmt	For	Refer	Against
4	Approve Grant of Performance Rights to Owen Wilson	Mgmt	For	For	For

Elbit Systems Ltd.

Meeting Date: 11/16/2022 **Country:** Israel **Ticker:** ESLT
Record Date: 10/12/2022 **Meeting Type:** Annual
Primary Security ID: M3760D101

Elbit Systems Ltd.

Shares Voted: 614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Michael Federmann as Director	Mgmt	For	For	For
1.2	Reelect Rina Baum as Director	Mgmt	For	For	For
1.3	Reelect Yoram Ben-Zeev as Director	Mgmt	For	For	For
1.4	Reelect David Federmann as Director	Mgmt	For	For	For
1.5	Reelect Dov Ninveh as Director	Mgmt	For	For	For
1.6	Reelect Ehood (Udi) Nisan as Director	Mgmt	For	For	For
1.7	Reelect Yuli Tamir as Director	Mgmt	For	For	For
2	Reelect Bilha (Billy) Shapira as External Director	Mgmt	For	For	For
3	Reappoint Kost Forer Gabbay & Kasierer as Auditors	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against

Medibank Private Limited

Meeting Date: 11/16/2022

Country: Australia

Ticker: MPL

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: Q5921Q109

Shares Voted: 63,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Peter Everingham as Director	Mgmt	For	For	For
3	Elect Kathryn Fagg as Director	Mgmt	For	For	For
4	Elect David Fagan as Director	Mgmt	For	For	For
5	Elect Linda Bardo Nicholls as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Grant of Performance Rights to David Koczkar	Mgmt	For	For	For
8	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For

Northern Star Resources Limited

Meeting Date: 11/16/2022

Country: Australia

Ticker: NST

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: Q6951U101

Shares Voted: 25,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Issuance of LTI Performance Rights to Stuart Tonkin	Mgmt	For	For	For
3	Approve Issuance of STI Performance Rights to Stuart Tonkin	Mgmt	For	For	For
4	Approve Issuance of Conditional Retention Rights to Stuart Tonkin	Mgmt	For	Against	Against
5	Approve Issuance of Dividend Equivalent Vested Performance Rights to Stuart Tonkin	Mgmt	For	For	For
6	Elect Michael Chaney as Director	Mgmt	For	For	For
7	Elect Nick Cernotta as Director	Mgmt	For	For	For
8	Elect John Richards as Director	Mgmt	For	For	For
9	Elect Marnie Finlayson as Director	Mgmt	For	For	For

Smiths Group Plc

Meeting Date: 11/16/2022

Country: United Kingdom

Ticker: SMIN

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: G82401111

Shares Voted: 7,974

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 Richard Howes as Director	Mgmt	For	For	For
5	Elect Clare Scherrer as Director	Mgmt	For	For	For
6	Re-elect Sir George Buckley as Director	Mgmt	For	For	For
7	Re-elect Pam Cheng as Director	Mgmt	For	For	For
8	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For
9	Re-elect Karin Hoeing as Director	Mgmt	For	For	For
10	Re-elect Paul Keel as Director	Mgmt	For	For	For
11	Re-elect William Seeger as Director	Mgmt	For	For	For

Smiths Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Mark Seligman as Director	Mgmt	For	For	For
13	Re-elect Noel Tata as Director	Mgmt	For	Against	Against
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Vicinity Centres

Meeting Date: 11/16/2022

Country: Australia

Ticker: VCX

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: Q9395F102

Shares Voted: 80,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Vicinity Limited	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Tiffany Fuller as Director	Mgmt	For	For	For
3b	Elect Michael Hawker as Director	Mgmt	For	For	For
3c	Elect Dion Werbeloff as Director	Mgmt	For	For	For
3d	Elect Georgina Lynch as Director	Mgmt	For	For	For
3e	Elect Trevor Gerber as Director	Mgmt	For	For	For
4	Approve the Increase in Non-Executive Director Fee Pool	Mgmt	For	For	For
	Resolution for Vicinity Limited and Vicinity Centres Trust	Mgmt			
5	Approve Grant of Performance Rights to Grant Kelley	Mgmt	For	For	For
	Resolution for Vicinity Limited	Mgmt			

Vicinity Centres

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Re-insertion of Partial Takeovers Provisions in the Company Constitution	Mgmt	For	For	For
	Resolution for Vicinity Centres Trust	Mgmt			
7	Approve Re-insertion of Partial Takeovers Provisions in the Trust Constitution	Mgmt	For	For	For

Endesa SA

Meeting Date: 11/17/2022 **Country:** Spain **Ticker:** ELE
Record Date: 11/11/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: E41222113

Shares Voted: 7,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Renewal of the Joint Management Agreement of Liquefied Natural Gas (LNG) Carriers and the Contracts for the Supply of LNG of US Origin between Endesa Energia, S.A.U. and Enel Global Trading, S.p.A. for 2023 and Their Extension During 2022	Mgmt	For	For	For
1.2	Purchase and Sale of a Maximum Volume of Two TWh of Liquefied Natural Gas (LNG) between Enel Global Trading S.p.A and Endesa Energia, S.A.U. during 2023, for a Total Amount of Approximately EUR 290 Million	Mgmt	For	For	For
1.3	Acquisition of Two Liquefied Natural Gas (LNG) Carriers, Approximately Two TWh of Gas, from Enel Generacion Chile, S.A. by Endesa Energia, S.A.U., in 2024, for a Total Amount of Approximately EUR 121 Million	Mgmt	For	For	For
1.4	Approve the Following Transactions, for a Total Amount of EUR 5 Billion: a) Granting of a Twelve-Month Line of Credit by Enel Finance International N.V. to Endesa, S.A. b) Issuance of a Guarantee by Enel, S.p.A. for Bonds Issued by Endesa Generacion, S.A.	Mgmt	For	For	For
1.5	Renewal of the Provision of the Wind Turbine Vibration Analysis Service by Enel Green Power Espana, S.L. to Enel Green Power, S.p.A. over a Period of Five Years for an Amount of EUR 5 Million	Mgmt	For	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Goodman Group

Meeting Date: 11/17/2022

Country: Australia

Ticker: GMG

Record Date: 11/15/2022

Meeting Type: Annual

Primary Security ID: Q4229W132

Shares Voted: 37,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	For	For	For
2	Elect Chris Green as Director of Goodman Limited	Mgmt	For	For	For
3	Elect Phillip Pryke as Director of Goodman Limited	Mgmt	For	For	For
4	Elect Anthony Rozic as Director of Goodman Limited	Mgmt	For	For	For
5	Elect Hilary Spann as Director of Goodman Limited	Mgmt	For	For	For
6	Elect Vanessa Liu as Director of Goodman Limited	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Abstain	Abstain
8	Approve Issuance of Performance Rights to Greg Goodman	Mgmt	For	For	For
9	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	For	For
10	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	For	For
11	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	For	For	For
12	Approve the Spill Resolution	Mgmt	Against	Against	Against

Mineral Resources Limited

Meeting Date: 11/17/2022

Country: Australia

Ticker: MIN

Record Date: 11/15/2022

Meeting Type: Annual

Primary Security ID: Q60976109

Shares Voted: 3,937

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Lulezim (Zimi) Meka as Director	Mgmt	For	For	For
3	Elect James McClements as Director	Mgmt	For	For	For
4	Elect Susan (Susie) Corlett as Director	Mgmt	For	For	For
5	Approve Grant of FY22 Share Rights to Chris Ellison	Mgmt	For	For	For
6	Approve Grant of FY23 Share Rights to Chris Ellison	Mgmt	For	For	For

Mineral Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Potential Termination Benefits	Mgmt	None	For	For
8	Appoint Ernst & Young as Auditor of the Company	Mgmt	For	For	For

Seek Limited

Meeting Date: 11/17/2022 **Country:** Australia **Ticker:** SEK
Record Date: 11/15/2022 **Meeting Type:** Annual
Primary Security ID: Q8382E102

Shares Voted: 7,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against	Against
3a	Elect Leigh Jasper as Director	Mgmt	For	For	For
3b	Elect Linda Kristjanson as Director	Mgmt	For	For	For
4	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For
5	Approve Grant of One Equity Right to Ian Narev	Mgmt	For	Against	Against
6	Approve Grant of Wealth Sharing Plan Options and Rights to Ian Narev	Mgmt	For	Against	Against

Sonic Healthcare Limited

Meeting Date: 11/17/2022 **Country:** Australia **Ticker:** SHL
Record Date: 11/15/2022 **Meeting Type:** Annual
Primary Security ID: Q8563C107

Shares Voted: 9,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Christine Bennett as Director	Mgmt	For	For	For
2	Elect Katharine Giles as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Abstain	Abstain
4	Approve Grant of Options and Performance Rights to Colin Goldschmidt	Mgmt	For	For	For
5	Approve Grant of Options and Performance Rights to Chris Wilks	Mgmt	For	For	For

Just Eat Takeaway.com NV

Meeting Date: 11/18/2022

Country: Netherlands

Ticker: TKWY

Record Date: 10/21/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N4753E105

Shares Voted: 3,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Approve Disposal by Just Eat Holding of its Interest in the Issued and Outstanding Capital of Each of the iFood Companies to Movable	Mgmt	For	For	For
3	Approve Transfer of Company's Listing Category on the Official List from Premium Listing (Commercial Company) to Standard Listing (Shares)	Mgmt	For	For	For
4a	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For
4b	Elect Andrew Kenny to Management Board	Mgmt	For	For	For
5a	Elect Mieke De Schepper to Supervisory Board	Mgmt	For	Refer	For
5b	Elect Dick Boer to Supervisory Board	Mgmt	For	Refer	For
6	Other Business (Non-Voting)	Mgmt			
7	Close Meeting	Mgmt			

Lendlease Group

Meeting Date: 11/18/2022

Country: Australia

Ticker: LLC

Record Date: 11/16/2022

Meeting Type: Annual

Primary Security ID: Q55368114

Shares Voted: 16,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Nicholas (Nick) Roland Collishaw as Director	Mgmt	For	For	For
2b	Elect David Paul Craig as Director	Mgmt	For	For	For
2c	Elect Nicola Wakefield Evans as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Performance Rights to Anthony Lombardo	Mgmt	For	For	For

Mirvac Group

Meeting Date: 11/18/2022

Country: Australia

Ticker: MGR

Record Date: 11/16/2022

Meeting Type: Annual

Primary Security ID: Q62377108

Shares Voted: 90,699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Jane Hewitt as Director	Mgmt	For	For	For
2.2	Elect Peter Nash as Director	Mgmt	For	Against	Against
2.3	Elect Damien Frawley as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	None	For	For

Bluescope Steel Limited

Meeting Date: 11/22/2022

Country: Australia

Ticker: BSL

Record Date: 11/20/2022

Meeting Type: Annual

Primary Security ID: Q1415L177

Shares Voted: 10,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Ewen Crouch as Director	Mgmt	For	For	For
3b	Elect K'Lynne Johnson as Director	Mgmt	For	For	For
3c	Elect ZhiQiang Zhang as Director	Mgmt	For	For	For
3d	Elect Jane McAloon as Director	Mgmt	For	For	For
3e	Elect Peter Alexander as Director	Mgmt	For	For	For
4	Approve Grant of Share Rights to Mark Vassella	Mgmt	For	For	For
5	Approve Grant of Alignment Rights to Mark Vassella	Mgmt	For	For	For
6	Approve the Increase in Maximum Aggregate Non-Executive Director Fee Pool	Mgmt	None	For	For

DSV A/S

Meeting Date: 11/22/2022

Country: Denmark

Ticker: DSV

Record Date: 11/15/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: K31864117

Shares Voted: 4,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve DKK 15 Million Reduction in Share Capital; Amend Articles Accordingly	Mgmt	For	For	For
2	Authorize Share Repurchase Program	Mgmt	For	For	For

Fortescue Metals Group Ltd.

Meeting Date: 11/22/2022

Country: Australia

Ticker: FMG

Record Date: 11/20/2022

Meeting Type: Annual

Primary Security ID: Q39360104

Shares Voted: 37,808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Elizabeth Gaines as Director	Mgmt	For	For	For
3	Elect Li Yifei as Director	Mgmt	For	For	For
4	Approve Increase of Non-Executive Director Fee Pool	Mgmt	None	For	For
5	Adopt New Constitution	Mgmt	For	For	For

New World Development Company Limited

Meeting Date: 11/22/2022

Country: Hong Kong

Ticker: 17

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: Y6266R109

Shares Voted: 31,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Cheng Chi-Kong, Adrian as Director	Mgmt	For	For	For
3b	Elect Cheng Chi-Man, Sonia as Director	Mgmt	For	For	For
3c	Elect Cheng Kar-Shing, Peter as Director	Mgmt	For	For	For
3d	Elect Doo Wai-Hoi, William as Director	Mgmt	For	For	For
3e	Elect Lee Luen-Wai, John as Director	Mgmt	For	For	For

New World Development Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3f	Elect Ma Siu-Cheung as Director	Mgmt	For	For	For
3g	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Options Under the Share Option Scheme	Mgmt	For	Against	Against

Chr. Hansen Holding A/S

Meeting Date: 11/23/2022 **Country:** Denmark **Ticker:** CHR
Record Date: 11/16/2022 **Meeting Type:** Annual
Primary Security ID: K1830B107

Shares Voted: 2,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board Report	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.04 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chair, DKK 840,000 for Vice-Chair and DKK 420,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
6.b	Authorize Share Repurchase Program	Mgmt	For	For	For
6.c	Amend Articles Re: Board of Directors	Mgmt	For	For	For
7a	Reelect Dominique Reiniche (Chair) as Director	Mgmt	For	For	For
7b.a	Reelect Jesper Brandgaard as Director	Mgmt	For	For	For
7b.b	Reelect Luis Cantarell as Director	Mgmt	For	For	For
7b.c	Reelect Lise Kaae as Director	Mgmt	For	For	For
7b.d	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For	For	For

Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b.e	Reelect Kevin Lane as Director	Mgmt	For	For	For
8	Reelect PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Credit Suisse Group AG

Meeting Date: 11/23/2022 **Country:** Switzerland **Ticker:** CSGN
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H3698D419

Shares Voted: 59,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve CHF 18.5 Million Share Capital Increase without Preemptive Rights for Private Placement	Mgmt	For	For	For
2	Approve CHF 70.7 Million Ordinary Share Capital Increase with Preemptive Rights	Mgmt	For	For	For
3.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	For	Against	Against
3.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Fortum Oyj

Meeting Date: 11/23/2022 **Country:** Finland **Ticker:** FORTUM
Record Date: 11/11/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: X2978Z118

Shares Voted: 9,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of Shares for a Private Placement to Solidium Oy	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Wisetech Global Limited

Meeting Date: 11/23/2022 **Country:** Australia **Ticker:** WTC
Record Date: 11/21/2022 **Meeting Type:** Annual
Primary Security ID: Q98056106

Shares Voted: 3,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Maree Isaacs as Director	Mgmt	For	Refer	For
4	Elect Richard Dammery as Director	Mgmt	For	Refer	For
5	Elect Michael Malone as Director	Mgmt	For	Refer	For
6	Approve Grant of Share Rights to Non-Executive Directors under the Non-Executive Director Fee Sacrifice Share Acquisition Plan	Mgmt	For	For	For

Evolution Mining Limited

Meeting Date: 11/24/2022 **Country:** Australia **Ticker:** EVN
Record Date: 11/22/2022 **Meeting Type:** Annual
Primary Security ID: Q3647R147

Shares Voted: 42,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	None	For	For
2	Elect Andrea Hall as Director	Mgmt	For	For	For
3	Elect Victoria (Vicky) Binns as Director	Mgmt	For	For	For
4	Elect Jason Attew as Director	Mgmt	For	For	For
5	Approve Issuance of Performance Rights to Jacob (Jake) Klein	Mgmt	For	For	For
6	Approve Issuance of Performance Rights to Lawrence (Lawrie) Conway	Mgmt	For	For	For
7	Approve the Non-executive Director Equity Plan	Mgmt	For	For	For

FAST RETAILING CO., LTD.

Meeting Date: 11/24/2022

Country: Japan

Ticker: 9983

Record Date: 08/31/2022

Meeting Type: Annual

Primary Security ID: J1346E100

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
2.1	Elect Director Yanai, Tadashi	Mgmt	For	For	For
2.2	Elect Director Hattori, Nobumichi	Mgmt	For	For	For
2.3	Elect Director Shintaku, Masaaki	Mgmt	For	For	For
2.4	Elect Director Ono, Naotake	Mgmt	For	For	For
2.5	Elect Director Kathy Mitsuko Koll	Mgmt	For	For	For
2.6	Elect Director Kurumado, Joji	Mgmt	For	For	For
2.7	Elect Director Kyoya, Yutaka	Mgmt	For	For	For
2.8	Elect Director Okazaki, Takeshi	Mgmt	For	For	For
2.9	Elect Director Yanai, Kazumi	Mgmt	For	For	For
2.10	Elect Director Yanai, Koji	Mgmt	For	For	For
3	Appoint Statutory Auditor Kashitani, Takao	Mgmt	For	For	For

AVEVA Group Plc

Meeting Date: 11/25/2022

Country: United Kingdom

Ticker: AVV

Record Date: 11/23/2022

Meeting Type: Special

Primary Security ID: G06812120

Shares Voted: 2,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022 Approve Matters Relating to the Recommended Cash Acquisition of AVEVA Group plc by Ascot Acquisition Holdings Limited	Mgmt	For	For	For

AVEVA Group Plc

Meeting Date: 11/25/2022

Country: United Kingdom

Ticker: AVV

Record Date: 11/23/2022

Meeting Type: Court

Primary Security ID: G06812120

AVEVA Group Plc

Shares Voted: 2,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Second Call Meeting Originally Held on 17 November 2022	Mgmt			
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	Against	Against

Ramsay Health Care Limited

Meeting Date: 11/29/2022

Country: Australia

Ticker: RHC

Record Date: 11/27/2022

Meeting Type: Annual

Primary Security ID: Q7982Y104

Shares Voted: 4,188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against	Against
3.1	Elect Steven Sargent as Director	Mgmt	For	For	For
3.2	Elect Alison Deans as Director	Mgmt	For	For	For
3.3	Elect James McMurdo as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Craig Ralph McNally	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 11/30/2022

Country: Jersey

Ticker: FERG

Record Date: 11/28/2022

Meeting Type: Annual

Primary Security ID: G3421J106

Shares Voted: 4,759

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	Re-elect Kelly Baker as Director	Mgmt	For	For	For
3.2	Re-elect Bill Brundage as Director	Mgmt	For	For	For
3.3	Re-elect Geoff Drabble as Director	Mgmt	For	For	For
3.4	Re-elect Catherine Halligan as Director	Mgmt	For	For	For
3.5	Re-elect Brian May as Director	Mgmt	For	For	For
3.6	Re-elect Kevin Murphy as Director	Mgmt	For	For	For

Ferguson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Re-elect Alan Murray as Director	Mgmt	For	For	For
3.8	Re-elect Tom Schmitt as Director	Mgmt	For	For	For
3.9	Re-elect Nadia Shouraboura as Director	Mgmt	For	For	For
3.10	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Approve Non-Employee Director Incentive Plan	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Adopt New Articles of Association	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/01/2022

Country: Denmark

Ticker: COLO.B

Record Date: 11/24/2022

Meeting Type: Annual

Primary Security ID: K16018192

Shares Voted: 2,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve General Meeting Materials and Reports to be Drafted in English	Mgmt	For	For	For
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	Mgmt	For	For	For
7.2	Amend Articles Re: Corporate Language	Mgmt	For	For	For
8.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
8.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	For
8.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
8.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
8.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
8.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
11	Other Business	Mgmt			

Yara International ASA

Meeting Date: 12/06/2022

Country: Norway

Ticker: YAR

Record Date: 12/05/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: R9900C106

Shares Voted: 3,789

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 Ketil E. Boe as Chairman of Meeting; Designate Lars Mattis H. Hanssen as Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Approve Additional Dividends of NOK 10.00 Per Share	Mgmt	For	For	For

Keppel Corporation Limited

Meeting Date: 12/08/2022

Country: Singapore

Ticker: BN4

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y4722Z120

Keppel Corporation Limited

Shares Voted: 31,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Transaction Involving the Asset Co Transfer and Combination of Keppel Offshore & Marine LTD. and Sembcorp Marine Ltd.	Mgmt	For	For	For
2	Approve Distribution in Connection with the Transaction	Mgmt	For	For	For

Associated British Foods Plc

Meeting Date: 12/09/2022

Country: United Kingdom

Ticker: ABF

Record Date: 12/07/2022

Meeting Type: Annual

Primary Security ID: G05600138

Shares Voted: 7,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Refer	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Emma Adamo as Director	Mgmt	For	For	For
6	Re-elect Graham Allan as Director	Mgmt	For	For	For
7	Re-elect John Bason as Director	Mgmt	For	For	For
8	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For
10	Re-elect Michael McLintock as Director	Mgmt	For	For	For
11	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
12	Re-elect Richard Reid as Director	Mgmt	For	For	For
13	Re-elect George Weston as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
21	Approve Restricted Share Plan	Mgmt	For	Refer	For

CyberAgent, Inc.

Meeting Date: 12/09/2022 **Country:** Japan **Ticker:** 4751
Record Date: 09/30/2022 **Meeting Type:** Annual
Primary Security ID: J1046G108

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Fujita, Susumu	Mgmt	For	For	For
3.2	Elect Director Hidaka, Yusuke	Mgmt	For	For	For
3.3	Elect Director Nakayama, Go	Mgmt	For	For	For
3.4	Elect Director Nakamura, Koichi	Mgmt	For	For	For
3.5	Elect Director Takaoka, Kozo	Mgmt	For	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Washington H. Soul Pattinson and Company Limited

Meeting Date: 12/09/2022 **Country:** Australia **Ticker:** SOL
Record Date: 12/07/2022 **Meeting Type:** Annual
Primary Security ID: Q85717108

Shares Voted: 4,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against	Against
3a	Elect Joe Pollard as Director	Mgmt	For	For	For
3b	Elect Robert Millner as Director	Mgmt	For	Against	Against
4	Approve Grant of Performance Rights to Todd James Barlow	Mgmt	For	Against	Against

argenx SE

Meeting Date: 12/12/2022

Country: Netherlands

Ticker: ARGX

Record Date: 11/14/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0610Q109

Shares Voted: 1,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Ana Cespedes as Non-Executive Director	Mgmt	For	Refer	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Japan Real Estate Investment Corp.

Meeting Date: 12/13/2022

Country: Japan

Ticker: 8952

Record Date: 09/30/2022

Meeting Type: Special

Primary Security ID: J27523109

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Unitholder Meeting Convocation Schedule - Disclose Unitholder Meeting Materials on Internet	Mgmt	For	For	For
2	Elect Executive Director Kato, Jo	Mgmt	For	For	For
3.1	Elect Alternate Executive Director Kojima, Shojiro	Mgmt	For	For	For
3.2	Elect Alternate Executive Director Fujino, Masaaki	Mgmt	For	For	For
4.1	Elect Supervisory Director Takano, Hiroaki	Mgmt	For	For	For
4.2	Elect Supervisory Director Aodai, Miyuki	Mgmt	For	For	For
5	Elect Alternate Supervisory Director Suzuki, Norio	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 12/13/2022

Country: United Kingdom

Ticker: JD

Record Date: 12/09/2022

Meeting Type: Special

Primary Security ID: G5144Y120

JD Sports Fashion Plc

Shares Voted: 53,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	For	For
2	Approve Long Term Incentive Plan	Mgmt	For	For	For
3	Approve Deferred Bonus Plan	Mgmt	For	For	For

Barry Callebaut AG

Meeting Date: 12/14/2022

Country: Switzerland

Ticker: BARN

Record Date:

Meeting Type: Annual

Primary Security ID: H05072105

Shares Voted: 82

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For	For
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	For	For
4.1.4	Reelect Angela Wei Dong as Director	Mgmt	For	For	For
4.1.5	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
4.1.6	Reelect Elio Sceti as Director	Mgmt	For	For	For
4.1.7	Reelect Tim Minges as Director	Mgmt	For	For	For
4.1.8	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	Against	Against
4.1.9	Reelect Yen Tan as Director	Mgmt	For	For	For
4.2	Elect Thomas Intrator as Director	Mgmt	For	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For
4.4.1	Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Elio Sceti as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.3	Appoint Tim Minges as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.4	Appoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.5	Appoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 6.2 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.6 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Orica Ltd.

Meeting Date: 12/14/2022 **Country:** Australia **Ticker:** ORI
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: Q7160T109

Shares Voted: 9,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Gene Tilbrook as Director	Mgmt	For	For	For
2.2	Elect Karen Moses as Director	Mgmt	For	For	For
2.3	Elect Gordon Naylor as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Sanjeev Gandhi	Mgmt	For	For	For
5	Approve Proportional Takeover Bids	Mgmt	For	For	For

Westpac Banking Corp.

Meeting Date: 12/14/2022 **Country:** Australia **Ticker:** WBC
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: Q97417101

Westpac Banking Corp.

Shares Voted: 76,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
1b	Approve Climate Risk Safeguarding	SH	Against	Against	Against
3	Elect Peter Nash as Director	Mgmt	For	Against	Against
4	Approve Grant of Performance Share Rights to Peter King	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve the Conditional Spill Resolution	Mgmt	Against	Against	Against

Australia and New Zealand Banking Group Limited

Meeting Date: 12/15/2022

Country: Australia

Ticker: ANZ

Record Date: 12/13/2022

Meeting Type: Annual

Primary Security ID: Q09504137

Shares Voted: 65,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Jeffrey Paul Smith as Director	Mgmt	For	For	For
2b	Elect Sarah Jane Halton as Director	Mgmt	For	For	For
2c	Elect Paul Dominic O'Sullivan as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Rights and Performance Rights to Shayne Elliott	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6	Approve Climate Risk Safeguarding	SH	Against	Against	Against

Australia and New Zealand Banking Group Limited

Meeting Date: 12/15/2022

Country: Australia

Ticker: ANZ

Record Date: 12/13/2022

Meeting Type: Court

Primary Security ID: Q09504137

Shares Voted: 65,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting	Mgmt			

Australia and New Zealand Banking Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement in Relation to the Proposed Restructure of the ANZ Group	Mgmt	For	For	For

Aroundtown SA

Meeting Date: 12/16/2022 **Country:** Luxembourg **Ticker:** AT1
Record Date: 12/02/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: L0269F109

Shares Voted: 21,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Meeting Agenda	Mgmt			
1	Amend Article 9.2 of the Articles of Association	Mgmt	For	For	For

Aroundtown SA

Meeting Date: 12/16/2022 **Country:** Luxembourg **Ticker:** AT1
Record Date: 12/02/2022 **Meeting Type:** Ordinary Shareholders
Primary Security ID: L0269F109

Shares Voted: 21,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for Ordinary Shareholders	Mgmt			
1	Approve the Use of Treasury Shares Acquired Through the Buy-Back Programme for Share Lending Transactions with Financial Institutions	Mgmt	For	For	For

Hamamatsu Photonics KK

Meeting Date: 12/16/2022 **Country:** Japan **Ticker:** 6965
Record Date: 09/30/2022 **Meeting Type:** Annual
Primary Security ID: J18270108

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For

Hamamatsu Photonics KK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Hiruma, Akira	Mgmt	For	For	For
3.2	Elect Director Suzuki, Kenji	Mgmt	For	For	For
3.3	Elect Director Maruno, Tadashi	Mgmt	For	For	For
3.4	Elect Director Kato, Hisaki	Mgmt	For	For	For
3.5	Elect Director Suzuki, Takayuki	Mgmt	For	For	For
3.6	Elect Director Mori, Kazuhiko	Mgmt	For	For	For
3.7	Elect Director Kodate, Kashiko	Mgmt	For	For	For
3.8	Elect Director Koibuchi, Ken	Mgmt	For	For	For
3.9	Elect Director Kurihara, Kazue	Mgmt	For	For	For
3.10	Elect Director Hirose, Takuo	Mgmt	For	For	For

National Australia Bank Limited

Meeting Date: 12/16/2022

Country: Australia

Ticker: NAB

Record Date: 12/14/2022

Meeting Type: Annual

Primary Security ID: Q65336119

Shares Voted: 70,409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Philip Chronican as Director	Mgmt	For	For	For
1b	Elect Kathryn Fagg as Director	Mgmt	For	For	For
1c	Elect Douglas McKay as Director	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Approve Grant of Deferred Rights to Ross McEwan	Mgmt	For	For	For
3b	Approve Grant of Performance Rights to Ross McEwan	Mgmt	For	For	For
4	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
5	Consideration of Financial Report, Directors' Report and Auditor's Report	Mgmt			
6a	Approve the Amendments to the Company's Constitution - Insert into the Constitution in Clause 8 'General Meetings' the New Sub-clause 8.3A 'Advisory Resolutions'	SH	Against	Against	Against
6b	Approve Climate Risk Safeguarding	SH	Against	Against	Against

Volkswagen AG

Meeting Date: 12/16/2022

Country: Germany

Ticker: VOW3

Record Date: 11/24/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: D94523103

Shares Voted: 615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend May 12, 2022 AGM Resolution: Approve Allocation of Income and Dividends of EUR 7.50 per Ordinary Share, EUR 7.56 per Preferred Share and Special Dividends of EUR 19.06 per Share	Mgmt	For	For	For

GMO Payment Gateway, Inc.

Meeting Date: 12/18/2022

Country: Japan

Ticker: 3769

Record Date: 09/30/2022

Meeting Type: Annual

Primary Security ID: J18229104

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 160	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Ainoura, Issei	Mgmt	For	For	For
3.2	Elect Director Kumagai, Masatoshi	Mgmt	For	For	For
3.3	Elect Director Muramatsu, Ryu	Mgmt	For	For	For
3.4	Elect Director Isozaki, Satoru	Mgmt	For	For	For
3.5	Elect Director Yasuda, Masashi	Mgmt	For	For	For
3.6	Elect Director Yamashita, Hirofumi	Mgmt	For	For	For
3.7	Elect Director Arai, Teruhiro	Mgmt	For	For	For
3.8	Elect Director Inagaki, Noriko	Mgmt	For	For	For
3.9	Elect Director Kawasaki, Yuki	Mgmt	For	For	For
3.10	Elect Director Shimahara, Takashi	Mgmt	For	For	For
3.11	Elect Director Sato, Akio	Mgmt	For	For	For

Sodexo SA

Meeting Date: 12/19/2022

Country: France

Ticker: SW

Record Date: 12/15/2022

Meeting Type: Annual/Special

Primary Security ID: F84941123

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 2.40 per Share	Mgmt	For	For	For
4	Reelect Veronique Laury as Director	Mgmt	For	For	For
5	Reelect Luc Messier as Director	Mgmt	For	For	For
6	Reelect Cecile Tandeau de Marsac as Director	Mgmt	For	For	For
7	Elect Patrice de Talhouet as Director	Mgmt	For	For	For
8	Appoint Cabinet ERNST & YOUNG AUDIT as Auditor	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO from March 1 to August 31, 2022	Mgmt	For	For	For
10	Approve Compensation of Sophie Bellon, Chairman of the Board then Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board and CEO	Mgmt	For	Against	Against
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 Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Wix.com Ltd.

Meeting Date: 12/19/2022

Country: Israel

Ticker: WIX

Record Date: 11/09/2022

Meeting Type: Annual

Primary Security ID: M98068105

Wix.com Ltd.

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Avishai Abrahami as Director	Mgmt	For	For	For
1b	Reelect Diane Greene as Director	Mgmt	For	For	For
1c	Reelect Mark Tluszczyk as Director	Mgmt	For	For	For
2.1	Amend and Readopt Compensation Policy for the Executives of the Company	Mgmt	For	For	For
2.2	Amend and Readopt Compensation Policy for the Directors of the Company	Mgmt	For	For	For
3	Amend and Readopt Compensation Arrangement of Non-Executive Directors	Mgmt	For	Against	Against
4	Approve Offer to Exchange certain Options held by Non-Director and Non-Executive Employees of the Company and Subsidiaries	Mgmt	For	Against	Against
5	Ratify the Appointment and Compensation of Kost, Forer, Gabbay & Kasierer as Auditors	Mgmt	For	For	For
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 12/21/2022

Country: Israel

Ticker: MZTF

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: M7031A135

Shares Voted: 3,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Brightman Almagor Zohar & Co. as Auditors and Report on Fees Paid to the Auditors	Mgmt	For	For	For
3.1	Reelect Moshe Vidman as Director	Mgmt	For	For	For
3.2	Reelect Ron Gazit as Director	Mgmt	For	For	For
3.3	Reelect Jonathan Kaplan as Director	Mgmt	For	For	For
3.4	Reelect Avraham Zeldman as Director	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Reelect Ilan Kremer as Director	Mgmt	For	For	For
3.6	Reelect Eli Alroy as Director	Mgmt	For	For	For

Open House Group Co., Ltd.

Meeting Date: 12/21/2022 **Country:** Japan **Ticker:** 3288
Record Date: 09/30/2022 **Meeting Type:** Annual
Primary Security ID: J3072G101

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Arai, Masaaki	Mgmt	For	Against	Against
3.2	Elect Director Kamata, Kazuhiko	Mgmt	For	For	For
3.3	Elect Director Wakatabi, Kotaro	Mgmt	For	For	For
3.4	Elect Director Imamura, Hitoshi	Mgmt	For	For	For
3.5	Elect Director Fukuoka, Ryosuke	Mgmt	For	For	For
3.6	Elect Director Munemasa, Hiroshi	Mgmt	For	For	For
3.7	Elect Director Ishimura, Hitoshi	Mgmt	For	For	For
3.8	Elect Director Omae, Yuko	Mgmt	For	For	For
3.9	Elect Director Kotani, Maoko	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Mabuchi, Akiko	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
6	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Aegon NV

Meeting Date: 01/17/2023 **Country:** Netherlands **Ticker:** AGN
Record Date: 12/20/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N00927298

Aegon NV

Shares Voted: 37,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Approve Sale of Aegon Nederland	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Koninklijke DSM NV

Meeting Date: 01/23/2023

Country: Netherlands

Ticker: DSM

Record Date: 12/26/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N5017D122

Shares Voted: 3,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Telenor ASA

Meeting Date: 01/26/2023

Country: Norway

Ticker: TEL

Record Date: 01/19/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: R21882106

Shares Voted: 14,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Authorize Share Repurchase Program	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Kobe Bussan Co., Ltd.

Meeting Date: 01/27/2023 **Country:** Japan **Ticker:** 3038
Record Date: 10/31/2022 **Meeting Type:** Annual
Primary Security ID: J3478K102

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
2.1	Elect Director Numata, Hirokazu	Mgmt	For	Against	Against
2.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For	For
2.3	Elect Director Kido, Yasuharu	Mgmt	For	For	For
2.4	Elect Director Asami, Kazuo	Mgmt	For	For	For
2.5	Elect Director Nishida, Satoshi	Mgmt	For	For	For
2.6	Elect Director Watanabe, Akihito	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

Imperial Brands Plc

Meeting Date: 02/01/2023 **Country:** United Kingdom **Ticker:** IMB
Record Date: 01/30/2023 **Meeting Type:** Annual
Primary Security ID: G4720C107

Shares Voted: 18,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Susan Clark as Director	Mgmt	For	For	For
6	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For
7	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
8	Re-elect Alan Johnson as Director	Mgmt	For	For	For
9	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
10	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
11	Re-elect Diane de Saint Victor as Director	Mgmt	For	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Share Matching Scheme	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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

The Sage Group plc

Meeting Date: 02/02/2023

Country: United Kingdom

Ticker: SGE

Record Date: 01/31/2023

Meeting Type: Annual

Primary Security ID: G7771K142

Shares Voted: 21,770

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 Maggie Jones as Director	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For	For
7	Re-elect John Bates as Director	Mgmt	For	For	For

The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For	For
10	Re-elect Drummond Hall as Director	Mgmt	For	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
18	Amend 2019 Restricted Share Plan	Mgmt	For	For	For
19	Approve Colleague Share Purchase Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Warehouses De Pauw SCA

Meeting Date: 02/02/2023

Country: Belgium

Ticker: WDP

Record Date: 01/19/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B9T59Z100

Shares Voted: 3,304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
A.1	Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt			

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.2.I	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	For	For	For
A2II	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	For	For	For
A2III	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	For	For	For
B	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
C	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/07/2023

Country: Germany

Ticker: ENR

Record Date: 01/31/2023

Meeting Type: Annual

Primary Security ID: D6T47E106

Shares Voted: 8,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin (from March 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Jochen Eickholt (until Feb. 28, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers (from Sep. 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2021/22	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2021/22	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Ruediger Gross (until Aug. 31, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2021/22	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2021/22	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2021/22	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Thomas Pfann (from Sep. 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Hagen Reimer (until Aug. 31, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2021/22	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	Against
10	Approve Creation of EUR 363.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 72.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Compass Group Plc

Meeting Date: 02/09/2023

Country: United Kingdom

Ticker: CPG

Record Date: 02/07/2023

Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 35,972

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 Ian Meakins as Director	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Palmer Brown as Director	Mgmt	For	For	For
7	Re-elect Gary Green as Director	Mgmt	For	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	Against	Against
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	Against	Against

Siemens AG

Meeting Date: 02/09/2023

Country: Germany

Ticker: SIE

Record Date: 02/02/2023

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 15,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	Against
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Siemens Healthineers AG

Meeting Date: 02/15/2023

Country: Germany

Ticker: SHL

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 5,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For	For

Infinion Technologies AG

Meeting Date: 02/16/2023

Country: Germany

Ticker: IFX

Record Date: 02/09/2023

Meeting Type: Annual

Primary Security ID: D35415104

Shares Voted: 26,593

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

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Herbert Diess to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For

OCI NV

Meeting Date: 02/16/2023

Country: Netherlands

Ticker: OCI

Record Date: 01/19/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N6667A111

OCI NV

Shares Voted: 2,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles Re: Increase Nominal Value of Shares in the Share Capital and Subsequently Decrease the Nominal Value of Shares in the Share Capital, Combined with a Repayment of Capital	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Aristocrat Leisure Limited

Meeting Date: 02/24/2023

Country: Australia

Ticker: ALL

Record Date: 02/22/2023

Meeting Type: Annual

Primary Security ID: Q0521T108

Shares Voted: 11,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Philippe Etienne as Director	Mgmt	For	For	For
2	Elect Pat Ramsey as Director	Mgmt	For	Against	Against
3	Elect Kathleen Conlon as Director	Mgmt	For	Refer	For
4	Elect Bill Lance as Director	Mgmt	For	For	For
5	Elect Stephen Mayne as Director	SH	Against	Against	Against
6	Approve Grant of Performance Share Rights to Trevor Croker	Mgmt	For	For	Against
7	Approve Remuneration Report	Mgmt	For	For	Against
8	Approve Reinsertion of Proportional Takeover Approval Provisions	Mgmt	For	For	For

argenx SE

Meeting Date: 02/27/2023

Country: Netherlands

Ticker: ARGX

Record Date: 01/30/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0610Q109

Shares Voted: 1,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			

argenx SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Steve Krognas as Non-Executive Director	Mgmt	For	Refer	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Israel Discount Bank Ltd.

Meeting Date: 02/28/2023 **Country:** Israel **Ticker:** DSCT
Record Date: 01/30/2023 **Meeting Type:** Special
Primary Security ID: 465074201

Shares Voted: 23,939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Kone Oyj

Meeting Date: 02/28/2023 **Country:** Finland **Ticker:** KNEBV
Record Date: 02/16/2023 **Meeting Type:** Annual
Primary Security ID: X4551T105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
13.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.c	Elect Marika Fredriksson as New Director	Mgmt	For	For	For
13.d	Reelect Antti Herlin as Director	Mgmt	For	For	For
13.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
13.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.g	Reelect Ravi Kant as Director	Mgmt	For	Refer	Against
13.h	Elect Marcela Manubens as New Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	Mgmt	For	Refer	Against

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Novozymes A/S

Meeting Date: 03/02/2023

Country: Denmark

Ticker: NZYM.B

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: K7317J133

Shares Voted: 4,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	For	For
7	Reelect Kim Stratton (Vice Chair) as Director	Mgmt	For	For	For
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	For	For
8b	Elect Sharon James as Director	Mgmt	For	For	For
8c	Reelect Kasim Kutay as Director	Mgmt	For	For	For
8d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10b	Authorize Share Repurchase Program	Mgmt	For	For	For
10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10e	Amend Remuneration Policy	Mgmt	For	For	For
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
11	Other Business	Mgmt			

Novartis AG

Meeting Date: 03/07/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 44,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
4	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6.1	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For	Refer	For
6.2	Amend Articles of Association	Mgmt	For	For	For
6.3	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
8.12	Reelect William Winters as Director	Mgmt	For	For	For
8.13	Elect John Young as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Orsted A/S

Meeting Date: 03/07/2023

Country: Denmark

Ticker: ORSTED

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: K7653Q105

Shares Voted: 3,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For	For
6.1	Fix Number of Directors at Eight	Mgmt	For	For	For
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For	For
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	For
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	For
6.4d	Reelect Julia King as Director	Mgmt	For	For	For
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	For
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Demant A/S

Meeting Date: 03/08/2023

Country: Denmark

Ticker: DEMANT

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: K3008M105

Shares Voted: 1,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	For	For
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	For	For

Demant A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.c	Reelect Anja Madsen as Director	Mgmt	For	Refer	Abstain
6.d	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	For	For
6.e	Reelect Kristian Villumsen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8.a	Approve DKK 1.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For	For
8.b	Authorize Share Repurchase Program	Mgmt	For	For	For
8.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

Wartsila Oyj Abp

Meeting Date: 03/09/2023

Country: Finland

Ticker: WRT1V

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: X98155116

Shares Voted: 10,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Carlsberg A/S

Meeting Date: 03/13/2023 **Country:** Denmark **Ticker:** CARL.B
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: K36628137

Shares Voted: 1,937

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.A	Amend Remuneration Policy	Mgmt	For	For	For
5.B	Approve Remuneration of Directors in the Amount of DKK 2.05 Million for Chairman, DKK 910,000 for Vice Chair and DKK 455,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.C	Approve DKK 90 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
5.D	Report on Efforts and Risks Related to Human Rights	SH	Against	Against	Against
	Management Proposals	Mgmt			
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	For	For
6.b	Reelect Majken Schultz as New Director	Mgmt	For	For	For
6.c	Reelect Mikael Aro as Director	Mgmt	For	For	For
6.d	Reelect Magdi Batato as Director	Mgmt	For	Abstain	Abstain
6.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.f	Reelect Richard Burrows as Director	Mgmt	For	For	For
6.g	Reelect Punita Lal as Director	Mgmt	For	For	For
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Nippon Building Fund, Inc.

Meeting Date: 03/14/2023

Country: Japan

Ticker: 8951

Record Date: 12/31/2022

Meeting Type: Special

Primary Security ID: J52088101

Shares Voted: 34

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Unitholder Meeting Materials on Internet - Amend Provisions on Deemed Approval System	Mgmt	For	For	For
2	Elect Executive Director Nishiyama, Koichi	Mgmt	For	For	For
3.1	Elect Alternate Executive Director Onozawa, Eiichiro	Mgmt	For	For	For
3.2	Elect Alternate Executive Director Shuto, Hideki	Mgmt	For	For	For
4.1	Elect Supervisory Director Okada, Masaki	Mgmt	For	For	For
4.2	Elect Supervisory Director Hayashi, Keiko	Mgmt	For	For	For

Nippon Building Fund, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Supervisory Director Kobayashi, Kazuhisa	Mgmt	For	For	For

Roche Holding AG

Meeting Date: 03/14/2023

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Annual

Primary Security ID: H69293217

Shares Voted: 529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	Against
3.1	Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For	For	For
6.1	Elect Severin Schwan as Director and Board Chair	Mgmt	For	Against	Against
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Against
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	Against	Against
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	For
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	For
6.6	Reelect Richard Lifton as Director	Mgmt	For	Against	Against
6.7	Reelect Jemilah Mahmood as Director	Mgmt	For	For	For
6.8	Reelect Bernard Poussot as Director	Mgmt	For	Refer	Against
6.9	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6.10	Elect Akiko Iwasaki as Director	Mgmt	For	Against	Against
6.11	Elect Mark Schneider as Director	Mgmt	For	Against	Against
6.12	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Against
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Against
6.14	Reappoint Bernard Poussot as Member of the Compensation Committee	Mgmt	For	Refer	Against

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.15	Appoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Against
6.16	Appoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For	For
7.2	Amend Articles Re: General Meeting	Mgmt	For	Refer	Against
7.3	Amend Articles of Association	Mgmt	For	For	Against
8	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	Against
9	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	Against
10	Designate Testaris AG as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023

Country: Spain

Ticker: BBVA

Record Date: 03/12/2023

Meeting Type: Annual

Primary Security ID: E11805103

Shares Voted: 123,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For	For
2.2	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For	For
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For	For
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For	For
2.5	Elect Sonia Lilia Dula as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Danske Bank A/S

Meeting Date: 03/16/2023 **Country:** Denmark **Ticker:** DANSKE
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: K22272114

Shares Voted: 13,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
5.b	Reelect Jan Thorsgaard Niensen as Director	Mgmt	For	For	For
5.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For	For
5.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
5.e	Reelect Raija-Leena Hankonen-Nybohm as Director	Mgmt	For	For	For
5.f	Reelect Allan Polack as Director	Mgmt	For	For	For
5.g	Reelect Carol Sergeant as Director	Mgmt	For	For	For
5.h	Reelect Helle Valentin as Director	Mgmt	For	For	For
	Shareholder Proposals Submitted by Michael Strabo	Mgmt			
5.i	Elect Michael Strabo as New Director	SH	Abstain	Abstain	Abstain
	Shareholder Proposals Submitted by Caroline Bessermann	Mgmt			
5.j	Elect Caroline Bessermann as New Director	SH	Abstain	Abstain	Abstain
	Management Proposals	Mgmt			
6	Ratify Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.b	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 660,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			
12.a1	Climate Action Plan: Direct lending	SH	Against	Refer	Abstain
12.a2	Climate Action Plan: Asset Management Policy	SH	Against	Refer	Abstain
	Shareholder Proposals Submitted by Frank Aaen	Mgmt			
12.b	Climate Action Plan: Existing Investments	SH	Against	Refer	Abstain
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
14	Other Business	Mgmt			

DSV A/S

Meeting Date: 03/16/2023

Country: Denmark

Ticker: DSV

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 3,775

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Abstain
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.8	Elect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Other Business	Mgmt			

Pandora AS

Meeting Date: 03/16/2023

Country: Denmark

Ticker: PNDORA

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: K7681L102

Shares Voted: 1,774

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 16.00 Per Share	Mgmt	For	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For	For
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For
6.4	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
6.5	Reelect Catherine Spindler as Director	Mgmt	For	Abstain	Abstain
6.6	Reelect Jan Zijderveld as Director	Mgmt	For	For	For
6.7	Elect Lilian Fossum Biner as New Director	Mgmt	For	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For
9.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Stora Enso Oyj

Meeting Date: 03/16/2023 **Country:** Finland **Ticker:** STERV
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: X8T9CM113

Shares Voted: 10,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Refer	Against
19	Decision on Making Order	Mgmt			
20	Close Meeting	Mgmt			

Swiss Prime Site AG

Meeting Date: 03/21/2023

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Primary Security ID: H8403W107

Shares Voted: 1,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For	For	For
5.3	Amend Articles Re: Annual General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6.1	Approve Cancellation of Authorized Capital	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.3	Amend Articles Re: Conditional Capital	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For	For	For
8.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.1.2	Reelect Christopher Chambers as Director	Mgmt	For	For	For
8.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
8.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
8.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
8.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
8.1.7	Elect Reto Conrad as Director	Mgmt	For	For	For
8.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
8.3.1	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.2	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.3	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
8.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Carl Zeiss Meditec AG

Meeting Date: 03/22/2023

Country: Germany

Ticker: AFX

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: D14895102

Shares Voted: 846

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (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 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.1	Amend Articles Re: Management Board Composition	Mgmt	For	For	For
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For	For	For
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For	For	For
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by Carl Zeiss AG	Mgmt			
10	Approve Remuneration Report	SH	For	Against	Against

Meeting Date: 03/22/2023

Country: Finland

Ticker: ORNBV

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: X6002Y112

Shares Voted: 2,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/22/2023

Country: Sweden

Ticker: SHB.A

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: W9112U104

Shares Voted: 29,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
15	Determine Number of Directors (10)	Mgmt	For	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
18.1	Reelect Jon Fredrik Baksaaas as Director	Mgmt	For	For	For
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
18.4	Reelect Hans Biorck as Director	Mgmt	For	For	For
18.5	Reelect Par Boman as Director	Mgmt	For	Against	Against

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	Refer	Against
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
18.8	Reelect Ulf Riese as Director	Mgmt	For	For	For
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For	For
18.10	Reelect Carina Akerstromas Director	Mgmt	For	For	For
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	Refer	Against
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
23	Approve Formation of Integration Institute	SH	None	Against	Against
24	Close Meeting	Mgmt			

Yamaha Motor Co., Ltd.

Meeting Date: 03/22/2023

Country: Japan

Ticker: 7272

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J95776126

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67.5	Mgmt	For	For	For
2.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
2.2	Elect Director Hidaka, Yoshihiro	Mgmt	For	For	For
2.3	Elect Director Maruyama, Heiji	Mgmt	For	For	For
2.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For	For
2.5	Elect Director Shitara, Motofumi	Mgmt	For	For	For
2.6	Elect Director Nakata, Takuya	Mgmt	For	For	For
2.7	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.8	Elect Director Tashiro, Yuko	Mgmt	For	For	For

Yamaha Motor Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.10	Elect Director Jin Song Montesano	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Saito, Junzo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tsumabuki, Tadashi	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Yone, Masatake	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Ujihara, Ayumi	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 03/23/2023 **Country:** Switzerland **Ticker:** ABBN
Record Date: **Meeting Type:** Annual
Primary Security ID: H0010V101

Shares Voted: 32,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For	For
5.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	For	For
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Reelect David Constable as Director	Mgmt	For	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Givaudan SA

Meeting Date: 03/23/2023

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 187

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 Allocation of Income and Dividends of CHF 67 per Share	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For	For	For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Refer	Against

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	Against	Against
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2	Elect Roberto Guidetti as Director	Mgmt	For	Against	Against
6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Gjensidige Forsikring ASA

Meeting Date: 03/23/2023

Country: Norway

Ticker: GJF

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: R2763X101

Shares Voted: 4,452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.25 Per Share	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	For	For
8	Approve Remuneration Guidelines For Executive Management	Mgmt	For	For	For
9.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	For
9.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
9.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
9.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Terje Seljeseth, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors	Mgmt	For	Against	Against
10.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
10.b2	Reelect Iwar Arnstad as Member of Nominating Committee	Mgmt	For	For	For
10.b3	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
10.b4	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
10.b5	Elect Inger Groggaard Stensaker as New Member of Nominating Committee	Mgmt	For	For	For
10.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of NOK 747,000 for Chairman, NOK 375,000 for Other Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Hulic Co., Ltd.

Meeting Date: 03/23/2023

Country: Japan

Ticker: 3003

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J23594112

Shares Voted: 8,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Akita, Kiyomi	Mgmt	For	For	For
2.2	Elect Director Takahashi, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okamoto, Masahiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Mie	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For

Nordea Bank Abp

Meeting Date: 03/23/2023

Country: Finland

Ticker: NDA.SE

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: X5S8VL105

Shares Voted: 68,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
13.a	Reelect Stephen Hester as Director (Chair)	Mgmt	For	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For	For
13.d	Reelect Lene Skole as Director	Mgmt	For	For	For
13.e	Reelect Birger Steen as Director	Mgmt	For	For	For
13.f	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.g	Reelect Arja Talma as Director	Mgmt	For	Against	Against
13.h	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
13.i	Elect Risto Murto as Director	Mgmt	For	For	For
13.j	Elect Per Stromberg as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Amend Articles Re: General Meeting Participation; General Meeting	Mgmt	For	Refer	Against
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Novo Nordisk A/S

Meeting Date: 03/23/2023

Country: Denmark

Ticker: NOVO.B

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: K72807132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.4	Product Pricing Proposal	SH	Against	Against	Against
9	Other Business	Mgmt			

Meeting Date: 03/23/2023

Country: Sweden

Ticker: SKF.B

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: W84237143

Shares Voted: 7,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For	For
11.3	Approve Discharge of Board Member Barb Samardzich	Mgmt	For	For	For
11.4	Approve Discharge of Board Member Colleen Reppier	Mgmt	For	For	For
11.5	Approve Discharge of Board Member Geert Follens	Mgmt	For	For	For
11.6	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For	For
11.7	Approve Discharge of Board Member Susanna Schneeberger	Mgmt	For	For	For
11.8	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For	For
11.9	Approve Discharge of President Rickard Gustafson	Mgmt	For	For	For
11.10	Approve Discharge of Board Member Jonny Hilbert	Mgmt	For	For	For
11.11	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For	For
11.12	Approve Discharge of Employee Representative Thomas Eliasson	Mgmt	For	For	For
11.13	Approve Discharge of Employee Representative Steve Norrman	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.2	Reelect Hock Goh as Director	Mgmt	For	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	For	For
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Elect Beth Ferreira as New Director	Mgmt	For	For	For
14.8	Elect Therese Friberg as New Director	Mgmt	For	For	For
14.9	Elect Richard Nilsson as New Director	Mgmt	For	For	For
14.10	Elect Niko Pakalen as New Director	Mgmt	For	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve 2023 Performance Share Program	Mgmt	For	For	For

Japan Tobacco, Inc.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 2914

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J27869106

Shares Voted: 24,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 113	Mgmt	For	For	For
2.1	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
2.2	Elect Director Okamoto, Shigeaki	Mgmt	For	For	For
2.3	Elect Director Terabatake, Masamichi	Mgmt	For	For	For
2.4	Elect Director Hirowatari, Kiyohide	Mgmt	For	For	For
2.5	Elect Director Nakano, Kei	Mgmt	For	For	For
2.6	Elect Director Koda, Main	Mgmt	For	For	For
2.7	Elect Director Nagashima, Yukiko	Mgmt	For	For	For

Japan Tobacco, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Kitera, Masato	Mgmt	For	For	For
2.9	Elect Director Shoji, Tetsuya	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kashiwakura, Hideaki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hashimoto, Tsutomu	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Taniuchi, Shigeru	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Inada, Nobuo	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Yamashina, Hiroko	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors, Restricted Stock Plan and Performance Share Plan	Mgmt	For	For	For
5	Amend Articles to Introduce Provision on Management of Subsidiaries	SH	Against	For	Against
6	Amend Articles to Prohibit Appointments of Officials of Japan Tobacco or its Affiliated Companies to the Board of Japan Tobacco's Listed Subsidiary	SH	Against	Against	Against
7	Amend Articles to Ban Borrowing and Lending with Japan Tobacco's Listed Subsidiary via Cash Management System	SH	Against	Against	Against
8	Initiate Share Repurchase Program	SH	Against	Against	Against

Kao Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 4452

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J30642169

Shares Voted: 9,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 74	Mgmt	For	For	For
2.1	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.2	Elect Director Hasebe, Yoshihiro	Mgmt	For	For	For
2.3	Elect Director Negoro, Masakazu	Mgmt	For	For	For
2.4	Elect Director Nishiguchi, Toru	Mgmt	For	For	For
2.5	Elect Director David J. Muenz	Mgmt	For	For	For
2.6	Elect Director Shinobe, Osamu	Mgmt	For	For	For

Kao Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Mukai, Chiaki	Mgmt	For	For	For
2.8	Elect Director Hayashi, Nobuhide	Mgmt	For	For	For
2.9	Elect Director Sakurai, Eriko	Mgmt	For	For	For
2.10	Elect Director Nishii, Takaaki	Mgmt	For	For	For
3	Appoint Statutory Auditor Wada, Yasushi	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 6326

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J36662138

Shares Voted: 20,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For	For
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Ina, Koichi	Mgmt	For	For	For
1.9	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.10	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.11	Elect Director Kawana, Koichi	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Kyowa Kirin Co., Ltd.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 4151

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J38296117

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For

Kyowa Kirin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
2.2	Elect Director Osawa, Yutaka	Mgmt	For	For	For
2.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For
2.4	Elect Director Minakata, Takeshi	Mgmt	For	For	For
2.5	Elect Director Morita, Akira	Mgmt	For	For	For
2.6	Elect Director Haga, Yuko	Mgmt	For	For	For
2.7	Elect Director Oyamada, Takashi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
2.9	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Ishikura, Toru	Mgmt	For	For	For

NEXON Co., Ltd.

Meeting Date: 03/24/2023 **Country:** Japan **Ticker:** 3659
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J4914X104

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Owen Mahoney	Mgmt	For	Refer	Against
1.2	Elect Director Uemura, Shiro	Mgmt	For	Refer	Against
1.3	Elect Director Junghun Lee	Mgmt	For	For	For
1.4	Elect Director Patrick Soderlund	Mgmt	For	Refer	Against
1.5	Elect Director Mitchell Lasky	Mgmt	For	For	For
2	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Shiseido Co., Ltd.

Meeting Date: 03/24/2023 **Country:** Japan **Ticker:** 4911
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J74358144

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For

Shiseido Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
2.3	Elect Director Suzuki, Yukari	Mgmt	For	For	For
2.4	Elect Director Tadakawa, Norio	Mgmt	For	For	For
2.5	Elect Director Yokota, Takayuki	Mgmt	For	For	For
2.6	Elect Director Oishi, Kanoko	Mgmt	For	For	For
2.7	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
2.8	Elect Director Charles D. Lake II	Mgmt	For	For	For
2.9	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.10	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Anno, Hiromi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
4	Approve Performance Share Plan	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 2587

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J78186103

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Shekhar Mundlay	Mgmt	For	For	For
2.3	Elect Director Naiki, Hachiro	Mgmt	For	For	For
2.4	Elect Director Peter Harding	Mgmt	For	For	For
2.5	Elect Director Miyamori, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Inoue, Yukari	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yamazaki, Yuji	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Masuyama, Mika	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Mimura, Mariko	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Unicharm Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 8113

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J94104114

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	For	For
1.2	Elect Director Hikosaka, Toshifumi	Mgmt	For	For	For
1.3	Elect Director Takaku, Kenji	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Noriko Rzonca	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Asada, Shigeru	Mgmt	For	Against	Against
3	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023

Country: France

Ticker: DIM

Record Date: 03/23/2023

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 545

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 1.44 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 Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
12	Authorize Filing of Required Documents/Other Formalities Extraordinary Business	Mgmt	For	For	For
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	For	For
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	Against	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

A.P. Moller-Maersk A/S

Meeting Date: 03/28/2023

Country: Denmark

Ticker: MAERSK.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: K0514G101

Shares Voted: 60

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Meeting to be held in English with Simultaneous Interpretation	Mgmt	For	For	For
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 4,300 Per Share	Mgmt	For	For	For
6	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For
8.1	Reelect Bernard Bot as Director	Mgmt	For	For	For
8.2	Reelect Marc Engel as Director	Mgmt	For	For	For
8.3	Reelect Arne Karlsson as Director	Mgmt	For	For	For
8.4	Reelect Amparo Moraleda as Director	Mgmt	For	Abstain	Abstain

A.P. Moller-Maersk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.5	Elect Kasper Rorsted as Director	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
10.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For	For
10.2	Amend Remuneration Policy	Mgmt	For	For	For
10.3	Approve DKK 1.1 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
10.4	Amend Articles Re: Number of Directors	Mgmt	For	For	For
10.5	Approve Company Announcements in English	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
10.6	Report on Efforts and Risks Related to Human Rights	SH	Against	Against	Against
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
10.7	Inclusion of the Shipping Companies to the OECD Agreement	SH	Against	Against	Against
10.8	Approve Introduction of a Solidarity Contribution	SH	Against	Refer	Against
10.9	Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	SH	Against	Abstain	Abstain

Asahi Group Holdings Ltd.

Meeting Date: 03/28/2023

Country: Japan

Ticker: 2502

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J02100113

Shares Voted: 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Koji, Akiyoshi	Mgmt	For	For	For
2.2	Elect Director Katsuki, Atsushi	Mgmt	For	For	For
2.3	Elect Director Tanimura, Keizo	Mgmt	For	For	For
2.4	Elect Director Sakita, Kaoru	Mgmt	For	For	For
2.5	Elect Director Christina L. Ahmadjian	Mgmt	For	For	For
2.6	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
2.7	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For

Asahi Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Matsunaga, Mari	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fukuda, Yukitaka	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Sanae	Mgmt	For	For	For

Bridgestone Corp.

Meeting Date: 03/28/2023 **Country:** Japan **Ticker:** 5108
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J04578126

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Higashi, Masahiro	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Okina, Yuri	Mgmt	For	For	For
2.5	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.7	Elect Director Shiba, Yojiro	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.10	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	Against	Against
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	Against	Against
3	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For	For

Holmen AB

Meeting Date: 03/28/2023 **Country:** Sweden **Ticker:** HOLM.B
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: W4R00P201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspectors of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Allow Questions	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 16 Per Share	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (9) and Deputy Members of Board (0); Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of SEK 3,690,000; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers AB as Auditor	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	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Close Meeting	Mgmt			

INPEX Corp.

Meeting Date: 03/28/2023

Country: Japan

Ticker: 1605

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J2467E101

Shares Voted: 20,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For
2	Approve Accounting Transfers	Mgmt	For	For	For
3.1	Elect Director Kitamura, Toshiaki	Mgmt	For	For	For
3.2	Elect Director Ueda, Takayuki	Mgmt	For	For	For
3.3	Elect Director Kawano, Kenji	Mgmt	For	For	For
3.4	Elect Director Kittaka, Kimihisa	Mgmt	For	For	For
3.5	Elect Director Sase, Nobuharu	Mgmt	For	For	For
3.6	Elect Director Yamada, Daisuke	Mgmt	For	For	For
3.7	Elect Director Takimoto, Toshiaki	Mgmt	For	For	For
3.8	Elect Director Yanai, Jun	Mgmt	For	For	For
3.9	Elect Director Iio, Norinao	Mgmt	For	For	For
3.10	Elect Director Nishimura, Atsuko	Mgmt	For	For	For
3.11	Elect Director Nishikawa, Tomo	Mgmt	For	For	For
3.12	Elect Director Morimoto, Hideka	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Kawamura, Akio	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Tone, Toshiya	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Aso, Kenichi	Mgmt	For	Against	Against
4.4	Appoint Statutory Auditor Akiyoshi, Mitsuru	Mgmt	For	For	For
4.5	Appoint Statutory Auditor Kiba, Hiroko	Mgmt	For	For	For

McDonald's Holdings Co. (Japan) Ltd.
Meeting Date: 03/28/2023

Country: Japan

Ticker: 2702

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J4261C109

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For
2.1	Elect Director Hiiro, Tamotsu	Mgmt	For	For	For
2.2	Elect Director Fusako Znaiden	Mgmt	For	For	For
2.3	Elect Director Andrew Gregory	Mgmt	For	For	For

McDonald's Holdings Co. (Japan) Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Kawamura, Akira	Mgmt	For	For	For
2.5	Elect Director Tashiro, Yuko	Mgmt	For	For	For
3	Appoint Statutory Auditor Hamabe, Makiko	Mgmt	For	For	For
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against

Naturgy Energy Group SA

Meeting Date: 03/28/2023 **Country:** Spain **Ticker:** NTGY
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: E7S90S109

Shares Voted: 2,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Consolidated Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7.1	Reelect Francisco Reynes Massanet as Director	Mgmt	For	Against	Against
7.2	Reelect Claudi Santiago Ponsa as Director	Mgmt	For	For	For
7.3	Reelect Pedro Sainz de Baranda Riva as Director	Mgmt	For	For	For
7.4	Elect Jose Antonio Torre de Silva Lopez de Letona as Director	Mgmt	For	Against	Against
8	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	Against	Against
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Neste Corp.

Meeting Date: 03/28/2023 **Country:** Finland **Ticker:** NESTE
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: X5688A109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipilä (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Amend Articles Re: Book-Entry System	Mgmt	For	Refer	Against
19	Close Meeting	Mgmt			

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/28/2023

Country: Japan

Ticker: 4612

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J55053128

Shares Voted: 18,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 6	Mgmt	For	For	For
2.1	Elect Director Goh Hup Jin	Mgmt	For	Against	Against
2.2	Elect Director Hara, Hisashi	Mgmt	For	For	For
2.3	Elect Director Peter M Kirby	Mgmt	For	For	For
2.4	Elect Director Lim Hwee Hua	Mgmt	For	For	For
2.5	Elect Director Mitsuhashi, Masataka	Mgmt	For	For	For
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For	For
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	Against	Against
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	For	For
2.9	Elect Director Wee Siew Kim	Mgmt	For	For	For

Randstad NV

Meeting Date: 03/28/2023

Country: Netherlands

Ticker: RAND

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: N7291Y137

Shares Voted: 2,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Reports of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements	Mgmt	For	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2e	Approve Dividends of EUR 2.85 Per Share	Mgmt	For	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Elect Jorge Vazquez to Management Board	Mgmt	For	For	For

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4b	Elect Myriam Beatove Moreale to Management Board	Mgmt	For	For	For
5a	Elect Cees 't Hart to Supervisory Board	Mgmt	For	For	For
5b	Elect Laurence Debroux to Supervisory Board	Mgmt	For	For	For
5c	Elect Jeroen Drost to Supervisory Board	Mgmt	For	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Ratify Deloitte Accountants BV as Auditors	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers Accountants NV as Auditors	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Schindler Holding AG

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SCHP

Record Date:

Meeting Type: Annual

Primary Security ID: H7258G209

Shares Voted: 522

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 4.00 per Share and Participation Certificate	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Variable Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	Against	Against
4.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.2 Million	Mgmt	For	Against	Against
4.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7 Million	Mgmt	For	For	For
4.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Against	Against
5.2.a	Reelect Alfred Schindler as Director	Mgmt	For	Against	Against
5.2.b	Reelect Patrice Bula as Director	Mgmt	For	Refer	For
5.2.c	Reelect Erich Ammann as Director	Mgmt	For	Against	Against
5.2.d	Reelect Luc Bonnard as Director	Mgmt	For	Against	Against
5.2.e	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.2.f	Reelect Adam Keswick as Director	Mgmt	For	Against	Against
5.2.g	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
5.2.h	Reelect Tobias Staehelin as Director	Mgmt	For	Against	Against
5.2.i	Reelect Carole Vischer as Director	Mgmt	For	Against	Against
5.2.j	Reelect Petra Winkler as Director	Mgmt	For	Against	Against
5.3	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
5.4.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Refer	For
5.4.2	Reappoint Adam Keswick as Member of the Compensation Committee	Mgmt	For	Against	Against
5.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

SGS SA

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	Against	Against
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Shelby du Pasquier as Director	Mgmt	For	For	For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.9	Elect Jens Riedel as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires a Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
6.1	Approve 1:25 Stock Split	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	For	Refer	Against
6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	For	For	For
6.6	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sika AG

Meeting Date: 03/28/2023 **Country:** Switzerland **Ticker:** SIKA
Record Date: **Meeting Type:** Annual
Primary Security ID: H7631K273

Shares Voted: 2,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	Against	Against
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For	For
7.1	Amend Articles of Association	Mgmt	For	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/28/2023 **Country:** Switzerland **Ticker:** SCMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8398N104

Shares Voted: 559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Roland Abt as Director	Mgmt	For	For	For
4.2	Elect Monique Bourquin as Director	Mgmt	For	For	For
4.3	Reelect Alain Carrupt as Director	Mgmt	For	For	For
4.4	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.5	Reelect Frank Esser as Director	Mgmt	For	For	For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.7	Reelect Anna Mossberg as Director	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Reelect Michael Rechsteiner as Director	Mgmt	For	For	For
4.9	Reelect Michael Rechsteiner as Board Chair	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Appoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9.1	Amend Articles Re: Sustainability Clause	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.3	Amend Articles Re: General Meeting	Mgmt	For	Refer	Against
9.4	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	Mgmt	For	For	For
9.5	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
9.6	Amend Articles of Association	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Trend Micro, Inc.

Meeting Date: 03/28/2023

Country: Japan

Ticker: 4704

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J9298Q104

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 151	Mgmt	For	For	For
2.1	Elect Director Chang Ming-Jang	Mgmt	For	For	For
2.2	Elect Director Eva Chen	Mgmt	For	For	For
2.3	Elect Director Mahendra Negi	Mgmt	For	For	For
2.4	Elect Director Omikawa, Akihiko	Mgmt	For	For	For
2.5	Elect Director Koga, Tetsuo	Mgmt	For	For	For
2.6	Elect Director Tokuoka, Koichiro	Mgmt	For	For	For
3	Amend Articles to Change Location of Head Office	Mgmt	For	For	For

Electrolux AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ELUX.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W0R34B150

Shares Voted: 4,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.1	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
9.2	Approve Discharge of Petra Hedengran	Mgmt	For	For	For
9.3	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9.4	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
9.5	Approve Discharge of Karin Overbeck	Mgmt	For	For	For
9.6	Approve Discharge of Fredrik Persson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.7	Approve Discharge of David Porter	Mgmt	For	For	For
9.8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.9	Approve Discharge of Mina Billing	Mgmt	For	For	For
9.10	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For	For
9.11	Approve Discharge of Peter Ferm	Mgmt	For	For	For
9.12	Approve Discharge of Ulrik Danestad	Mgmt	For	For	For
9.13	Approve Discharge of Wilson Quispe	Mgmt	For	For	For
9.14	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Staffan Bohman as Director	Mgmt	For	For	For
13.b	Reelect Petra Hedengran as Director	Mgmt	For	For	For
13.c	Reelect Henrik Henriksson as Director	Mgmt	For	For	For
13.d	Reelect Ulla Litzen as Director	Mgmt	For	For	For
13.e	Reelect Karin Overbeck as Director	Mgmt	For	For	For
13.f	Reelect Fredrik Persson as Director	Mgmt	For	Against	Against
13.g	Reelect David Porter as Director	Mgmt	For	For	For
13.h	Reelect Jonas Samuelson as Director	Mgmt	For	For	For
13.i	Elect Staffan Bohman as Board Chair	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
16.c	Approve Transfer of 1,544,925 B-Shares	Mgmt	For	For	For
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
17.b	Approve Equity Plan Financing	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Enagas SA

Meeting Date: 03/29/2023

Country: Spain

Ticker: ENG

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E41759106

Shares Voted: 4,737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Reelect Eva Patricia Urbez Sanz as Director	Mgmt	For	For	For
5.2	Reelect Santiago Ferrer Costa as Director	Mgmt	For	For	For
5.3	Fix Number of Directors at 15	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	Mgmt	For	For	For
6.2	Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	Mgmt	For	For	For
6.3	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	Mgmt	For	For	For
7	Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Essity AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W3R06F100

Shares Voted: 12,274

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For	For
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
7.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For	For
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For	For
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For	For
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For	For
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For	For
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	For
11.b	Reelect Par Boman as Director	Mgmt	For	Against	Against
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.d	Reelect Magnus Groth as Director	Mgmt	For	For	For
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For	For
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
11.h	Elect Maria Carell as Director	Mgmt	For	For	For
11.i	Elect Jan Gurander as Director	Mgmt	For	For	For
12	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Genmab A/S

Meeting Date: 03/29/2023

Country: Denmark

Ticker: GMAB

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: K3967W102

Shares Voted: 1,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	Abstain	Abstain
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain	Abstain
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	For
7.b	Amend Remuneration Policy	Mgmt	For	For	Against
7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	Against
7.d	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

HOSHIZAKI Corp.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 6465

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J23254105

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sakamoto, Seishi	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Tomozoe, Masanao	Mgmt	For	For	For
1.4	Elect Director Goto, Masahiko	Mgmt	For	For	For
1.5	Elect Director Ieta, Yasushi	Mgmt	For	For	For
1.6	Elect Director Nishiguchi, Shiro	Mgmt	For	For	For
1.7	Elect Director Maruyama, Satoru	Mgmt	For	For	For
1.8	Elect Director Yaguchi, Kyo	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Tsuge, Satoe	Mgmt	For	For	For

Indutrade AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: INDT

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W4939U106

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 Board's and Board Committee's Reports	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10b	Approve Allocation of Income and Dividends of SEK 2.60 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	For
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt			
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1	Approve Remuneration of Directors in the Amount of SEK 890,000 for Chairman and SEK 445,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	For	For
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	For	For
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
14.1g	Reelect Krister Melve as Director	Mgmt	For	For	For
14.1h	Reelect Lars Pettersson as Director	Mgmt	For	For	For
14.2	Reelect Katarina Martinson Chairman	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18a	Approve Performance Share Incentive Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
18b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Close Meeting	Mgmt			

MonotaRO Co., Ltd.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 3064

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J46583100

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 7	Mgmt	For	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Seto, Kinya	Mgmt	For	Against	Against
3.2	Elect Director Suzuki, Masaya	Mgmt	For	For	For
3.3	Elect Director Kishida, Masahiro	Mgmt	For	For	For

MonotaRO Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Elect Director Ise, Tomoko	Mgmt	For	For	For
3.5	Elect Director Sagiya, Mari	Mgmt	For	For	For
3.6	Elect Director Miura, Hiroshi	Mgmt	For	For	For
3.7	Elect Director Barry Greenhouse	Mgmt	For	For	For

OTSUKA CORP.

Meeting Date: 03/29/2023 **Country:** Japan **Ticker:** 4768
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J6243L115

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 125	Mgmt	For	For	For
2.1	Elect Director Otsuka, Yuji	Mgmt	For	For	For
2.2	Elect Director Katakura, Kazuyuki	Mgmt	For	For	For
2.3	Elect Director Tsurumi, Hironobu	Mgmt	For	For	For
2.4	Elect Director Saito, Hironobu	Mgmt	For	For	For
2.5	Elect Director Sakurai, Minoru	Mgmt	For	For	For
2.6	Elect Director Makino, Jiro	Mgmt	For	For	For
2.7	Elect Director Saito, Tetsuo	Mgmt	For	For	For
2.8	Elect Director Hamabe, Makiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Murata, Tatsumi	Mgmt	For	For	For
4	Approve Director Retirement Bonus	Mgmt	For	For	For

ROCKWOOL A/S

Meeting Date: 03/29/2023 **Country:** Denmark **Ticker:** ROCK.B
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: K8254S144

Shares Voted: 160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Receive Annual Report and Auditor's Report	Mgmt			

ROCKWOOL A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors for 2023/2024	Mgmt	For	For	For
6	Approve Allocation of Income and Dividends of DKK 35 Per Share	Mgmt	For	For	For
7.1	Elect Jes Munk Hansen as New Director	Mgmt	For	For	For
7.2	Reelect Ilse Irene Henne as New Director	Mgmt	For	For	For
7.3	Reelect Rebekka Glasser Herlofsen as Director	Mgmt	For	Abstain	Abstain
7.4	Reelect Carsten Kahler as Director	Mgmt	For	For	For
7.5	Reelect Thomas Kahler as Director (Chair)	Mgmt	For	For	For
7.6	Reelect Jorgen Tang-Jensen as Director (Deputy Chair)	Mgmt	For	Refer	Abstain
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9.a	Authorize Share Repurchase Program	Mgmt	For	For	For
9.b	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	Mgmt	For	For	For
10	Other Business	Mgmt			

Shimano, Inc.

Meeting Date: 03/29/2023 **Country:** Japan **Ticker:** 7309
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J72262108

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Chia Chin Seng	Mgmt	For	Refer	Against
3.2	Elect Director Ichijo, Kazuo	Mgmt	For	For	For
3.3	Elect Director Katsumaru, Mitsuhiro	Mgmt	For	For	For
3.4	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For

Shimano, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Director Wada, Hiromi	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Skanska AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: SKA.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W83567110

Shares Voted: 6,631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For	For
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For	For
12a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.33 Million for Chairman and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For	For
14b	Reelect Par Boman as Director	Mgmt	For	Against	Against
14c	Reelect Jan Gurander as Director	Mgmt	For	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
14f	Reelect Catherine Marcus as Director	Mgmt	For	For	For
14g	Reelect Ann E. Massey as Director	Mgmt	For	For	For
14h	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditor	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	For	For
18	Approve Equity Plan Financing	Mgmt	For	For	For
19	Authorize Class B Share Repurchase Program	Mgmt	For	For	For
20	Close Meeting	Mgmt			

SUMCO Corp.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 3436

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J76896109

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hashimoto, Mayuki	Mgmt	For	For	For
1.2	Elect Director Takii, Michiharu	Mgmt	For	For	For
1.3	Elect Director Awa, Toshihiro	Mgmt	For	For	For
1.4	Elect Director Ryuta, Jiro	Mgmt	For	For	For
1.5	Elect Director Kato, Akane	Mgmt	For	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ERIC.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 58,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Against	Against
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Against	Against
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Against	Against
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaa	Mgmt	For	Against	Against
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against	Against

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Against	Against
8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against	Against
8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against	Against
8.3.j	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against	Against
8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Against	Against
8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against	Against
8.3.m	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	Against	Against
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Against	Against
8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	Against	Against
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Against	Against
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against	Against
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	For
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	For	For
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.7	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.10	Elect Christy Wyatt as New Director	Mgmt	For	Against	Against
12	Elect Jan Carlson as Board Chairman	Mgmt	For	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV I 2023	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Mgmt	For	For	For
17.2	Approve Equity Plan Financing of LTV II 2023	Mgmt	For	For	For
17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Mgmt	For	Against	Against
18	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For	For
19	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For	For
20.1	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
20.2	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
22	Close Meeting	Mgmt			

AGC, Inc. (Japan)

Meeting Date: 03/30/2023

Country: Japan

Ticker: 5201

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J0025W100

Shares Voted: 4,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For
2.1	Elect Director Shimamura, Takuya	Mgmt	For	For	For

AGC, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	For	For
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For	For
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Honda, Keiko	Mgmt	For	For	For
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kawashima, Isamu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Matsuyama, Haruka	Mgmt	For	For	For

Banco Santander SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: SAN

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E19790109

Shares Voted: 339,699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	Mgmt	For	For	For
3.C	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	Mgmt	For	For	For
3.D	Reelect Pamela Ann Walkden as Director	Mgmt	For	For	For
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.F	Reelect Sol Daurella Comadran as Director	Mgmt	For	For	For
3.G	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	Mgmt	For	For	For
3.H	Reelect Homaira Akbari as Director	Mgmt	For	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Authorize Share Repurchase Program	Mgmt	For	For	For
5.D	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For	For
6.B	Approve Remuneration of Directors	Mgmt	For	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

CaixaBank SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: CABK

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E2427M123

Shares Voted: 88,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6.1	Reelect Gonzalo Gortazar Rotaache as Director	Mgmt	For	For	For
6.2	Reelect Cristina Garmendia Mendizabal as Director	Mgmt	For	For	For
6.3	Reelect Amparo Moraleda Martinez as Director	Mgmt	For	For	For
6.4	Elect Peter Loscher as Director	Mgmt	For	For	For
7	Amend Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For

CaixaBank SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve 2023 Variable Remuneration Scheme	Mgmt	For	For	For
10	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Canon, Inc.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 7751
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J05124144

Shares Voted: 20,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	Refer	Against
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	Refer	Against
2.3	Elect Director Homma, Toshio	Mgmt	For	Refer	Against
2.4	Elect Director Saida, Kunitaro	Mgmt	For	For	For
2.5	Elect Director Kawamura, Yusuke	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Hatamochi, Hideya	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Yutaka	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Chr. Hansen Holding A/S

Meeting Date: 03/30/2023 **Country:** Denmark **Ticker:** CHR
Record Date: 03/23/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: K1830B107

Shares Voted: 2,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Novozymes A/S	Mgmt	For	For	For
2	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For

Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Change Fiscal Year End to Dec. 31	Mgmt	For	For	For
4	Approve Remuneration of Directors for FY 2022/23	Mgmt	For	For	For
5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 4519
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J06930101

Shares Voted: 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Tateishi, Fumio	Mgmt	For	For	For
2.2	Elect Director Teramoto, Hideo	Mgmt	For	For	For
2.3	Elect Director Christoph Franz	Mgmt	For	For	For
2.4	Elect Director James H. Sabry	Mgmt	For	For	For
2.5	Elect Director Teresa A. Graham	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamada, Shigehiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Waseda, Yumiko	Mgmt	For	For	For

Dentsu Group, Inc.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 4324
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J1207N108

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	Mgmt	For	For	For
2.1	Elect Director Timothy Andree	Mgmt	For	Refer	Against

Dentsu Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Igarashi, Hiroshi	Mgmt	For	Refer	Against
2.3	Elect Director Soga, Arinobu	Mgmt	For	Refer	Against
2.4	Elect Director Nick Priday	Mgmt	For	For	For
2.5	Elect Director Matsui, Gan	Mgmt	For	For	For
2.6	Elect Director Paul Candland	Mgmt	For	For	For
2.7	Elect Director Andrew House	Mgmt	For	For	For
2.8	Elect Director Sagawa, Keiichi	Mgmt	For	Against	Against
2.9	Elect Director Sogabe, Mihoko	Mgmt	For	Against	Against
2.10	Elect Director Matsuda, Yuka	Mgmt	For	For	For

Kesko Oyj

Meeting Date: 03/30/2023

Country: Finland

Ticker: KESKOB

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: X44874109

Shares Voted: 5,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Amend Articles Re: Board of Directors and Term of Office	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Kirin Holdings Co., Ltd.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 2503

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: 497350108

Shares Voted: 16,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	Mgmt	For	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Refer	Against
3.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For	For
3.2	Elect Director Nishimura, Keisuke	Mgmt	For	For	For
3.3	Elect Director Miyoshi, Toshiya	Mgmt	For	For	For
3.4	Elect Director Minakata, Takeshi	Mgmt	For	For	For
3.5	Elect Director Tsuboi, Junko	Mgmt	For	For	For
3.6	Elect Director Mori, Masakatsu	Mgmt	For	For	For
3.7	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
3.8	Elect Director Matsuda, Chieko	Mgmt	For	For	For
3.9	Elect Director Shiono, Noriko	Mgmt	For	For	For
3.10	Elect Director Rod Eddington	Mgmt	For	For	For
3.11	Elect Director George Olcott	Mgmt	For	For	For

Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.12	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Ishikura, Toru	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Ando, Yoshiko	Mgmt	For	For	For

Kobayashi Pharmaceutical Co., Ltd.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 4967
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J3430E103

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobayashi, Kazumasa	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Akihiro	Mgmt	For	For	For
1.3	Elect Director Yamane, Satoshi	Mgmt	For	For	For
1.4	Elect Director Ito, Kunio	Mgmt	For	For	For
1.5	Elect Director Sasaki, Kaori	Mgmt	For	For	For
1.6	Elect Director Ariizumi, Chiaki	Mgmt	For	For	For
1.7	Elect Director Katae, Yoshiro	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Yamawaki, Akitoshi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Kawanishi, Takashi	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Hatta, Yoko	Mgmt	For	For	For
2.4	Appoint Statutory Auditor Moriwaki, Sumio	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Takai, Shintaro	Mgmt	For	For	For

KOSÉ Corp.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 4922
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J3622S100

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For

KOSÉ Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Kobayashi, Kazutoshi	Mgmt	For	For	For
2.2	Elect Director Kobayashi, Takao	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Masanori	Mgmt	For	For	For
2.4	Elect Director Shibusawa, Koichi	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Yusuke	Mgmt	For	For	For
2.6	Elect Director Mochizuki, Shinichi	Mgmt	For	For	For
2.7	Elect Director Horita, Masahiro	Mgmt	For	For	For
2.8	Elect Director Ogura, Atsuko	Mgmt	For	For	For
2.9	Elect Director Kikuma, Yukino	Mgmt	For	For	For
2.10	Elect Director Yuasa, Norika	Mgmt	For	For	For
2.11	Elect Director Maeda, Yuko	Mgmt	For	For	For
2.12	Elect Director Suto, Miwa	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Onagi, Minoru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Miyama, Toru	Mgmt	For	For	For

Melrose Industries Plc

Meeting Date: 03/30/2023 **Country:** United Kingdom **Ticker:** MRO
Record Date: 03/28/2023 **Meeting Type:** Special
Primary Security ID: G5973J202

Shares Voted: 85,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Dowlais Group plc from Melrose Industries plc	Mgmt	For	For	For

Nippon Express Holdings, Inc.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 9147
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J53377107

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Watanabe, Kenji	Mgmt	For	For	For
1.2	Elect Director Saito, Mitsuru	Mgmt	For	For	For

Nippon Express Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Akaishi, Mamoru	Mgmt	For	For	For
1.4	Elect Director Yasuoka, Sadako	Mgmt	For	For	For
1.5	Elect Director Shiba, Yojiro	Mgmt	For	For	For
1.6	Elect Director Ito, Yumiko	Mgmt	For	For	For

Novozymes A/S

Meeting Date: 03/30/2023

Country: Denmark

Ticker: NZYM.B

Record Date: 03/23/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: K7317J133

Shares Voted: 4,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Chr. Hansen Holding A/S	Mgmt	For	For	For
2	Amend Articles Re: Number of Directors	Mgmt	For	For	For
3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
3.c	Amend Remuneration Policy	Mgmt	For	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 4578

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J63117105

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	Mgmt	For	For	For
1.2	Elect Director Higuchi, Tatsuo	Mgmt	For	For	For
1.3	Elect Director Matsuo, Yoshiro	Mgmt	For	For	For
1.4	Elect Director Takagi, Shuichi	Mgmt	For	For	For
1.5	Elect Director Makino, Yuko	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Kobayashi, Masayuki	Mgmt	For	For	For
1.7	Elect Director Tojo, Noriko	Mgmt	For	For	For
1.8	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For	For
1.10	Elect Director Sekiguchi, Ko	Mgmt	For	For	For
1.11	Elect Director Aoki, Yoshihisa	Mgmt	For	For	For
1.12	Elect Director Mita, Mayo	Mgmt	For	For	For
1.13	Elect Director Kitachi, Tatsuki	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 4755
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J64264104

Shares Voted: 20,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	For	For
2.2	Elect Director Hosaka, Masayuki	Mgmt	For	For	For
2.3	Elect Director Hyakuno, Kentaro	Mgmt	For	For	For
2.4	Elect Director Takeda, Kazunori	Mgmt	For	For	For
2.5	Elect Director Hirose, Kenji	Mgmt	For	For	For
2.6	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.7	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.8	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.9	Elect Director Murai, Jun	Mgmt	For	For	For
2.10	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.11	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.12	Elect Director Habuka, Shigeki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Naganuma, Yoshito	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kataoka, Maki	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Renesas Electronics Corp.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 6723

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J4881V107

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For
1.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
1.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For
1.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For
1.5	Elect Director Hirano, Takuya	Mgmt	For	For	For
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/30/2023

Country: Sweden

Ticker: SCA.B

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: W90152120

Shares Voted: 11,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Charlotte Bengtsson	Mgmt	For	For	For
8.c2	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c3	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c4	Approve Discharge of Lennart Evrell	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c5	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c6	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c7	Approve Discharge of Ulf Larsson (as board member)	Mgmt	For	For	For
8.c8	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c9	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c10	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8.c11	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c12	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c13	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c14	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c15	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c16	Approve Discharge of Employee Representative Johanna Viklund Linden	Mgmt	For	For	For
8.c17	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c18	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c19	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8.c20	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.089Million for Chairman and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Par Boman as Director	Mgmt	For	Against	Against
12.3	Reelect Lennart Evrell as Director	Mgmt	For	For	For
12.4	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.5	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.6	Reelect Ulf Larsson as Director	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.7	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
12.10	Reelect Karl Aberg as Director	Mgmt	For	For	For
13	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Swedbank AB

Meeting Date: 03/30/2023

Country: Sweden

Ticker: SWED.A

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: W94232100

Shares Voted: 18,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.m	Approve Discharge of Bo Magnusson	Mgmt	For	For	For
10.n	Approve Discharge of Jens Henriksson	Mgmt	For	For	For
10.o	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.p	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.q	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.r	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For	For
13.f	Reelect Bengt Erik Lindgren as Director	Mgmt	For	For	For
13.g	Reelect Anna Mossberg as Director	Mgmt	For	Against	Against
13.h	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.i	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.j	Reelect Goran Persson as Director	Mgmt	For	For	For
13.k	Reelect Biorn Riese as Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
21.a	Approve Common Deferred Share Bonus Plan (Eken 2023)	Mgmt	For	For	For
21.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	Mgmt	For	For	For
21.c	Approve Equity Plan Financing	Mgmt	For	For	For
22	Approve Remuneration Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
23	Change Bank Software	SH	Against	Refer	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
24	Allocation of funds	SH	Against	Refer	Against
25	Establishment of a Chamber of Commerce	SH	Against	Refer	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt			
26	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Refer	Against

Telefonica SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: TEF

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 879382109

Shares Voted: 104,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For

Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Abstain
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Tryg A/S

Meeting Date: 03/30/2023

Country: Denmark

Ticker: TRYG

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: K9640A110

Shares Voted: 7,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Approve DKK 99 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.b	Approve Creation of DKK 317.4 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 314.4 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 314.4 Million	Mgmt	For	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For	For
6.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	Abstain	Abstain
7.2	Reelect Mari Thjomoe as Member of Board	Mgmt	For	For	For
7.3	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For	For
7.4	Reelect Mengmeng Du as Member of Board	Mgmt	For	For	For
7.5	Elect Thomas Hofman-Bang as Director	Mgmt	For	For	For
7.6	Elect Steffen Kragh as Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

DBS Group Holdings Ltd.

Meeting Date: 03/31/2023

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 36,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Peter Seah Lim Huat as Director	Mgmt	For	For	For
6	Elect Punita Lal as Director	Mgmt	For	For	For
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	For
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 03/31/2023 **Country:** Italy **Ticker:** UCG
Record Date: 03/22/2023 **Meeting Type:** Annual/Special
Primary Security ID: T9T23L642

Shares Voted: 38,765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
7	Approve 2023 Group Incentive System	Mgmt	For	For	For
8	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	For
9	Approve Decrease in Size of Board from 13 to 12	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Meeting Date: 04/03/2023

Country: Sweden

Ticker: VOLCAR.B

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: W9835L159

Shares Voted: 11,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c.1	Approve Discharge of Eric (Shufu) Li as Chair	Mgmt	For	For	For
9.c.2	Approve Discharge of Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
9.c.3	Approve Discharge of Betsy Atkins	Mgmt	For	For	For
9.c.4	Approve Discharge of Michael Jackson	Mgmt	For	For	For
9.c.5	Approve Discharge of Thomas Johnstone	Mgmt	For	For	For
9.c.6	Approve Discharge of Daniel Li (Li Donghui)	Mgmt	For	For	For
9.c.7	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
9.c.8	Approve Discharge of Diarmuid O'Connell	Mgmt	For	For	For
9.c.9	Approve Discharge of James Rowan	Mgmt	For	For	For
9.c.10	Approve Discharge of Hakan Samuelsson	Mgmt	For	For	For
9.c.11	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.c.12	Approve Discharge of Lila Tretikov	Mgmt	For	For	For
9.c.13	Approve Discharge of Winfried Vahland	Mgmt	For	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c14	Approve Discharge of Jim Zhang	Mgmt	For	For	For
9.c15	Approve Discharge of Adrian Avdullahu	Mgmt	For	For	For
9.c16	Approve Discharge of Glenn Bergstrom	Mgmt	For	For	For
9.c17	Approve Discharge of Bjorn Olsson	Mgmt	For	For	For
9.c18	Approve Discharge of Jorgen Olsson	Mgmt	For	For	For
9.c19	Approve Discharge of Anna Margitin	Mgmt	For	For	For
9.c20	Approve Discharge of Marie Stenqvist	Mgmt	For	For	For
9.c21	Approve Discharge of Hkan Samuelsson as CEO	Mgmt	For	For	For
9.c22	Approve Discharge of James Rowan as CEO	Mgmt	For	For	For
10.a	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	For	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million to Chairman and SEK 1.15 Million to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Eric (Shufu) Li as Director	Mgmt	For	Against	Against
12.b	Reelect Lone Fonss Schroder as Director	Mgmt	For	For	For
12.c	Reelect Daniel Li (Li Donghui) as Director	Mgmt	For	For	For
12.d	Reelect Anna Mossberg as Director	Mgmt	For	For	For
12.e	Reelect Diarmuid O'Connell as Director	Mgmt	For	For	For
12.f	Reelect Jim Rowan as Director	Mgmt	For	For	For
12.g	Reelect Jonas Samuelson as Director	Mgmt	For	For	For
12.h	Reelect Lila Tretikov as Director	Mgmt	For	For	For
12.i	Reelect Winfried Vahland as Director	Mgmt	For	For	For
12.j	Elect Ruby Lu as New Director	Mgmt	For	For	For
12.k	Reelect Eric (Shufu) Li as Board Chair	Mgmt	For	Against	Against
12.l	Reelect Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
13	Ratify Deloitte as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16.A2	Approve Performance Share Plan 2023 for Key Employees	Mgmt	For	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.A3	Approve Share Matching Plan 2023 for Key Employees	Mgmt	For	For	For
16.B1	Approve Equity Plan Financing	Mgmt	For	For	For
16.B2	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Clariant AG

Meeting Date: 04/04/2023 **Country:** Switzerland **Ticker:** CLN
Record Date: **Meeting Type:** Annual
Primary Security ID: H14843165

Shares Voted: 4,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	Mgmt	For	For	For
4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Refer	Against
4.2	Amend Articles Re: Duties of the Board of Directors	Mgmt	For	For	For
4.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
4.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
4.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
5.1.a	Reelect Ahmed Al Umar as Director	Mgmt	For	For	For
5.1.b	Reelect Guenter von Au as Director	Mgmt	For	For	For
5.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For	For	For
5.1.d	Reelect Thilo Mannhardt as Director	Mgmt	For	For	For
5.1.e	Reelect Geoffery Merszei as Director	Mgmt	For	For	For

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.f	Reelect Eveline Saupper as Director	Mgmt	For	For	For
5.1.g	Reelect Naveena Shastri as Director	Mgmt	For	For	For
5.1.h	Reelect Peter Steiner as Director	Mgmt	For	For	For
5.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For	For	For
5.1.j	Reelect Susanne Wamsler as Director	Mgmt	For	For	For
5.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For	For	For
5.2	Reelect Guenter von Au as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Naveena Shastri as Member of the Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	Mgmt	For	For	For
5.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For	For	For
5.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	For
7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Credit Suisse Group AG

Meeting Date: 04/04/2023

Country: Switzerland

Ticker: CSGN

Record Date:

Meeting Type: Annual

Primary Security ID: H3698D419

Shares Voted: 76,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter	Mgmt	For	Against	Against

Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 0.05 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Cancellation of Conditional and Conversion Capital Authorizations	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles Re: Shares; Share Register; Transfer of Shares	Mgmt	For	For	For
5.3	Approve Creation of Capital Band within the Upper Limit of CHF 165.1 Million and the Lower Limit of CHF 155.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
5.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6	Approve Climate Strategy Report	Mgmt	For	For	For
7.1.a	Reelect Axel Lehmann as Director and Board Chair	Mgmt	For	For	For
7.1.b	Reelect Mirko Bianchi as Director	Mgmt	For	For	Against
7.1.c	Reelect Iris Bohnet as Director	Mgmt	For	For	For
7.1.d	Reelect Clare Brady as Director	Mgmt	For	For	For
7.1.e	Reelect Christian Gellerstad as Director	Mgmt	For	For	For
7.1.f	Reelect Keyu Jin as Director	Mgmt	For	For	For
7.1.g	Reelect Shan Li as Director	Mgmt	For	For	For
7.1.h	Reelect Seraina Macia as Director	Mgmt	For	For	For
7.1.i	Reelect Blythe Masters as Director	Mgmt	For	For	For
7.1.j	Reelect Richard Meddings as Director	Mgmt	For	For	For
7.1.k	Reelect Amanda Norton as Director	Mgmt	For	For	For
7.1.l	Reelect Ana Pessoa as Director	Mgmt	For	For	For
7.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Mgmt	For	For	For
7.2.3	Reappoint Shan Li as Member of the Compensation Committee	Mgmt	For	For	For
7.2.4	Reappoint Amanda Norton as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For

Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million	Mgmt	For	For	For
8.2.2	Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million	Mgmt	For	Against	Against
9.1	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9.2	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
10.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
10.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

EDP Renovaveis SA

Meeting Date: 04/04/2023

Country: Spain

Ticker: EDPR

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: E3847K101

Shares Voted: 6,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For	For	For
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
9	Amend Remuneration Policy	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Evolution AB

Meeting Date: 04/04/2023 **Country:** Sweden **Ticker:** EVO
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: W3287P115

Shares Voted: 3,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.00 Per Share	Mgmt	For	For	For
7.c1	Approve Discharge of Jens von Bahr	Mgmt	For	For	For
7.c2	Approve Discharge of Fredrik Osterberg	Mgmt	For	For	For
7.c3	Approve Discharge of Ian Livingstone	Mgmt	For	For	For
7.c4	Approve Discharge of Joel Citron	Mgmt	For	For	For
7.c5	Approve Discharge of Jonas Engwall	Mgmt	For	For	For
7.c6	Approve Discharge of Mimi Drake	Mgmt	For	For	For
7.c7	Approve Discharge of Sandra Urie	Mgmt	For	For	For
7.c8	Approve Discharge of Martin Carlesund	Mgmt	For	For	For
8	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of EUR 400,000 to Chairman and EUR 100,000 for Other Directors	Mgmt	For	Against	Against
10.1	Reelect Jens von Bahr (Chair) as Director	Mgmt	For	For	For
10.2	Reelect Fredrik Osterberg as Director	Mgmt	For	For	For
10.3	Reelect Ian Livingstone as Director	Mgmt	For	Refer	Against
10.4	Reelect Joel Citron as Director	Mgmt	For	Refer	Against
10.5	Reelect Jonas Engwall as Director	Mgmt	For	Refer	Against
10.6	Reelect Mimi Drake as Director	Mgmt	For	For	For
10.7	Reelect Sandra Urie as Director	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Authorize the Board to Repurchase Warrants from Participants in Warrants Plan 2021/2024	Mgmt	For	For	For
19	Approve Transaction with Big Time Gaming Pty Ltd	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Husqvarna AB

Meeting Date: 04/04/2023

Country: Sweden

Ticker: HUSQ.B

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: W4235G116

Shares Voted: 7,818

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

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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
7c.1	Approve Discharge of Tom Johnstone	Mgmt	For	For	For
7c.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
7c.3	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
7c.4	Approve Discharge of Bertrand Neuschwander	Mgmt	For	For	For
7c.5	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For
7c.6	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
7c.7	Approve Discharge of Christine Robins	Mgmt	For	For	For
7c.8	Approve Discharge of Stefan Ranstrand	Mgmt	For	For	For
7c.9	Approve Discharge of CEO Henric Andersson	Mgmt	For	For	For
8a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
8b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 2.25 Million to Chairman and SEK 650,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
10a.1	Reelect Tom Johnstone as Director	Mgmt	For	For	For
10a.2	Reelect Ingrid Bonde as Director	Mgmt	For	Against	Against
10a.3	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
10a.4	Reelect Bertrand Neuschwander as Director	Mgmt	For	For	For
10a.5	Reelect Daniel Nodhall as Director	Mgmt	For	For	For
10a.6	Reelect Lars Pettersson as Director	Mgmt	For	For	For
10a.7	Reelect Christine Robins as Director	Mgmt	For	For	For
10a.8	Elect Torbjorn Loof as New Director	Mgmt	For	For	For
10b	Reelect Tom Johnstone as Board Chair	Mgmt	For	For	For
11a	Ratify KPMG as Auditors	Mgmt	For	For	For
11b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For

Husqvarna AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Performance Share Incentive Program LTI 2023	Mgmt	For	For	For
14	Approve Equity Plan Financing	Mgmt	For	For	For
15	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Nokia Oyj

Meeting Date: 04/04/2023 **Country:** Finland **Ticker:** NOKIA
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: X61873133

Shares Voted: 109,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For	For
13.1	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
13.2	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
13.3	Reelect Lisa Hook as Director	Mgmt	For	For	For

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.4	Reelect Jeanette Horan as Director	Mgmt	For	For	For
13.5	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
13.6	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For	For
13.7	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For
13.8	Reelect Kai Oistamo as Director	Mgmt	For	For	For
13.9	Elect Timo Ahopelto as Director	Mgmt	For	For	For
13.10	Elect Elizabeth Crain as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Skandinaviska Enskilda Banken AB

Meeting Date: 04/04/2023 **Country:** Sweden **Ticker:** SEB.A
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: W25381141

Shares Voted: 32,564

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
5.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 6.75 Per Share	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For
11.4	Approve Discharge of John Flint	Mgmt	For	For	For
11.5	Approve Discharge of Winnie Fok	Mgmt	For	For	For
11.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For
11.7	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
11.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
11.9	Approve Discharge of Sven Nyman	Mgmt	For	For	For
11.10	Approve Discharge of Magnus Olsson	Mgmt	For	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 880,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For	For
14.a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	For	For
14.a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
14.a4	Reelect John Flint as Director	Mgmt	For	For	For
14.a5	Reelect Winnie Fok as Director	Mgmt	For	Refer	Against
14.a6	Reelect Sven Nyman as Director	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a7	Reelect Lars Ottersgard as Director	Mgmt	For	For	For
14.a8	Reelect Helena Saxon as Director	Mgmt	For	For	For
14.a9	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14.10	Elect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.11	Elect Svein Tore Holsether as Director	Mgmt	For	For	For
14.b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.a	Approve SEB All Employee Program 2023 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17.b	Approve SEB Share Deferral Program 2023 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17.c	Approve SEB Restricted Share Program 2023 for Some Employees in Certain Business Units	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	For
18.c	Approve Transfer of Class A Shares to Participants in 2023 Long-Term Equity Programs	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve SEK 390 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	Mgmt	For	For	For
20.b	Approve Capitalization of Reserves of SEK 390 Million for a Bonus Issue	Mgmt	For	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Change Bank Software	SH	None	Refer	Against
	Shareholder Proposals Submitted by Johan Appelberg	Mgmt			
23	Simplified Renewal for BankID	SH	None	Refer	Against
	Shareholder Proposals Submitted by s Greenpeace Nordic and the Swedish Society for Nature Conservation	Mgmt			

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Stop Financing Fossil Companies that Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Refer	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
25	Conduct Study on Compliance with the Rule of Law for Bank Customers	SH	None	Refer	Against
26	Establish Swedish/Danish Chamber of Commerce	SH	None	Refer	Against
27	Close Meeting	Mgmt			

Volvo AB

Meeting Date: 04/04/2023 **Country:** Sweden **Ticker:** VOLV.B
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 928856301

Shares Voted: 34,403

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.00 Per Share and an Extra Dividend of SEK 7.00 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.3	Approve Discharge of Eckhard Cordes	Mgmt	For	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chairman and SEK 1.18 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.2	Elect Bo Annvik as New Director	Mgmt	For	Against	Against
14.3	Reelect Jan Carlson as Director	Mgmt	For	For	For
14.4	Reelect Eric Elzvik as Director	Mgmt	For	For	For
14.5	Reelect Martha Finn Brooks as Director	Mgmt	For	For	For
14.6	Reelect Kurt Jofs as Director	Mgmt	For	For	For
14.7	Reelect Martin Lundstedt as Director	Mgmt	For	For	For
14.8	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	For
14.9	Reelect Martina Merz as Director	Mgmt	For	For	For
14.10	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
14.11	Reelect Carl-Henric Svanberg as Director	Mgmt	For	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reelect Carl-Henric Svanberg as Board Chair	Mgmt	For	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Par Boman to Serve on Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	For
18.3	Elect Magnus Billing to Serve on Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algottsson to Serve on Nominating Committee	Mgmt	For	For	For
18.5	Elect Chairman of the Board to Serve on Nomination Committee	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
20.2	Approve Long-Term Performance Based Incentive Program	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/05/2023

Country: Germany

Ticker: DTE

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 66,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	Against
8	Approve Remuneration Report	Mgmt	For	For	For

Elisa Oyj

Meeting Date: 04/05/2023 **Country:** Finland **Ticker:** ELISA
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: X1949T102

Shares Voted: 3,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 2.15 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 86,000 for Vice Chairman and the Chairman of the Committees, and EUR 71,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For

Elisa Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

LE Lundbergforetagen AB

Meeting Date: 04/05/2023

Country: Sweden

Ticker: LUND.B

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: W54114108

Shares Voted: 1,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Discharge of Board and President	Mgmt	For	For	For
9.c	Approve Allocation of Income and Dividends of SEK 4.00 Per Share	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.05 Million for Chairman and SEK 350,000 for other Directors; Approve Remuneration of Auditors	Mgmt	For	Against	Against

LE Lundbergforetagen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Relect Carl Bennet, Louise Lindh, Fredrik Lundberg, Katarina Martinson, Sten Peterson, Lars Pettersson and Bo Selling (Chair) as Directors; Elect Sofia Frandberg and Krister Mattsson as New Directors	Mgmt	For	Refer	Against
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Scentre Group

Meeting Date: 04/05/2023

Country: Australia

Ticker: SCG

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: Q8351E109

Shares Voted: 103,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Michael Wilkins as Director	Mgmt	For	For	For
4	Elect Stephen McCann as Director	Mgmt	For	For	For
5	Approve Grant of Performance Rights to Elliott Rusanow	Mgmt	For	For	For

Straumann Holding AG

Meeting Date: 04/05/2023

Country: Switzerland

Ticker: STMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 2,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Marco Gadola as Director	Mgmt	For	Against	Against
6.3	Reelect Juan Gonzalez as Director	Mgmt	For	For	For
6.4	Reelect Petra Rumpf as Director	Mgmt	For	For	For
6.5	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.6	Reelect Nadia Schmidt as Director	Mgmt	For	For	For
6.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
6.8	Elect Olivier Filliol as Director	Mgmt	For	For	For
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Designate Neovius AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.1	Amend Corporate Purpose	Mgmt	For	For	For
10.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	For	For	For
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/05/2023

Country: Sweden

Ticker: TELIA

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: W95890104

Shares Voted: 52,224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For	For
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For	For
10.4	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
10.5	Approve Discharge of Rickard Gustafson	Mgmt	For	For	For
10.6	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For
10.7	Approve Discharge of Jeanette Jager	Mgmt	For	For	For
10.8	Approve Discharge of Nina Linander	Mgmt	For	For	For
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For
10.10	Approve Discharge of Martin Tiveus	Mgmt	For	For	For
10.11	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For
10.12	Approve Discharge of Martin Saaf	Mgmt	For	For	For
10.13	Approve Discharge of Rickard Wast	Mgmt	For	For	For
10.14	Approve Discharge of Agneta Ahlstrom	Mgmt	For	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 940,000 for Vice Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For
14.2	Reelect Ingrid Bonde as Director	Mgmt	For	Against	Against
14.3	Reelect Luisa Delgado as Director	Mgmt	For	For	For
14.4	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
14.5	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.6	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For
14.7	Reelect Jeanette Jager as Director	Mgmt	For	For	For
14.8	Reelect Jimmy Maymann as Director	Mgmt	For	For	For
14.9	Elect Sarah Eccleston as Director	Mgmt	For	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For
15.2	Reelect Ingrid Bonde as Vice Chairman	Mgmt	For	Against	Against
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Auditors	Mgmt	For	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
21.a	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For
22.a	Approve SEK 5.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
22.b	Approve Capitalization of Reserves of SEK 533 Million for a Bonus Issue	Mgmt	For	For	For
23	Close Meeting	Mgmt			

UBS Group AG

Meeting Date: 04/05/2023

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Primary Security ID: H42097107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.55 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
5.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee; Editorial Changes	Mgmt	For	For	For
5.4	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management, excluding French Cross-Border Matter	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
7.11	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
7.12	Reelect Jeanette Wong as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million	Mgmt	For	For	For
9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Approve CHF 6.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	Mgmt	For	For	For
13.1	Approve CHF 25.9 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	Mgmt	For	For	For
13.2	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
14	Transact Other Business (Voting)	Mgmt	None	Against	Against

Rio Tinto Plc

Meeting Date: 04/06/2023

Country: United Kingdom

Ticker: RIO

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: G75754104

Shares Voted: 23,000

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 Remuneration Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	For	For	For
5	Elect Kaisa Hietala as Director	Mgmt	For	For	For
6	Re-elect Dominic Barton as Director	Mgmt	For	For	For
7	Re-elect Megan Clark as Director	Mgmt	For	For	For
8	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
9	Re-elect Simon Henry as Director	Mgmt	For	For	For
10	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Simon McKeon as Director	Mgmt	For	For	For
12	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Santos Limited

Meeting Date: 04/06/2023

Country: Australia

Ticker: STO

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: Q82869118

Shares Voted: 63,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Yasmin Allen as Director	Mgmt	For	For	For
2b	Elect Guy Cowan as Director	Mgmt	For	For	For
2c	Elect Janine McArdle as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Share Acquisition Rights to Kevin Gallagher	Mgmt	For	For	For
5	Approve the Conditional Spill Resolution	Mgmt	Against	Against	Against
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6b	Approve Capital Protection	SH	Against	Abstain	Against

Zurich Insurance Group AG

Meeting Date: 04/06/2023

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 3,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 24.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	For	For
4.1e	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1g	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1h	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1k	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1l	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
6.4	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Adecco Group AG

Meeting Date: 04/12/2023

Country: Switzerland

Ticker: ADEN

Record Date:

Meeting Type: Annual

Primary Security ID: H00392318

Shares Voted: 3,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.85 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 5.3 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Rachel Duan as Director	Mgmt	For	For	For
5.1.3	Reelect Ariane Gorin as Director	Mgmt	For	For	For
5.1.4	Reelect Alexander Gut as Director	Mgmt	For	For	For
5.1.5	Reelect Didier Lamouche as Director	Mgmt	For	Against	Against

Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.6	Reelect David Prince as Director	Mgmt	For	For	For
5.1.7	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.8	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.1.9	Elect Sandhya Venugopal as Director	Mgmt	For	For	For
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	Against	Against
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

EDP-Energias de Portugal SA

Meeting Date: 04/12/2023 **Country:** Portugal **Ticker:** EDP
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: X67925119

Shares Voted: 59,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve 2030 Climate Change Commitment	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends	Mgmt	For	For	For
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	Mgmt	For	For	For
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	Mgmt	For	For	For
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	Mgmt	For	For	For
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	Refer	For

EDP-Energias de Portugal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve the Renewal of the Authorization Granted to the Executive Board of Directors to Increase the Share Capital	Mgmt	For	For	For
7	Eliminate Preemptive Rights	Mgmt	For	For	For
8	Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	SH	None	For	For

Ferrovial SA

Meeting Date: 04/12/2023

Country: Spain

Ticker: FER

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: E49512119

Shares Voted: 9,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
5.1	Reelect Ignacio Madridejos Fernandez as Director	Mgmt	For	For	For
5.2	Reelect Philip Bowman as Director	Mgmt	For	For	For
5.3	Reelect Hanne Birgitte Breinbjerg Sorensen as Director	Mgmt	For	Against	Against
5.4	Reelect Juan Hoyos Martinez de Irujo as Director	Mgmt	For	For	For
5.5	Reelect Gonzalo Urquijo Fernandez de Araoz as Director	Mgmt	For	Against	Against
6	Approve Scrip Dividends	Mgmt	For	For	For
7	Approve Scrip Dividends	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Approve Restricted Stock Plan	Mgmt	For	For	For
10.1	Approve Cross-Border Merger between Ferrovial SA and Ferrovial International SE	Mgmt	For	Refer	For
10.2	Approve Remuneration Policy Applicable to Ferrovial International SE	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Ferrovial SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reporting on Climate Transition Plan	Mgmt	For	Abstain	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/12/2023 **Country:** Netherlands **Ticker:** AD
Record Date: 03/15/2023 **Meeting Type:** Annual
Primary Security ID: N0074E105

Shares Voted: 21,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4	Adopt Financial Statements	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Reelect Peter Agnefjall to Supervisory Board	Mgmt	For	For	For
10	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For
11	Reelect Katie Doyle to Supervisory Board	Mgmt	For	For	For
12	Elect Julia Vander Ploeg to Supervisory Board	Mgmt	For	For	For
13	Reelect Frans Muller to Management Board	Mgmt	For	For	For
14	Elect JJ Fleeman to Management Board	Mgmt	For	For	For
15	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
18	Authorize Board to Acquire Common Shares	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Royal KPN NV

Meeting Date: 04/12/2023 **Country:** Netherlands **Ticker:** KPN
Record Date: 03/15/2023 **Meeting Type:** Annual
Primary Security ID: N4297B146

Shares Voted: 65,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	For	For
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	For	For
13	Elect Frank Heemskerk to Supervisory Board	Mgmt	For	For	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

Swiss Re AG

Meeting Date: 04/12/2023

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Primary Security ID: H8431B109

Shares Voted: 6,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 6.40 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.a	Reelect Sergio Ermotti as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
5.1.c	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
5.1.d	Reelect Deanna Ong as Director	Mgmt	For	For	For
5.1.e	Reelect Jay Ralph as Director	Mgmt	For	For	For
5.1.f	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
5.1.g	Reelect Philip Ryan as Director	Mgmt	For	For	For
5.1.h	Reelect Paul Tucker as Director	Mgmt	For	For	For
5.1.i	Reelect Jacques de Vaucleroy as Director	Mgmt	For	For	For
5.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
5.1.k	Elect Vanessa Lau as Director	Mgmt	For	For	For
5.1.l	Elect Pia Tischhauser as Director	Mgmt	For	For	For
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For	For	For
5.2.5	Appoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	Mgmt	For	For	For
7.2	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
7.3	Amend Articles of Association	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

UPM-Kymmene Oyj

Meeting Date: 04/12/2023 **Country:** Finland **Ticker:** UPM
Record Date: 03/29/2023 **Meeting Type:** Annual
Primary Security ID: X9518S108

Shares Voted: 10,774

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditor for FY 2023	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditor for FY 2024	Mgmt	For	For	For
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
20	Authorize Charitable Donations	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/12/2023

Country: Denmark

Ticker: VWS

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: K9773J201

Shares Voted: 20,333

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Beiersdorf AG

Meeting Date: 04/13/2023

Country: Germany

Ticker: BEI

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: D08792109

Shares Voted: 2,012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against	Against
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	Against
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Davide Campari-Milano NV

Meeting Date: 04/13/2023

Country: Netherlands

Ticker: CPR

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: N24565108

Shares Voted: 10,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Annual Report	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Approve Stock Option Plan	Mgmt	For	For	For
6	Authorize Board to Repurchase Shares	Mgmt	For	Against	Against
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Fortum Oyj

Meeting Date: 04/13/2023

Country: Finland

Ticker: FORTUM

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: X2978Z118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.91 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 88,800 for Chair, EUR 63,300 for Deputy Chair and EUR 43,100 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For	For
13	Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Amend Articles Re: Notice of General Meeting; Virtual Participation; General Meeting	Mgmt	For	Refer	Against
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Approve Charitable Donations	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Julius Baer Gruppe AG

Meeting Date: 04/13/2023

Country: Switzerland

Ticker: BAER

Record Date:

Meeting Type: Annual

Primary Security ID: H4414N103

Shares Voted: 4,573

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.6 Million from 2023 AGM Until 2024 AGM	Mgmt	For	For	For
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2022	Mgmt	For	For	For
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023	Mgmt	For	For	For
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.1 Million for Fiscal Year 2024	Mgmt	For	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For	For
5.1.2	Reelect Gilbert Achermann as Director	Mgmt	For	For	For
5.1.3	Reelect Richard Campbell-Breeden as Director	Mgmt	For	For	For
5.1.4	Reelect David Nicol as Director	Mgmt	For	For	For
5.1.5	Reelect Kathryn Shih as Director	Mgmt	For	For	For
5.1.6	Reelect Tomas Muina as Director	Mgmt	For	For	For
5.1.7	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.1.8	Reelect Olga Zoutendijk as Director	Mgmt	For	For	For
5.2	Elect Juerg Hunziker as Director	Mgmt	For	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For	For
8	Approve CHF 155,989.20 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.2	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
9.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
9.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
9.5	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

Orkla ASA

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

Shares Voted: 15,823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3 Per Share	Mgmt	For	For	For
3.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
3.2	Approve Remuneration Statement	Mgmt	For	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For	For

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For	For
6.4	Reelect Anna Mossberg as Director	Mgmt	For	For	For
6.5	Reelect Christina Fagerberg as Director	Mgmt	For	For	For
6.6	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For	For
6.7	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For	For
8	Reelect Nils-Henrik Pettersson as Members of Nominating Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors	Mgmt	For	Against	Against
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For

Stellantis NV

Meeting Date: 04/13/2023 **Country:** Netherlands **Ticker:** STLAM
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: N82405106

Shares Voted: 44,395

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 Board of Directors (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Mgmt	For	For	For
2.d	Approve Remuneration Report on the Pre-Merger Legacy Matters	Mgmt	For	For	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends of EUR 1.34 Per Share	Mgmt	For	For	For
2g	Approve Discharge of Directors	Mgmt	For	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	For	Refer	For
4.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	Mgmt	For	For	For
4.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For	For
5	Amend Remuneration Policy	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
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Common Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Teleperformance SE

Meeting Date: 04/13/2023

Country: France

Ticker: TEP

Record Date: 04/11/2023

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Shares Voted: 1,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For	For
14	Elect Varun Bery as Director	Mgmt	For	For	For
15	Elect Bhupender Singh as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Mgmt	For	For	For
17	Renew Appointment of Deloitte & Associes SA as Auditor	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

VINCI SA

Meeting Date: 04/13/2023 **Country:** France **Ticker:** DG
Record Date: 04/11/2023 **Meeting Type:** Annual/Special
Primary Security ID: F5879X108

Shares Voted: 10,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4 per Share	Mgmt	For	For	For
4	Reelect Caroline Gregoire Sainte Marie as Director	Mgmt	For	For	For
5	Elect Carlos Aguilar as Director	Mgmt	For	For	For
6	Elect Annette Messemer as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Dominique Muller as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
9	Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
13	Approve Compensation Report	Mgmt	For	For	For
14	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 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 17-19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
24	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For	For

VINCI SA

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

Aker BP ASA

Meeting Date: 04/14/2023 **Country:** Norway **Ticker:** AKRBP
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: R0139K100

Shares Voted: 6,991

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration Statement	Mgmt	For	For	For
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of NOK 905,000 for Chairman, NOK 485,000 for Deputy Chair and NOK 425,000 for Other Directors	Mgmt	For	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Reelect Kjell Inge Rokke, Anne Marie Cannon and Kate Thomson as Directors	Mgmt	For	Against	Against
11	Elect Members of Nominating Committee	Mgmt	For	For	For
12	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
14	Authorize Board to Distribute Dividends	Mgmt	For	For	For
15	Amend Articles Re: General Meeting; Nomination Committee	Mgmt	For	For	For

CNH Industrial NV

Meeting Date: 04/14/2023

Country: Netherlands

Ticker: CNHI

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: N20944109

Shares Voted: 20,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements	Mgmt	For	For	For
2.c	Approve Dividends of EUR 0.36 Per Share	Mgmt	For	For	For
2.d	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Approve Remuneration Report	Mgmt	For	For	For
3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Mgmt	For	For	For
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	For	For
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
4.d	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	For
4.f	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	For	For
4.g	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For
4.h	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	Against	Against
4.i	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For	For
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For

CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Close Meeting	Mgmt			

Ferrari NV

Meeting Date: 04/14/2023 **Country:** Netherlands **Ticker:** RACE
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: N3167Y103

Shares Voted: 2,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Director's Board Report (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	For	For
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Approve Dividends of EUR 1.810 Per Share	Mgmt	For	For	For
2.f	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Reelect John Elkann as Executive Director	Mgmt	For	For	For
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For	For
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	For	For
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	Against	Against
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	For	For
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For	For
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	Against	Against
3.k	Elect Michelangelo Volpi as Non-Executive Director	Mgmt	For	Against	Against
4.1	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For	For
6	Approve Awards to Executive Director	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Industrivarden AB

Meeting Date: 04/17/2023 **Country:** Sweden **Ticker:** INDU.A
Record Date: 04/05/2023 **Meeting Type:** Annual
Primary Security ID: W45430100

Shares Voted: 5,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt			
8	Receive President's Report	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 7.25 per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
9c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
9c.3	Approve Discharge of Christian Caspar	Mgmt	For	For	For
9c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
9c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.6	Approve Discharge of Annika Lundius	Mgmt	For	For	For
9c.7	Approve Discharge of Katarina Martinso	Mgmt	For	For	For
9c.8	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
9c.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
9c.10	Approve Discharge of Helena Stjernholm as Managing Director	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 685,000 for Other Directors	Mgmt	For	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against	Against
12.b	Reelect Christian Caspar as Director	Mgmt	For	Refer	For
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
12.d	Reelect Bengt Kjell as Director	Mgmt	For	Against	Against
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
12.g	Reelect Lars Pettersson as Director	Mgmt	For	For	For
12.h	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
12.i	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against	Against
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Performance Share Matching Plan	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/18/2023

Country: Italy

Ticker: INW

Record Date: 04/05/2023

Meeting Type: Annual/Special

Primary Security ID: T6032P102

Shares Voted: 6,261

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

Infrastrutture Wireless Italiane SpA

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	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	Against
6	Approve Employees Share Ownership Plan	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8	Adjust Remuneration of External Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Moncler SpA

Meeting Date: 04/18/2023

Country: Italy

Ticker: MONC

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: T6730E110

Shares Voted: 4,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1.1	Slate 1 Submitted by Double R Srl	SH	None	For	For
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt			
4.3	Approve Internal Auditors' Remuneration	SH	None	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

ABN AMRO Bank NV

Meeting Date: 04/19/2023

Country: Netherlands

Ticker: ABN

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: N0162C102

Shares Voted: 7,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
2.b	Receive Announcements on Sustainability	Mgmt			
2.c	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.d	Receive Presentation of the Employee Council	Mgmt			
2.e	Discussion on Company's Corporate Governance Structure	Mgmt			
2.f	Approve Remuneration Report	Mgmt	For	For	For
2.g	Receive Presentation of the Auditor	Mgmt			
2.h	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends of EUR 0.67 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Receive Auditor's Report (Non-Voting)	Mgmt			
5.b	Ratify Ernst & Young Accountants LLP (EY) as Auditors	Mgmt	For	For	For
6.a	Discuss Supervisory Board Profile	Mgmt			

ABN AMRO Bank NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.b	Announce Vacancies on the Board	Mgmt			
6.c	Opportunity to Make Recommendations	Mgmt			
6.d	Opportunity for Employees Council to Explain Their Position on the Proposed Nominations	Mgmt			
6.e.1	Reelect Michiel Lap to Supervisory Board	Mgmt	For	For	For
6.e.2	Elect Wouter Devriendt to Supervisory Board	Mgmt	For	For	For
7	Announce Intention to Appoint Ferdinand Vaandrager as Interim CFO and as Member of Executive Board	Mgmt			
8	Approve Cross-Border Merger of ABN AMRO and Banque Neufilize OBC	Mgmt	For	For	For
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

ageas SA/NV

Meeting Date: 04/19/2023

Country: Belgium

Ticker: AGS

Record Date: 04/05/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B0148L138

Shares Voted: 3,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
2.2.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
2.2.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
4	Close Meeting	Mgmt			

Meeting Date: 04/19/2023

Country: Netherlands

Ticker: AIR

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: N0280G100

Shares Voted: 12,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Discussion on Company's Corporate Governance Structure	Mgmt			
2.2	Receive Report on Business and Financial Statements	Mgmt			
2.3	Receive Explanation on Company's Dividend Policy	Mgmt			
3.1	Receive Board Report	Mgmt			
3.2	Discussion on Leading the Journey Towards Clean Aerospace	Mgmt			
3.3	Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	Mgmt			
4.1	Adopt Financial Statements	Mgmt	For	For	For
4.2	Approve Allocation of Income	Mgmt	For	For	For
4.3	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
4.4	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
4.6	Approve Implementation of Remuneration Policy	Mgmt	For	For	For
4.7	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For	For
4.8	Reelect Mark Dunkerley as Non-Executive Director	Mgmt	For	For	For
4.9	Reelect Stephan Gemkow as Non-Executive Director	Mgmt	For	For	For
4.10	Elect Antony Wood as Non-Executive Director	Mgmt	For	For	For
4.11	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
4.12	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Bachem Holding AG

Meeting Date: 04/19/2023 **Country:** Switzerland **Ticker:** BANB
Record Date: **Meeting Type:** Annual
Primary Security ID: H04002145

Shares Voted: 729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.38 per Share and CHF 0.37 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Mgmt	For	Against	Against
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	For	Refer	Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For	Refer	Against
5.3	Reelect Helma Wennemers as Director	Mgmt	For	Refer	Against
5.4	Reelect Steffen Lang as Director	Mgmt	For	Refer	Against
5.5	Reelect Alex Faessler as Director	Mgmt	For	Refer	Against
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Mgmt	For	Refer	Against
7	Ratify MAZARS SA as Auditors	Mgmt	For	For	For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
9.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
9.2	Amend Articles Re: General Meetings	Mgmt	For	For	For

Bachem Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

British American Tobacco plc

Meeting Date: 04/19/2023 **Country:** United Kingdom **Ticker:** BATS
Record Date: 04/17/2023 **Meeting Type:** Annual
Primary Security ID: G1510J102

Shares Voted: 43,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	For	For
6	Re-elect Jack Bowles as Director	Mgmt	For	For	For
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For
9	Re-elect Sue Farr as Director	Mgmt	For	For	For
10	Re-elect Karen Guerra as Director	Mgmt	For	For	For
11	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For
13	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
14	Elect Veronique Laury as Director	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Adopt New Articles of Association	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 04/19/2023 **Country:** Singapore **Ticker:** C38U
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: Y1100L160

Shares Voted: 104,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Entry Into the New Singapore Property Management Agreement	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 04/19/2023 **Country:** Singapore **Ticker:** C38U
Record Date: **Meeting Type:** Annual
Primary Security ID: Y1100L160

Shares Voted: 104,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

Covestro AG

Meeting Date: 04/19/2023 **Country:** Germany **Ticker:** 1COV
Record Date: 03/28/2023 **Meeting Type:** Annual
Primary Security ID: D15349109

Shares Voted: 3,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Eiffage SA

Meeting Date: 04/19/2023

Country: France

Ticker: FGR

Record Date: 04/17/2023

Meeting Type: Annual/Special

Primary Security ID: F2924U106

Shares Voted: 1,638

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 3.60 per Share	Mgmt	For	For	For
4	Reelect Benoit de Ruffray as Director	Mgmt	For	For	For
5	Reelect Isabelle Salaun as Director	Mgmt	For	For	For
6	Reelect Laurent Dupont as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Eiffage SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15, 16 and 18 at EUR 39.2 Million	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Geberit AG

Meeting Date: 04/19/2023

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Primary Security ID: H2942E124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Amend Articles of Association	Mgmt	For	For	For
4.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
4.3	Amend Corporate Purpose	Mgmt	For	For	For
4.4	Amend Articles Re: Share Register and Nominees	Mgmt	For	For	For
4.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	Mgmt	For	For	For
4.7	Amend Articles Re: Board Resolutions	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For	For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Genting Singapore Limited

Meeting Date: 04/19/2023 **Country:** Singapore **Ticker:** G13
Record Date: **Meeting Type:** Annual
Primary Security ID: Y2692C139

Shares Voted: 115,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Tan Hee Teck as Director	Mgmt	For	For	For
4	Elect Jonathan Asherson as Director	Mgmt	For	For	For
5(a)	Approve Directors' Fees	Mgmt	For	For	For
5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Mgmt	For	Against	Against
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 04/19/2023 **Country:** Israel **Ticker:** MZTF
Record Date: 03/22/2023 **Meeting Type:** Special
Primary Security ID: M7031A135

Mizrahi Tefahot Bank Ltd.

Shares Voted: 3,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Cash Grant to Two Officers	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Prysmian SpA

Meeting Date: 04/19/2023

Country: Italy

Ticker: PRY

Record Date: 04/06/2023

Meeting Type: Annual/Special

Primary Security ID: T7630L105

Shares Voted: 5,028

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

Prysmian SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the Incentive Plan	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Aena S.M.E. SA

Meeting Date: 04/20/2023 **Country:** Spain **Ticker:** AENA
Record Date: 04/14/2023 **Meeting Type:** Annual
Primary Security ID: E526K0106

Shares Voted: 1,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Offset of Accumulated Losses Against Voluntary Reserves	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Approve Discharge of Board	Mgmt	For	For	For
7	Appoint KPMG Auditores as Auditor	Mgmt	For	For	For
8.1	Ratify Appointment of and Elect Maria del Coriseo Gonzalez-Izquierdo Revilla as Director	Mgmt	For	For	For
8.2	Ratify Appointment of and Elect Tomas Varela Muina as Director	Mgmt	For	For	For
8.3	Elect Maria Carmen Corral Escribano as Director	Mgmt	For	Against	Against
8.4	Reelect Angelica Martinez Ortega as Director	Mgmt	For	Against	Against
8.5	Reelect Juan Ignacio Diaz Bidart as Director	Mgmt	For	Against	Against
8.6	Reelect Pilar Arranz Notario as Director	Mgmt	For	Against	Against
8.7	Reelect Leticia Iglesias Herraiz as Director	Mgmt	For	For	For
9.1	Amend Article 31 Re: Board Competences	Mgmt	For	For	For
9.2	Amend Article 36 Re: Board Meetings	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Aena S.M.E. SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Advisory Vote on Company's 2022 Updated Report on Climate Action Plan	Mgmt	For	Abstain	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Bezeq The Israeli Telecommunication Corp. Ltd.

Meeting Date: 04/20/2023 **Country:** Israel **Ticker:** BEZQ
Record Date: 03/20/2023 **Meeting Type:** Annual/Special
Primary Security ID: M2012Q100

Shares Voted: 46,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin KPMG as Auditors	Mgmt	For	For	For
3	Reelect Gil Sharon as Director	Mgmt	For	For	For
4	Reelect Darren Glatt as Director	Mgmt	For	For	For
5	Reelect Ran Fuhrer as Director	Mgmt	For	For	For
6	Reelect Tomer Raved as Director	Mgmt	For	For	For
7	Reelect David Granot as Director	Mgmt	For	For	For
8	Reelect Patrice Taieb as Employee-Representative Director	Mgmt	For	For	For
9	Approve Dividend Distribution	Mgmt	For	For	For
10	Approve Special Grant to Gil Sharon, Chairman	Mgmt	For	For	For
11	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against

Bezeq The Israeli Telecommunication Corp. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/20/2023 **Country:** Switzerland **Ticker:** LISN
Record Date: **Meeting Type:** Annual
Primary Security ID: H49983176

Shares Voted: 2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	Against
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 1,300 per Registered Share and CHF 130 per Participation Certificate	Mgmt	For	For	For
5	Approve CHF 37,600 Reduction in Share Capital and CHF 505,440 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Against	Against
6.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Against	Against
6.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Refer	Against
6.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Against	Against
6.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	Refer	Against
6.1.6	Reelect Silvio Denz as Director	Mgmt	For	For	For
6.1.7	Elect Monique Bourquin as Director	Mgmt	For	For	For
6.2.1	Appoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	Against
6.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 20 Million	Mgmt	For	For	For
8.1	Amend Articles of Association	Mgmt	For	Against	Against
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Covivio SA

Meeting Date: 04/20/2023

Country: France

Ticker: COV

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F2R22T119

Shares Voted: 1,083

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 3.75 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Jean Laurent, Chairman of the Board until July 21, 2022	Mgmt	For	For	For
8	Approve Compensation of Jean-Luc Biamonti, Chairman of the Board since July 21, 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Christophe Kullmann, CEO	Mgmt	For	For	For
10	Approve Compensation of Olivier Esteve, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Ratify Appointment of Delfin S.a.r.l. as Director	Mgmt	For	For	For
16	Reelect Jean-Luc Biamonti as Director	Mgmt	For	For	For
17	Reelect Christian Delaire as Director	Mgmt	For	For	For
18	Reelect Olivier Piani as Director	Mgmt	For	For	For
19	Reelect Covea Cooperations as Director	Mgmt	For	For	For
20	Reelect Delfin S.a.r.l. as Director	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
22	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Capitalization of Reserves of Up to EUR 28.4 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 71 Million	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 28.4 Million	Mgmt	For	For	For
27	Authorize Capital Increase of Up to 10 Percent of Issued Share Capital for Future Exchange Offers	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Amend Article 8 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Refer	For

Covivio SA

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

Gecina SA

Meeting Date: 04/20/2023 **Country:** France **Ticker:** GFC
Record Date: 04/18/2023 **Meeting Type:** Annual
Primary Security ID: F4268U171

Shares Voted: 947

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 Standard Accounting Transfers to Specific Reserve	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For	For
5	Approve Stock Dividend Program	Mgmt	For	For	For
6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jerome Brunel, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Meka Brunel, CEO until April 21, 2022	Mgmt	For	For	For
10	Approve Compensation of Benat Ortega, CEO since April 21, 2022	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Reelect Dominique Dudan as Director	Mgmt	For	For	For
15	Reelect Predica as Director	Mgmt	For	For	For
16	Elect Benat Ortega as Director	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: HLN

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G4232K100

Shares Voted: 105,097

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

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For
28	Authorise Off-Market Purchase of Ordinary Shares from GSK Shareholders	Mgmt	For	For	For
29	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against

Heineken Holding NV

Meeting Date: 04/20/2023 **Country:** Netherlands **Ticker:** HEIO
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: N39338194

Shares Voted: 2,346

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

Heineken NV

Meeting Date: 04/20/2023 **Country:** Netherlands **Ticker:** HEIA
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: N39427211

Heineken NV

Shares Voted: 5,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	Adopt Financial Statements	Mgmt	For	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends	Mgmt	For	For	For
1.f	Approve Discharge of Executive Directors	Mgmt	For	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	For	For
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	For	For
3.c	Elect B. Pardo to Supervisory Board	Mgmt	For	For	For
3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	Mgmt	For	Against	Against
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/20/2023

Country: France

Ticker: RMS

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F48051100

Shares Voted: 646

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

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	For	For
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	For	For
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For	For	For
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For	For
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	For	Against	Against
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against	Against
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	For	Against	Against

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against	Against
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	For	Against	Against
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Jeronimo Martins SGPS SA

Meeting Date: 04/20/2023 **Country:** Portugal **Ticker:** JMT
Record Date: 04/13/2023 **Meeting Type:** Annual
Primary Security ID: X40338109

Shares Voted: 6,200

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	Approve Remuneration Policy	Mgmt	For	For	Against
5	Appoint Alternate Auditor for 2022-2024 Period	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023 **Country:** France **Ticker:** MC
Record Date: 04/18/2023 **Meeting Type:** Annual/Special
Primary Security ID: F58485115

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 12.00 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	Against
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	Against
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against	Against
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	Refer	Against
10	Elect Laurent Mignon as Director	Mgmt	For	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	For	For
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/20/2023 **Country:** Switzerland **Ticker:** NESN
Record Date: **Meeting Type:** Annual
Primary Security ID: H57312649

Shares Voted: 55,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For	For
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For	For	For
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
7.2	Amend Articles of Association	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

RELX Plc

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: REL

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G7493L105

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

SEGRO PLC

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: SGRO

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G80277141

Shares Voted: 25,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Andy Harrison as Director	Mgmt	For	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
9	Re-elect Simon Fraser as Director	Mgmt	For	For	For
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	For
11	Re-elect Martin Moore as Director	Mgmt	For	For	For
12	Re-elect David Sleath as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

SIG Group AG

Meeting Date: 04/20/2023

Country: Switzerland

Ticker: SIGN

Record Date:

Meeting Type: Annual

Primary Security ID: H76406117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
6.1.1	Reelect Andreas Umbach as Director	Mgmt	For	For	For
6.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For
6.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For	For	For
6.1.4	Reelect Mariel Hoch as Director	Mgmt	For	For	For
6.1.5	Reelect Laurens Last as Director	Mgmt	For	For	For
6.1.6	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
6.1.7	Reelect Martine Snels as Director	Mgmt	For	For	For
6.1.8	Reelect Matthias Waehren as Director	Mgmt	For	For	For
6.2	Elect Florence Jeantet as Director	Mgmt	For	For	For
6.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Mariel Hoch as Member of the Compensation Committee	Mgmt	For	For	For
6.4.3	Appoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For	For	For
7	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For	For
8.1	Amend Corporate Purpose	Mgmt	For	For	For
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	Mgmt	For	Against	Against
8.3	Amend Articles of Association	Mgmt	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
9	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Singapore Technologies Engineering Ltd.

Meeting Date: 04/20/2023

Country: Singapore

Ticker: S63

Record Date:

Meeting Type: Annual

Primary Security ID: Y7996W103

Shares Voted: 29,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Vincent Chong Sy Feng as a Director	Mgmt	For	For	For
4	Elect Lim Ah Doo as a Director	Mgmt	For	For	For
5	Elect Lim Sim Seng as a Director	Mgmt	For	For	For
6	Approve Directors' Remuneration for the Financial Year Ended December 31, 2022	Mgmt	For	For	For
7	Approve Directors' Remuneration for the Financial Year Ending December 31, 2023	Mgmt	For	For	For
8	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	Mgmt	For	For	For
11	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

Telecom Italia SpA

Meeting Date: 04/20/2023

Country: Italy

Ticker: TIT

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: T92778108

Shares Voted: 182,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
3.1	Elect Giulio Gallazzi as Director	Mgmt	For	For	For
3.2	Elect Massimo Sarmi as Director	Mgmt	For	For	For
	Elect Director	Mgmt			
3.3.1	Shareholder Proposal Submitted by Franco Lombardi	SH	None	Against	Against
3.3.2	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Management Proposals	Mgmt			
4	Approve Short-Term Incentive Plan	Mgmt	For	For	For
5	Approve Long-Term Incentive Plan	Mgmt	For	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Short-Term Incentive Plan and Long-Term Incentive Plan	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Wilmar International Limited

Meeting Date: 04/20/2023

Country: Singapore

Ticker: F34

Record Date:

Meeting Type: Annual

Primary Security ID: Y9586L109

Shares Voted: 37,200

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

Wilmar International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Kuok Khoon Ean as Director	Mgmt	For	Against	Against
5	Elect Kuok Khoon Hua as Director	Mgmt	For	Against	Against
6	Elect Lim Siong Guan as Director	Mgmt	For	For	For
7	Elect Kishore Mabubhani as Director	Mgmt	For	For	For
8	Elect Gregory Morris as Director	Mgmt	For	Against	Against
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Mgmt	For	Against	Against
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 04/21/2023

Country: Netherlands

Ticker: AKZA

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: N01803308

Shares Voted: 3,623

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			
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Discuss on the Company's Dividend Policy	Mgmt			
3.c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.d	Approve Remuneration Report	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	Elect B.J. Noteboom to Supervisory Board	Mgmt	For	For	For
5.b	Reelect J. Poots-Bijl to Supervisory Board	Mgmt	For	For	For

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.c	Reelect D.M. Sluimers to Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Amplifon SpA

Meeting Date: 04/21/2023

Country: Italy

Ticker: AMP

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: T0388E118

Shares Voted: 2,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
3	Approve Stock Grant Plan 2023-2028	Mgmt	For	For	Against
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	Against
5	Amend Co-Investment Plan	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Keppel Corporation Limited

Meeting Date: 04/21/2023

Country: Singapore

Ticker: BN4

Record Date:

Meeting Type: Annual

Primary Security ID: Y4722Z120

Keppel Corporation Limited

Shares Voted: 28,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Danny Teoh as Director	Mgmt	For	For	For
4	Elect Till Vestring as Director	Mgmt	For	For	For
5	Elect Veronica Eng as Director	Mgmt	For	For	For
6	Elect Olivier Blum as Director	Mgmt	For	For	For
7	Elect Jimmy Ng as Director	Mgmt	For	For	For
8	Approve Directors' Fees	Mgmt	For	For	For
9	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For
12	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For

L'Oreal SA

Meeting Date: 04/21/2023

Country: France

Ticker: OR

Record Date: 04/19/2023

Meeting Type: Annual/Special

Primary Security ID: F58149133

Shares Voted: 4,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Recordati SpA

Meeting Date: 04/21/2023

Country: Italy

Ticker: REC

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: T78458139

Shares Voted: 1,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
2a.1	Slate 1 Submitted by Rossini Sarl	SH	None	Against	Against
2a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
2b	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposals Submitted by Rossini Sarl	Mgmt			
2c	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
3a	Approve Remuneration Policy	Mgmt	For	For	Against
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For	Against
4	Approve Performance Shares Plan 2023-2025	Mgmt	For	For	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2023

Country: Singapore

Ticker: U11

Record Date:

Meeting Type: Annual

Primary Security ID: Y9T10P105

Shares Voted: 23,821

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

United Overseas Bank Limited (Singapore)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Wee Ee Cheong as Director	Mgmt	For	For	For
6	Elect Steven Phan Swee Kim as Director	Mgmt	For	For	For
7	Elect Chia Tai Tee as Director	Mgmt	For	For	For
8	Elect Ong Chong Tee as Director	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Henkel AG & Co. KGaA

Meeting Date: 04/24/2023

Country: Germany

Ticker: HEN

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: D3207M102

Shares Voted: 2,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2022	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Elect Laurent Martinez to the Supervisory Board	Mgmt	For	Refer	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Henkel AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
14	Approve Affiliation Agreement with Henkel IP Management and IC Services GmbH	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/24/2023 **Country:** Netherlands **Ticker:** INGA
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: N4578E595

Shares Voted: 76,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Approve Remuneration Report	Mgmt	For	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	For	For	For
6	Reelect Tanate Phutrakul to Executive Board	Mgmt	For	For	For
7A	Elect Alexandra Reich to Supervisory Board	Mgmt	For	For	For
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For	For
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	For	For
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

SITC International Holdings Company Limited

Meeting Date: 04/24/2023

Country: Cayman Islands

Ticker: 1308

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G8187G105

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Yang Shaopeng as Director	Mgmt	For	For	For
4	Elect Yang Xin as Director	Mgmt	For	For	For
5	Elect Liu Ka Ying, Rebecca as Director	Mgmt	For	For	For
6	Elect Tse Siu Ngan as Director	Mgmt	For	For	For
7	Elect Hu Mantian (Mandy) as Director	Mgmt	For	For	For
8	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
9	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
12	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
13	Approve Amendments to the Existing Memorandum of Association and Articles of Association and Adopt Second Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For	Refer	Against

Meeting Date: 04/24/2023

Country: France

Ticker: VIV

Record Date: 04/20/2023

Meeting Type: Annual/Special

Primary Security ID: F97982106

Shares Voted: 14,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	For	Against
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For	For
8	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Cedric de Baillencourt, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	For	Against
11	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	For	For
12	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	For	For
13	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	For	Against
14	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	For	Against
15	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	For	Against
16	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	For	Against
17	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	For	Against
18	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against	Against
19	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For

Vivendi SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	Against
21	Reelect Cyrille Bollore as Supervisory Board Member	Mgmt	For	Refer	Against
22	Elect Sebastien Bollore as Supervisory Board Member	Mgmt	For	Against	Against
23	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Against
27	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Alfa Laval AB

Meeting Date: 04/25/2023

Country: Sweden

Ticker: ALFA

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: W04008152

Shares Voted: 5,746

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

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9.c7	Approve Discharge of Maria Moraeus Hanssen	Mgmt	For	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For
9.c10	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
9.c11	Approve Discharge of Bror Garcia Lant	Mgmt	For	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.95 Million to the Chair and SEK 650,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.3	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For	For
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.6	Reelect Ray Mauritsson as Director	Mgmt	For	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
13.8	Elect Anna Muller as New Director	Mgmt	For	For	For
13.9	Elect Nadine Crauwels as New Director	Mgmt	For	For	For
13.10	Elect Dennis Jonsson as Board Chair	Mgmt	For	Refer	Against
13.11	Ratify Karoline Tedevall as Auditor	Mgmt	For	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Approve SEK 1.49 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 1.49 Million for a Bonus Issue	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Boliden AB

Meeting Date: 04/25/2023

Country: Sweden

Ticker: BOL

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: W17218210

Shares Voted: 5,467

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Receive President's Report	Mgmt			
10	Receive Auditor's Report	Mgmt			
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Allocation of Income and Dividends of SEK 15.00 Per Share	Mgmt	For	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom (Chair)	Mgmt	For	For	For
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For	For
13.3	Approve Discharge of Michael G:son Low	Mgmt	For	For	For
13.4	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
13.5	Approve Discharge of Per Lindberg	Mgmt	For	For	For
13.6	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For	For
13.7	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For	For
13.8	Approve Discharge of Pia Rudengren	Mgmt	For	For	For
13.9	Approve Discharge of Anders Ullberg	Mgmt	For	For	For
13.10	Approve Discharge of CEO Mikael Staffas	Mgmt	For	For	For
13.11	Approve Discharge of Marie Holmberg	Mgmt	For	For	For
13.12	Approve Discharge of Kenneth Stahl	Mgmt	For	For	For
13.13	Approve Discharge of Jonny Johansson	Mgmt	For	For	For
13.14	Approve Discharge of Andreas Martensson	Mgmt	For	For	For
13.15	Approve Discharge of Johan Vidmark	Mgmt	For	For	For
13.16	Approve Discharge of Ola Holmstrom	Mgmt	For	For	For
13.17	Approve Discharge of Magnus Filipsson	Mgmt	For	For	For
13.18	Approve Discharge of Gard Folkvord	Mgmt	For	For	For
13.19	Approve Discharge of Timo Popponen	Mgmt	For	For	For
13.20	Approve Discharge of Elin Soderlund	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	Approve Remuneration of Directors in the Amount of SEK 1.97 Million for Chairman and SEK 655,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
16.a	Reelect Helene Bistrom as Director	Mgmt	For	For	For
16.b	Reelect Tomas Eliasson as Director	Mgmt	For	For	For

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.c	Reelect Per Lindberg as Director	Mgmt	For	For	For
16.d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For	For
16.e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For	For
16.f	Reelect Pia Rudengren as Director	Mgmt	For	For	For
16.g	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
16.h	Reelect Karl-Henrik Sundstrom as Board Chair	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Auditors	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20.1	Elect Lennart Franke as Member of Nominating Committee	Mgmt	For	For	For
20.2	Elect Karin Eliasson as Member of Nominating Committee	Mgmt	For	For	For
20.3	Elect Patrik Jonsson as Member of Nominating Committee	Mgmt	For	For	For
21	Approve 2:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For
22.a	Approve Long-term Share Savings Programme (LTIP 2023/2026) for Key Employees	Mgmt	For	For	For
22.b	Approve Equity Plan Financing	Mgmt			
22.b1	Approve Transfer of 40,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2023/2026)	Mgmt	For	For	For
22.b2	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
23	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
24	Close Meeting	Mgmt			

CapitaLand Investment Ltd.

Meeting Date: 04/25/2023

Country: Singapore

Ticker: 9CI

Record Date:

Meeting Type: Annual

Primary Security ID: Y1091P105

CapitaLand Investment Ltd.

Shares Voted: 51,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve First and Final Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration for the Year Ended December 31, 2022	Mgmt	For	For	For
4	Approve Directors' Remuneration for the Year Ending December 31, 2023	Mgmt	For	For	For
5a	Elect Chaly Mah Chee Kheong as Director	Mgmt	For	For	For
5b	Elect Gabriel Lim Meng Liang as Director	Mgmt	For	For	For
5c	Elect Miguel Ko Kai Kwun as Director	Mgmt	For	For	For
6	Elect Abdul Farid bin Alias as Director	Mgmt	For	For	For
7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Approve Distribution of Dividend-in-Specie	Mgmt	For	For	For

DNB Bank ASA

Meeting Date: 04/25/2023

Country: Norway

Ticker: DNB

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: R1R15X100

Shares Voted: 18,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For

DNB Bank ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 12.50 Per Share	Mgmt	For	For	For
5	Approve NOK 96.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7	Authorize Board to Raise Debt Capital	Mgmt	For	Against	Against
8	Amend Articles Re: Raising of Debt Capital	Mgmt	For	Against	Against
9	Amend Articles Re: Participation at the General Meeting	Mgmt	For	For	For
10	Approve Remuneration Statement (Advisory)	Mgmt	For	For	For
11	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
12	Reelect Gro Bakstad and Jens Petter Olsen (Vice Chair) as Directors; Elect Christine Bosse and Petter-Borre Furberg as New Directors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chairman, NOK 473,000 for Vice Chairman and NOK 428,000 for Other Directors; Approve Remuneration for Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For

Entain Plc

Meeting Date: 04/25/2023

Country: Isle of Man

Ticker: ENT

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: G3167C109

Shares Voted: 12,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Entain Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Barry Gibson as Director	Mgmt	For	For	For
7	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For
8	Re-elect Stella David as Director	Mgmt	For	For	For
9	Re-elect Robert Hoskin as Director	Mgmt	For	For	For
10	Re-elect Virginia McDowell as Director	Mgmt	For	For	For
11	Re-elect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
12	Re-elect David Satz as Director	Mgmt	For	For	For
13	Re-elect Rob Wood as Director	Mgmt	For	For	For
14	Elect Rahul Welde as Director	Mgmt	For	For	For
15	Amend Long Term Incentive Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	Refer	Against

NatWest Group Plc

Meeting Date: 04/25/2023 **Country:** United Kingdom **Ticker:** NWG
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: G6422B147

Shares Voted: 110,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Howard Davies as Director	Mgmt	For	For	For
5	Re-elect Alison Rose-Slade as Director	Mgmt	For	For	For
6	Re-elect Katie Murray as Director	Mgmt	For	For	For
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	For
8	Elect Roisin Donnelly as Director	Mgmt	For	For	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Morten Friis as Director	Mgmt	For	For	For
11	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
12	Elect Stuart Lewis as Director	Mgmt	For	For	For
13	Re-elect Mark Seligman as Director	Mgmt	For	For	For
14	Re-elect Lena Wilson as Director	Mgmt	For	For	For
15	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Group Audit 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 Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	Refer	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/25/2023

Country: Singapore

Ticker: 039

Record Date:

Meeting Type: Annual

Primary Security ID: Y64248209

Shares Voted: 68,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2a	Elect Chua Kim Chiu as Director	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b	Elect Lee Tih Shih as Director	Mgmt	For	For	For
2c	Elect Tan Yen Yen as Director	Mgmt	For	For	For
3	Elect Helen Wong Pik Kuen as Director	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Approve Directors' Remuneration	Mgmt	For	For	For
5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Approve Extension and Alterations of OCBC Employee Share Purchase Plan	Mgmt	For	For	For

Sekisui House, Ltd.

Meeting Date: 04/25/2023 **Country:** Japan **Ticker:** 1928
Record Date: 01/31/2023 **Meeting Type:** Annual
Primary Security ID: J70746136

Shares Voted: 13,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Horiuchi, Yosuke	Mgmt	For	For	For
2.3	Elect Director Tanaka, Satoshi	Mgmt	For	For	For
2.4	Elect Director Ishii, Toru	Mgmt	For	For	For
2.5	Elect Director Shinozaki, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For	For

Sekisui House, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Takegawa, Keiko	Mgmt	For	For	For
2.10	Elect Director Abe, Shinichi	Mgmt	For	For	For

VERBUND AG

Meeting Date: 04/25/2023 **Country:** Austria **Ticker:** VER
Record Date: 04/15/2023 **Meeting Type:** Annual
Primary Security ID: A91460104

Shares Voted: 1,477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.44 per Share and Special Dividends of EUR 1.16 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Elect Juergen Roth as Supervisory Board Member	Mgmt	For	For	For
9.2	Elect Christa Schlager as Supervisory Board Member	Mgmt	For	For	For
9.3	Elect Stefan Szyszkowitz as Supervisory Board Member	Mgmt	For	For	For
9.4	Elect Peter Weinelt as Supervisory Board Member	Mgmt	For	Against	Against

AerCap Holdings NV

Meeting Date: 04/26/2023 **Country:** Netherlands **Ticker:** AER
Record Date: 03/29/2023 **Meeting Type:** Annual
Primary Security ID: N00985106

AerCap Holdings NV

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Board Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8a	Mgmt	For	For	For
8c	Grant Board Authority to Issue Additional Shares and Grant Additional Rights to Subscribe for Shares	Mgmt	For	For	For
8d	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8c	Mgmt	For	For	For
9a	Authorize Repurchase Shares	Mgmt	For	For	For
9b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Allow Questions	Mgmt			
12	Open Meeting	Mgmt			

Anglo American Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: AAL

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G03764134

Shares Voted: 25,923

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

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Magali Anderson as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
7	Re-elect Ian Ashby as Director	Mgmt	For	For	For
8	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
9	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
10	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
11	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
12	Re-elect Ian Tyler as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration Policy	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Anheuser-Busch InBev SA/NV

Meeting Date: 04/26/2023

Country: Belgium

Ticker: ABI

Record Date: 04/12/2023

Meeting Type: Annual/Special

Primary Security ID: B639CJ108

Shares Voted: 17,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
A.1	Amend Articles Re: Composition Rules for the Board of Directors	Mgmt	For	For	For
B.2	Receive Directors' Reports (Non-Voting)	Mgmt			
B.3	Receive Auditors' Reports (Non-Voting)	Mgmt			

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
B.5	Approve Financial Statements, Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For	For
B.6	Approve Discharge of Directors	Mgmt	For	For	For
B.7	Approve Discharge of Auditors	Mgmt	For	For	For
B.8.a	Elect Aradhana Sarin as Independent Director	Mgmt	For	For	For
B.8.b	Elect Dirk Van de Put as Independent Director	Mgmt	For	For	For
B.8.c	Elect Lynne Biggar as Independent Director	Mgmt	For	For	For
B.8.d	Reelect Sabine Chalmers as Director	Mgmt	For	Against	Against
B.8.e	Reelect Claudio Garcia as Director	Mgmt	For	Against	Against
B.8.f	Elect Heloisa Sicupira as Director	Mgmt	For	Against	Against
B.8.g	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
B.8.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
B.8.i	Elect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
B.9	Approve Remuneration Report	Mgmt	For	For	Against
C.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: ASML

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 8,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Assa Abloy AB

Meeting Date: 04/26/2023

Country: Sweden

Ticker: ASSA.B

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: W0817X204

Shares Voted: 20,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/26/2023

Country: Italy

Ticker: G

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: T05040109

Shares Voted: 22,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Elect Stefano Marsaglia as Director	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3a.1	Slate Submitted by VM 2006 Srl	SH	None	Against	Against
3a.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
3b	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5a	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
6a	Approve Share Plan for Generali Group Employees	Mgmt	For	For	For
6b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	Mgmt	For	For	For
7	Adjust Remuneration of External Auditors	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Bunzl Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: BNZL

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G16968110

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Vanda Murray as Director	Mgmt	For	For	For
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
9	Re-elect Vin Murria as Director	Mgmt	For	For	For
10	Elect Pam Kirby as Director	Mgmt	For	For	For
11	Elect Jacky Simmonds as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Refer	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

City Developments Limited

Meeting Date: 04/26/2023

Country: Singapore

Ticker: C09

Record Date:

Meeting Type: Annual

Primary Security ID: V23130111

Shares Voted: 7,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For

City Developments Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Fees for the Financial Year Ended December 31, 2022	Mgmt	For	For	For
4	Approve Directors' Fees for the Financial Year Ending December 31, 2023	Mgmt	For	For	For
5(a)	Elect Philip Yeo Liat Kok as Director	Mgmt	For	For	For
5(b)	Elect Chong Yoon Chou as Director	Mgmt	For	For	For
5(c)	Elect Daniel Marie Ghislain Desbaillets as Director	Mgmt	For	For	For
6	Elect Tan Kian Seng as Director	Mgmt	For	For	For
7	Approve KPMG LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For

Croda International Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: CRDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G25536155

Shares Voted: 2,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Louisa Burdett as Director	Mgmt	For	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
8	Re-elect Steve Foots as Director	Mgmt	For	For	For
9	Re-elect Anita Frew as Director	Mgmt	For	For	For
10	Re-elect Julie Kim as Director	Mgmt	For	For	For
11	Re-elect Keith Layden as Director	Mgmt	For	For	For

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
13	Re-elect John Ramsay as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
22	Approve Sharesave Scheme	Mgmt	For	For	For
23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For

ENGIE SA

Meeting Date: 04/26/2023

Country: France

Ticker: ENGI

Record Date: 04/24/2023

Meeting Type: Annual/Special

Primary Security ID: F7629A107

Shares Voted: 37,189

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 1.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Marie-Jose Nadeau as Director	Mgmt	For	For	For
7	Reelect Patrice Durand as Director	Mgmt	For	For	For

ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by the State	Mgmt			
A	Elect Lucie Muniesa as Director	SH	For	For	For
	Shareholder Proposals Submitted by Several Shareholders	Mgmt			
B	Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	SH	Against	Abstain	Against

Eurazeo SE

Meeting Date: 04/26/2023

Country: France

Ticker: RF

Record Date: 04/24/2023

Meeting Type: Annual/Special

Primary Security ID: F3296A108

Shares Voted: 873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share and an Extra of EUR 0.22 per Share to Long Term Registered Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Transaction with Shareholders Re: Pacte David-Weill 2022	Mgmt	For	For	For
6	Reelect Francoise Mercadal-Delasalles as Supervisory Board Member	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Michel David-Weill, Former Chairman of Supervisory Board	Mgmt	For	For	For
11	Approve Compensation of Jean-Charles Decaux, Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Compensation of Christophe Baviere, Management Board Member	Mgmt	For	For	For
13	Approve Compensation of William Kadouch-Chassaing, Management Board Member	Mgmt	For	For	For
14	Approve Compensation of Olivier Millet, Management Board Member	Mgmt	For	For	Against
15	Approve Compensation and Termination Package of Virginie Morgon, Chairman of Management Board	Mgmt	For	For	Against
16	Approve Compensation and Termination Package of Marc Frappier, Management Board Member	Mgmt	For	For	Against
17	Approve Compensation and Termination Package of Nicolas Huet, Management Board Member	Mgmt	For	For	Against
18	Approve Compensation of Philippe Audouin, Former Management Board Member	Mgmt	For	For	Against
19	Approve Removal of Presence Condition Affecting Long-Term Remuneration Compensation of Virginie Morgon, Marc Frappier and Nicolas Huet	Mgmt	For	For	Against
20	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			

Eurazeo SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Amend Article 17 of Bylaws Re: Management Board Composition	Mgmt	For	For	For
24	Amend Article 18 of Bylaws Re: Chairman of the Management Board Length of Term	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Getinge AB

Meeting Date: 04/26/2023 **Country:** Sweden **Ticker:** GETI.B
Record Date: 04/18/2023 **Meeting Type:** Annual
Primary Security ID: W3443C107

Shares Voted: 4,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Board's and Board Committee's Reports	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 4.25 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For
12.b	Approve Discharge of Johan Bygge	Mgmt	For	For	For
12.c	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For	For
12.d	Approve Discharge of Barbro Friden	Mgmt	For	For	For
12.e	Approve Discharge of Dan Frohm	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.f	Approve Discharge of Johan Malmquist	Mgmt	For	For	For
12.g	Approve Discharge of Malin Persson	Mgmt	For	For	For
12.h	Approve Discharge of Kristian Samuelsson	Mgmt	For	For	For
12.i	Approve Discharge of Sofia Hasselberg	Mgmt	For	For	For
12.j	Approve Discharge of Mattias Perjos	Mgmt	For	For	For
12.k	Approve Discharge of Fredrik Brattborn	Mgmt	For	For	For
12.l	Approve Discharge of Ake Larsson	Mgmt	For	For	For
12.m	Approve Discharge of Pontus Kall	Mgmt	For	For	For
12.n	Approve Discharge of Ida Gustafsson	Mgmt	For	For	For
12.o	Approve Discharge of Peter Jormalm	Mgmt	For	For	For
12.p	Approve Discharge of Rickard Karlsson	Mgmt	For	For	For
13.a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.29 Million; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Refer	Against
15.b	Reelect Johan Bygge as Director	Mgmt	For	Against	Against
15.c	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	For	For
15.d	Reelect Barbro Friden as Director	Mgmt	For	For	For
15.e	Reelect Dan Frohm as Director	Mgmt	For	Against	Against
15.f	Reelect Johan Malmquist as Director	Mgmt	For	Refer	Against
15.g	Reelect Mattias Perjos as Director	Mgmt	For	For	For
15.h	Reelect Malin Persson as Director	Mgmt	For	Against	Against
15.i	Reelect Kristian Samuelsson as Director	Mgmt	For	For	For
15.j	Reelect Johan Malmquist as Board Chair	Mgmt	For	Refer	Against
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/26/2023

Country: Hong Kong

Ticker: 388

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: Y3506N139

Shares Voted: 24,403

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 Cheah Cheng Hye as Director	Mgmt	For	For	For
2b	Elect Leung Pak Hon, Hugo as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

IMCD NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: IMCD

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: N4447S106

Shares Voted: 1,124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
3.a	Receive Auditor's Report (Non-Voting)	Mgmt			
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends of EUR 6.78 Per Share	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	Elect Valerie Diele-Braun to Management Board	Mgmt	For	For	For

IMCD NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2025-2027	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Close Meeting	Mgmt			

Persimmon Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: PSN

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G70202109

Shares Voted: 6,909

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 Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Re-elect Roger Devlin as Director	Mgmt	For	For	For
6	Re-elect Dean Finch as Director	Mgmt	For	For	For
7	Elect Jason Windsor as Director	Mgmt	For	For	For
8	Re-elect Nigel Mills as Director	Mgmt	For	For	For
9	Re-elect Annemarie Durbin as Director	Mgmt	For	For	For
10	Re-elect Andrew Wyllie as Director	Mgmt	For	For	For
11	Re-elect Shirine Khoury-Haq as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Persimmon Plc

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

Sembcorp Marine Ltd.

Meeting Date: 04/26/2023

Country: Singapore

Ticker: S51

Record Date:

Meeting Type: Annual

Primary Security ID: Y8231K102

Shares Voted: 545,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Elect Yap Chee Keong as Director	Mgmt	For	Against	Against
3	Elect Mark Gainsborough as Director	Mgmt	For	For	For
4	Elect Chris Ong Leng Yeow as Director	Mgmt	For	For	For
5	Elect Nagi Hamiyeh as Director	Mgmt	For	For	For
6	Elect Jan Holm as Director	Mgmt	For	For	For
7	Elect Lai Chung Han as Director	Mgmt	For	For	For
8	Approve Directors' Fees for the Year Ending December 31, 2023	Mgmt	For	For	For
9	Approve Special Directors' Fees	Mgmt	For	For	For
10	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
12	Approve Share Plan Grant	Mgmt	For	For	For
13	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For
15	Approve Change of Company Name	Mgmt	For	For	For

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: SN

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G82343164

Shares Voted: 18,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Rupert Soames as Director	Mgmt	For	For	For
6	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
7	Re-elect Jo Hallas as Director	Mgmt	For	For	For
8	Re-elect John Ma as Director	Mgmt	For	For	For
9	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
10	Re-elect Rick Medlock as Director	Mgmt	For	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Marc Owen as Director	Mgmt	For	For	For
14	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
15	Re-elect Angie Risley as Director	Mgmt	For	For	For
16	Re-elect Bob White as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Warehouses De Pauw SCA

Meeting Date: 04/26/2023

Country: Belgium

Ticker: WDP

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: B9T59Z100

Shares Voted: 3,304

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	Acknowledgement of the Decision of the Board of Directors Regarding the Payment of anOptional Dividend	Mgmt			
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Reelect Rik Vandenberghe as Independent Director	Mgmt	For	For	For
9	Reelect Tony De Pauw as Director	Mgmt	For	For	For
10	Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
11	Approve Remuneration of the Non-Executive Directors	Mgmt	For	For	For
12	Approve Remuneration of the Chairman of the Board of Directors	Mgmt	For	For	For
13.1	Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	For	For	For
13.2	Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	For	For	For

Admiral Group Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: ADM

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G0110T106

Shares Voted: 3,708

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

Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Mike Rogers as Director	Mgmt	For	For	For
5	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
6	Re-elect Bill Roberts as Director	Mgmt	For	For	For
7	Re-elect Milena Mondini-de-Focatiis as Director	Mgmt	For	For	For
8	Re-elect Geraint Jones as Director	Mgmt	For	For	For
9	Re-elect Justine Roberts as Director	Mgmt	For	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For	For
11	Re-elect Michael Brierley as Director	Mgmt	For	For	For
12	Re-elect Karen Green as Director	Mgmt	For	For	For
13	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

AstraZeneca Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: AZN

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G0593M107

Shares Voted: 31,453

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

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5h	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5i	Re-elect Tony Mok as Director	Mgmt	For	For	For
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
13	Adopt New Articles of Association	Mgmt	For	For	For

Atlas Copco AB

Meeting Date: 04/27/2023

Country: Sweden

Ticker: ATCO.A

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: W1R924252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b3	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
8.b6	Approve Discharge of Gordon Riske	Mgmt	For	For	For
8.b7	Approve Discharge of Hans Straberg	Mgmt	For	For	For
8.b8	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
8.b9	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For
8.b10	Approve Discharge of Benny Larsson	Mgmt	For	For	For
8.b11	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	Mgmt	For	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
9.a	Determine Number of Members (8) 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 Johan Forssell as Director	Mgmt	For	Against	Against
10.a2	Reelect Helene Mellquist as Director	Mgmt	For	For	For
10.a3	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	For
10.a4	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	For
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	For	For
10.b	Elect Jumana Al-Sibai as New Director	Mgmt	For	For	For
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Report	Mgmt	For	For	For
12.b	Approve Stock Option Plan 2023 for Key Employees	Mgmt	For	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	Mgmt	For	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2023	Mgmt	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019 and 2020	Mgmt	For	For	For
14	Amend Articles Re: Attendance at General Meeting	Mgmt	For	For	For
15	Close Meeting	Mgmt			

AXA SA

Meeting Date: 04/27/2023 **Country:** France **Ticker:** CS
Record Date: 04/25/2023 **Meeting Type:** Annual/Special
Primary Security ID: F06106102

Shares Voted: 38,145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business 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 1.70 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	For	For	For
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For	For
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	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 Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Azrieli Group Ltd.

Meeting Date: 04/27/2023 **Country:** Israel **Ticker:** AZRG
Record Date: 03/30/2023 **Meeting Type:** Special
Primary Security ID: M1571Q105

Shares Voted: 853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Renew Indemnification and Exemption Agreements of Sharon Azrieli and Naomi Azrieli, Directors and Controllers	Mgmt	For	For	For
2	Elect Ariel Kor as Director	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against

Azrieli Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

BASF SE

Meeting Date: 04/27/2023 **Country:** Germany **Ticker:** BAS
Record Date: 04/20/2023 **Meeting Type:** Annual
Primary Security ID: D06216317

Shares Voted: 18,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Electronic Participation	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Bouygues SA

Meeting Date: 04/27/2023 **Country:** France **Ticker:** EN
Record Date: 04/25/2023 **Meeting Type:** Annual/Special
Primary Security ID: F11487125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.80 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	For	Against
11	Approve Compensation of Pascal Grange, Vice-CEO	Mgmt	For	For	Against
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For	For
13	Reelect Benoit Maes as Director	Mgmt	For	For	For
14	Reelect Alexandre de Rothschild as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
	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 150 Million	Mgmt	For	Against	Against
18	Authorize Capitalization of Reserves of Up to EUR 4 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Against	Against

Bouygues 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 75 Million	Mgmt	For	Against	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Mgmt	For	Against	Against
25	Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Mgmt	For	Against	Against
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	For	For
29	Authorize up to 0.125 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Retirement	Mgmt	For	For	For
30	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

BP Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: BP

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G12793108

Shares Voted: 369,496

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Helge Lund as Director	Mgmt	For	For	For
5	Re-elect Bernard Looney as Director	Mgmt	For	For	For
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
7	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For	For
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
10	Re-elect Sir John Sawers as Director	Mgmt	For	For	For
11	Re-elect Pamela Daley as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
13	Re-elect Johannes Teysen as Director	Mgmt	For	For	For
14	Elect Amanda Blanc as Director	Mgmt	For	For	For
15	Elect Satish Pai as Director	Mgmt	For	For	For
16	Elect Hina Nagarajan as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
25	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Abstain	Against

Continental AG

Meeting Date: 04/27/2023

Country: Germany

Ticker: CON

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: D16212140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja Duerrfeld for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2022	Mgmt	For	Against	Against
4.2	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2022	Mgmt	For	Against	Against
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2022	Mgmt	For	Against	Against
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2022	Mgmt	For	Against	Against
4.18	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	Against	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For	For
10	Amend Affiliation Agreement with Continental Automotive GmbH	Mgmt	For	For	For

CRH Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: CRH

Record Date: 04/23/2023

Meeting Type: Annual

Primary Security ID: G25508105

Shares Voted: 15,328

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
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
4c	Re-elect Richard Fearon as Director	Mgmt	For	Against	Against
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
4f	Elect Badar Khan as Director	Mgmt	For	For	For
4g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
4h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
4i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
4j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
4l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
4m	Elect Christina Verchere as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Danone SA

Meeting Date: 04/27/2023

Country: France

Ticker: BN

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F12033134

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 per Share	Mgmt	For	For	For
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
5	Reelect Gilles Schnepf as Director	Mgmt	For	For	For
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For	For
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
26	Elect Sanjiv Mehta as Director	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 04/27/2023

Country: Luxembourg

Ticker: ERF

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: L31839134

Shares Voted: 2,664

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

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report	Mgmt	For	For	Against
11	Reelect Ivo Rauh as Director	Mgmt	For	For	For
12	Reelect Fereshteh Pouchantchi as Director	Mgmt	For	For	For
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For	For
14	Approve Remuneration of Directors	Mgmt	For	For	For
15	Acknowledge Information on Repurchase Program	Mgmt	For	For	For
16	Authorize Filing of Required Documents and Other Formalities	Mgmt	For	For	For

FinecoBank SpA

Meeting Date: 04/27/2023

Country: Italy

Ticker: FBK

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: T4R999104

Shares Voted: 12,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Adjust Remuneration of External Auditors	Mgmt	For	For	For
5	Fix Number of Directors	Mgmt	For	For	For
6	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
7.1	Slate 1 Submitted by Board of Directors	Mgmt	For	For	For
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
8	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election)	Mgmt			
9	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			

FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
13	Approve 2023 Incentive System for Employees	Mgmt	For	For	For
14	Approve 2023 Incentive System for Personal Financial Advisors	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2023 PFA System	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service 2022 Incentive System	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Flutter Entertainment Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: FLTR

Record Date: 04/23/2023

Meeting Type: Annual

Primary Security ID: G3643J108

Shares Voted: 3,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4A	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
4B	Elect Carolan Lennon as Director	Mgmt	For	For	For
5A	Re-elect Nancy Cruickshank as Director	Mgmt	For	For	For
5B	Re-elect Nancy Dubuc as Director	Mgmt	For	For	For
5C	Re-elect Richard Flint as Director	Mgmt	For	For	For
5D	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For	For
5E	Re-elect Peter Jackson as Director	Mgmt	For	For	For
5F	Re-elect Holly Koeppel as Director	Mgmt	For	For	For

Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5G	Re-elect David Lazzarato as Director	Mgmt	For	For	For
5H	Re-elect Gary McGann as Director	Mgmt	For	For	For
5I	Re-elect Atif Rafiq as Director	Mgmt	For	For	For
5J	Re-elect Mary Turner as Director	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
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 Specified Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
12	Approve Long Term Incentive Plan	Mgmt	For	For	For
13	Amend Restricted Share Plan	Mgmt	For	Refer	For
14	Adopt New Articles of Association	Mgmt	For	For	For

GEA Group AG

Meeting Date: 04/27/2023

Country: Germany

Ticker: G1A

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: D28304109

Shares Voted: 3,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For

GEA Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Hans Kempf to the Supervisory Board	Mgmt	For	For	For
8.1	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
8.2	Amend Articles Re: By-Elections to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.3	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Getlink SE

Meeting Date: 04/27/2023

Country: France

Ticker: GET

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F4R053105

Shares Voted: 8,589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Losses and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Elect Benoit de Ruffray as Director	Mgmt	For	For	For
7	Elect Marie Lemarie as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Yann Leriche, CEO	Mgmt	For	For	For

Getlink SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Jacques Gounon, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Authorize up to 450,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize up to 375,000 Shares for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 88 Million	Mgmt	For	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16 and 17 at EUR 88 Million	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Ratify Change Location of Registered Office to 37-39, rue de la Bienfaisance, 75008 Paris and Amend Bylaws Accordingly	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kering SA

Meeting Date: 04/27/2023

Country: France

Ticker: KER

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Shares Voted: 1,524

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	Against
6	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
15	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	Mgmt	For	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Mgmt	For	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Kering SA

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

Kerry Group Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: KRZ

Record Date: 04/23/2023

Meeting Type: Annual

Primary Security ID: G52416107

Shares Voted: 3,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Patrick Rohan as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Hugh Brady as Director	Mgmt	For	For	For
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For	For
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4f	Re-elect Michael Kerr as Director	Mgmt	For	For	For
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4h	Re-elect Tom Moran as Director	Mgmt	For	For	For
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorise 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 Specified Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Approve Employee Share Plan	Mgmt	For	For	For

La Francaise des Jeux SA

Meeting Date: 04/27/2023

Country: France

Ticker: FDJ

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F55896108

Shares Voted: 2,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.37 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 Fabienne Dulac as Director	Mgmt	For	For	For
6	Reelect Francoise Gri as Director	Mgmt	For	For	For
7	Reelect Corinne Lejbowicz as Director	Mgmt	For	For	For
8	Elect Philippe Lazare as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Stephane Pallez, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation of Charles Lantieri, Vice-CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Capital	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For

La Francaise des Jeux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

London Stock Exchange Group Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: LSEG

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G5689U103

Shares Voted: 6,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
10	Re-elect Anna Manz as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For	For

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect Douglas Steenland as Director	Mgmt	For	For	For
15	Re-elect Ashok Vaswani as Director	Mgmt	For	For	For
16	Elect Scott Guthrie as Director	Mgmt	For	For	For
17	Elect William Vereker as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Sandvik Aktiebolag

Meeting Date: 04/27/2023 **Country:** Sweden **Ticker:** SAND
Record Date: 04/19/2023 **Meeting Type:** Annual
Primary Security ID: W74857165

Shares Voted: 21,502

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

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.1	Approve Discharge of Johan Molin	Mgmt	For	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	For
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For	For
10.13	Approve Discharge of Tomas Karnstrom	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.88 Million for Chairman and SEK 770,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	For
14.1	Reelect Jennifer Allerton as Director	Mgmt	For	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For	For
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	For	For
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
14.7	Reelect Stefan Widing as Director	Mgmt	For	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For	For
15	Reelect Johan Molin as Chair of the Board	Mgmt	For	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Schroders Plc

Meeting Date: 04/27/2023 **Country:** United Kingdom **Ticker:** SDR
Record Date: 04/25/2023 **Meeting Type:** Annual
Primary Security ID: G78602144

Shares Voted: 19,094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
7	Re-elect Peter Harrison as Director	Mgmt	For	For	For
8	Re-elect Richard Keers as Director	Mgmt	For	For	For
9	Re-elect Ian King as Director	Mgmt	For	For	For
10	Re-elect Rhian Davies as Director	Mgmt	For	For	For
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Taylor Wimpey Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: TW

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G86954107

Shares Voted: 72,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Irene Dorner as Director	Mgmt	For	For	For
4	Re-elect Robert Noel as Director	Mgmt	For	For	For
5	Re-elect Jennie Daly as Director	Mgmt	For	For	For
6	Re-elect Chris Carney as Director	Mgmt	For	For	For
7	Re-elect Humphrey Singer as Director	Mgmt	For	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Scilla Grimble as Director	Mgmt	For	For	For
10	Elect Mark Castle as Director	Mgmt	For	For	For
11	Elect Clodagh Moriarty as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19	Approve Remuneration Policy	Mgmt	For	For	For

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Approve Renewal and Amendments to the Share Incentive Plan	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

UCB SA

Meeting Date: 04/27/2023 **Country:** Belgium **Ticker:** UCB
Record Date: 04/13/2023 **Meeting Type:** Annual/Special
Primary Security ID: B93562120

Shares Voted: 2,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8.1.A	Reelect Jan Berger as Director	Mgmt	For	For	For
8.1.B	Indicate Jan Berger as Independent Director	Mgmt	For	For	For
8.2	Reelect Cyril Janssen as Director	Mgmt	For	For	For
8.3.A	Elect Maelys Castella as Director	Mgmt	For	For	For
8.3.B	Indicate Maelys Castella as Independent Director	Mgmt	For	For	For
	Special Part	Mgmt			
9	Approve Long-Term Incentive Plans	Mgmt	For	For	For
10.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For

UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	Mgmt	For	For	For
10.3	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	Mgmt	For	For	For

Umicore

Meeting Date: 04/27/2023 **Country:** Belgium **Ticker:** UMI
Record Date: 04/13/2023 **Meeting Type:** Annual/Special
Primary Security ID: B95505184

Shares Voted: 4,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Annual Shareholders' Meeting Agenda	Mgmt			
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt			
A.2	Approve Remuneration Report	Mgmt	For	For	For
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.1	Reelect Mario Armero as Member of the Supervisory Board	Mgmt	For	For	For
A.7.2	Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	For	For	For
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
	Special Shareholders' Meeting Agenda	Mgmt			
B.1	Approve Change-of-Control Clause Re: Joint Venture Agreement with PowerCo SE and Power HoldCo Lux SA and Sustainability-Linked Note Purchase Agreement	Mgmt	For	For	For

Venture Corporation Limited

Meeting Date: 04/27/2023 **Country:** Singapore **Ticker:** V03
Record Date: **Meeting Type:** Annual
Primary Security ID: Y9361F111

Venture Corporation Limited

Shares Voted: 5,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Han Thong Kwang as Director	Mgmt	For	Refer	For
4	Approve Directors' Fees	Mgmt	For	For	For
5	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Options and/or Share Awards and Issuance of Shares Pursuant to the Venture Corporation Executives' Share Option Scheme 2015 and Venture Corporation Restricted Share Plan 2021	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/27/2023

Country: France

Ticker: VIE

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F9686M107

Shares Voted: 13,387

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 Non-Deductible Expenses	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 1.12 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Maryse Aulagnon as Director	Mgmt	For	For	For
7	Elect Olivier Andries as Director	Mgmt	For	For	For
8	Elect Veronique Bedague-Hamilius as Director	Mgmt	For	For	For
9	Elect Francisco Reynes as Director	Mgmt	For	For	For

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For
11	Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022	Mgmt	For	For	For
12	Approve Compensation of Antoine Frerot, Chairman of the Board from July 1, 2022 until December 31, 2022	Mgmt	For	For	For
13	Approve Compensation of Estelle Brachlianoff, CEO from July 1, 2022 until December 31, 2022	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
22	Amend Article 15 of Bylaws Re: Corporate Purpose	Mgmt	For	Against	Against
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Baloise Holding AG

Meeting Date: 04/28/2023

Country: Switzerland

Ticker: BALN

Record Date:

Meeting Type: Annual

Primary Security ID: H04530202

Shares Voted: 894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 7.40 per Share	Mgmt	For	For	For
4.1	Change Company Name to Baloise Holding AG	Mgmt	For	For	For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
4.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
4.4	Amend Articles Re: Board Meetings and Resolutions; Electronic Communication	Mgmt	For	For	For
4.5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	For
5.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Christoph Maeder as Director	Mgmt	For	Refer	Against
5.1.c	Reelect Maya Bundt as Director	Mgmt	For	For	For
5.1.d	Reelect Claudia Dill as Director	Mgmt	For	For	For
5.1.e	Reelect Christoph Gloor as Director	Mgmt	For	For	For
5.1.f	Reelect Hugo Lasat as Director	Mgmt	For	For	For
5.1.g	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
5.1.h	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
5.1.i	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	For
5.1.j	Reelect Marie-Noealle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
5.2.1	Reappoint Christoph Gloor as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	Refer	Against
5.2.4	Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
7.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
7.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Bayer AG

Meeting Date: 04/28/2023

Country: Germany

Ticker: BAYN

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: D0712D163

Shares Voted: 20,044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.40 per Share for Fiscal Year 2022	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Kimberly Mathisen to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	Abstain
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
7	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	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For	For
9	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

CapitaLand Ascendas REIT

Meeting Date: 04/28/2023

Country: Singapore

Ticker: A17U

Record Date:

Meeting Type: Annual

Primary Security ID: Y0205X103

Shares Voted: 65,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

DiaSorin SpA

Meeting Date: 04/28/2023

Country: Italy

Ticker: DIA

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: T3475Y104

Shares Voted: 464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	Against
3	Approve Stock Option Plan	Mgmt	For	For	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Endesa SA

Meeting Date: 04/28/2023

Country: Spain

Ticker: ELE

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: E41222113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6	Reelect Juan Sanchez-Calero Guilarte as Director	Mgmt	For	For	For
7	Reelect Ignacio Garralda Ruiz de Velasco as Director	Mgmt	For	For	For
8	Reelect Francisco de Lacerda as Director	Mgmt	For	For	For
9	Reelect Alberto de Paoli as Director	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Strategic Incentive Plan	Mgmt	For	For	For
12.1	Approve Execution of Financial Transactions, in the Form of a Credit Facility and a Loan, between Enel Finance International NV and Endesa SA	Mgmt	For	For	For
12.2	Approve Contracting of Corporate Services Provided by Endesa Group Companies to Gridspertise Iberia SL	Mgmt	For	For	For
12.3	Approve Contracting of Technical Resources by Enel Green Power Espana SLU from Enel Green Power SpA Related to Engineering Services for the Development of Projects of Renewable Energies	Mgmt	For	For	For
12.4	Approve Re invoicing of the Expatriate Costs between Endesa Group Companies and Enel Group Companies	Mgmt	For	For	For
12.5	Approve License Agreement for the Use of Platforms and Related Services as a "Software as a Service" Solution, between Enel X SRL and Endesa X Servicios SL	Mgmt	For	For	For
12.6	Approve Contracts for the Supply of Electric Charging Solutions and the Provision of Services between Endesa X Way SL and Endesa X Servicios SL, Endesa Energia SAU, Endesa Medios y Sistemas SL and Asociacion Nuclear Asco - Vandellos II AIE	Mgmt	For	For	For

Endesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.7	Approve Contracting of Logistics Services Provided by Endesa Generacion SAU to Enel Produzione SpA in the Ports of Carboneras and Ferrol	Mgmt	For	For	For
12.8	Approve Purchases of Liquefied Natural Gas (LNG) for 2023, in a Maximum Volume of 4.5TWh, between Endesa Energia SA and Enel Global Trading SpA	Mgmt	For	For	For
12.9	Approve Contract for the Provision of Dielectric Fluid Analysis Services in Power Transformers by Endesa Ingenieria SL to E-Distribuzione SRL	Mgmt	For	For	For
12.10	Approve Contracting of Gridspertise SRL by Edistribucion Redes Digitales SLU for the Supply of LVM Hubs and Other Assets	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Hang Lung Properties Limited

Meeting Date: 04/28/2023 **Country:** Hong Kong **Ticker:** 101
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: Y30166105

Shares Voted: 38,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Nelson Wai Leung Yuen as Director	Mgmt	For	For	For
3b	Elect Andrew Ka Ching Chan as Director	Mgmt	For	For	For
3c	Elect Adriel Chan as Director	Mgmt	For	For	For
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	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

Hikma Pharmaceuticals Plc

Meeting Date: 04/28/2023

Country: United Kingdom

Ticker: HIK

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: G4576K104

Shares Voted: 3,506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Elect Laura Balan as Director	Mgmt	For	For	For
6	Elect Victoria Hull as Director	Mgmt	For	For	For
7	Elect Deneen Vojta as Director	Mgmt	For	For	For
8	Re-elect Said Darwazah as Director	Mgmt	For	For	For
9	Re-elect Mazen Darwazah as Director	Mgmt	For	For	For
10	Re-elect Patrick Butler as Director	Mgmt	For	For	For
11	Re-elect Ali Al-Husry as Director	Mgmt	For	For	For
12	Re-elect John Castellani as Director	Mgmt	For	For	For
13	Re-elect Nina Henderson as Director	Mgmt	For	For	For
14	Re-elect Cynthia Flowers as Director	Mgmt	For	For	For
15	Re-elect Douglas Hurt as Director	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Long-Term Incentive Plan	Mgmt	For	For	For
20	Approve Deferred Bonus Plan	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Iberdrola SA

Meeting Date: 04/28/2023

Country: Spain

Ticker: IBE

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 124,404

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	Amend Preamble and Heading of the Preliminary Title of the Bylaws	Mgmt	For	For	For
6	Amend Articles Re: Corporate Structure of the Iberdrola Group	Mgmt	For	For	For
7	Amend Article 8 Re: Internal Regulations and Compliance System	Mgmt	For	For	For
8	Approve Engagement Dividend	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends	Mgmt	For	For	For
10	Approve Scrip Dividends	Mgmt	For	For	For
11	Approve Scrip Dividends	Mgmt	For	For	For
12	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For	For
14	Approve Restricted Stock Plan	Mgmt	For	For	For
15	Reelect Maria Helena Antolin Raybaud as Director	Mgmt	For	For	For
16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	Mgmt	For	For	For
17	Reelect Manuel Moreu Munaiz as Director	Mgmt	For	For	For
18	Reelect Sara de la Rica Goiricelaya as Director	Mgmt	For	For	For
19	Reelect Xabier Sagredo Ormaza as Director	Mgmt	For	For	For
20	Reelect Jose Ignacio Sanchez Galan as Director	Mgmt	For	For	For
21	Fix Number of Directors at 14	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Intesa Sanpaolo SpA

Meeting Date: 04/28/2023

Country: Italy

Ticker: ISP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: T55067101

Shares Voted: 337,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	Against	Against
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Jardine Cycle & Carriage Limited

Meeting Date: 04/28/2023

Country: Singapore

Ticker: C07

Record Date:

Meeting Type: Annual

Primary Security ID: Y43703100

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4a	Elect Benjamin Keswick as Director	Mgmt	For	For	For
4b	Elect Stephen Gore as Director	Mgmt	For	For	For
4c	Elect Tan Yen Yen as Director	Mgmt	For	For	For
5	Elect Amy Hsu as Director	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For

Jardine Cycle & Carriage Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7a	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7b	Authorize Share Repurchase Program	Mgmt	For	For	For
7c	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For

Kingspan Group Plc

Meeting Date: 04/28/2023 **Country:** Ireland **Ticker:** KRX
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: G52654103

Shares Voted: 3,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
3j	Elect Senan Murphy as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Shares	Mgmt	For	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Lifco AB

Meeting Date: 04/28/2023

Country: Sweden

Ticker: LIFCO.B

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: W5321L166

Shares Voted: 4,443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt			
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.d	Receive Board's Dividend Proposal	Mgmt			
8	Receive Report of Board and Committees	Mgmt			
9	Receive President's Report	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 1.80 Per Share	Mgmt	For	For	For
12	Approve Discharge of Board and President	Mgmt	For	For	For
13	Determine Number of Directors (9) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Lifco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 699,660 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Refer	Against
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	Against	Against
15.c	Reelect Annika Espander as Director	Mgmt	For	For	For
15.d	Reelect Dan Frohm as Director	Mgmt	For	Against	Against
15.e	Reelect Erik Gabrielson as Director	Mgmt	For	For	For
15.f	Reelect Ulf Grunander as Director	Mgmt	For	For	For
15.g	Reelect Caroline af Ugglas as Director	Mgmt	For	Against	Against
15.h	Reelect Axel Wachtmeister as Director	Mgmt	For	Refer	Against
15.i	Reelect Per Waldemarson as Director	Mgmt	For	For	For
15.j	Reelect Carl Bennet as Board Chair	Mgmt	For	Refer	Against
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Instructions for Nominating Committee	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19	Amend Articles Re: Postal Voting	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Merck KGaA

Meeting Date: 04/28/2023

Country: Germany

Ticker: MRK

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: D5357W103

Shares Voted: 2,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For

Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Pearson Plc

Meeting Date: 04/28/2023 **Country:** United Kingdom **Ticker:** PSON
Record Date: 04/26/2023 **Meeting Type:** Annual
Primary Security ID: G69651100

Shares Voted: 12,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Andy Bird as Director	Mgmt	For	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
5	Re-elect Sally Johnson as Director	Mgmt	For	For	For
6	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
7	Re-elect Esther Lee as Director	Mgmt	For	For	For
8	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
9	Re-elect Tim Score as Director	Mgmt	For	For	For
10	Re-elect Annette Thomas as Director	Mgmt	For	For	For
11	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	Against
13	Approve Remuneration Report	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Pearson Plc

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

Smurfit Kappa Group Plc

Meeting Date: 04/28/2023

Country: Ireland

Ticker: SKG

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G8248F104

Shares Voted: 5,245

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 Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For	For
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
5g	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
5h	Re-elect James Lawrence as Director	Mgmt	For	For	For
5i	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For
5j	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Swiss Life Holding AG

Meeting Date: 04/28/2023

Country: Switzerland

Ticker: SLHN

Record Date:

Meeting Type: Annual

Primary Security ID: H8404J162

Shares Voted: 619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 30.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.5	Reelect Ueli Dietiker as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Henry Peter as Director	Mgmt	For	For	For
5.9	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.10	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.11	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For
5.12	Elect Philomena Colatrella as Director	Mgmt	For	For	For
5.13	Elect Severin Moser as Director	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.16	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Approve CHF 130,800 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

UOL Group Limited

Meeting Date: 04/28/2023

Country: Singapore

Ticker: U14

Record Date:

Meeting Type: Annual

Primary Security ID: Y9299W103

Shares Voted: 8,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve First and Final and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Elect Poon Hon Thang Samuel as Director	Mgmt	For	For	For
5	Elect Wee Ee-chao as Director	Mgmt	For	For	For
6	Elect Sim Hwee Cher as Director	Mgmt	For	For	For
7	Elect Yip Wai Ping Annabelle as Director	Mgmt	For	For	For
8	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Grant of Options and Issuance of Shares Under the UOL 2022 Share Option Scheme	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Woodside Energy Group Ltd.

Meeting Date: 04/28/2023

Country: Australia

Ticker: WDS

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: Q98327333

Shares Voted: 38,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ian Macfarlane as Director	Mgmt	For	For	For
2b	Elect Larry Archibald as Director	Mgmt	For	For	For
2c	Elect Swee Chen Goh as Director	Mgmt	For	For	For
2d	Elect Arnaud Breuillac as Director	Mgmt	For	For	For
2e	Elect Angela Minas as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	For	Refer	For
5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6b	Approve Contingent Resolution - Capital Protection	SH	Against	Abstain	Against

ArcelorMittal SA

Meeting Date: 05/02/2023

Country: Luxembourg

Ticker: MT

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: L0302D210

Shares Voted: 10,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
I	Approve Consolidated Financial Statements	Mgmt	For	For	For
II	Approve Financial Statements	Mgmt	For	For	For
III	Approve Dividends	Mgmt	For	For	For
IV	Approve Allocation of Income	Mgmt	For	For	For
V	Approve Remuneration Report	Mgmt	For	For	For
VI	Approve Remuneration of the Directors, Lead Independent Directors, Members and Chairs of the Audit and Risk Committee, Members and Chairs of the Other Committee, Members and Chairs of the Special Committee and Chief Executive Officer	Mgmt	For	For	For

ArcelorMittal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
VII	Approve Discharge of Directors	Mgmt	For	For	For
VIII	Reelect Lakshmi Niwas Mittal as Director	Mgmt	For	For	For
IX	Reelect Aditya Mittal as Director	Mgmt	For	For	For
X	Reelect Etienne Schneider as Director	Mgmt	For	For	For
XI	Reelect Michel Wurth as Director	Mgmt	For	For	For
XII	Reelect Patrica Barbizet as Director	Mgmt	For	For	For
XIII	Approve Share Repurchase	Mgmt	For	For	For
XIV	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
XV	Approve Grants of Share-Based Incentives and Performance Unit Plan 2023-2033 for the Executive Chairman and the Chief Executive Officer	Mgmt	For	For	For

ArcelorMittal SA

Meeting Date: 05/02/2023

Country: Luxembourg

Ticker: MT

Record Date: 04/18/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: L0302D210

Shares Voted: 10,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
I	Extraordinary Meeting Agenda	Mgmt			
	Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	Mgmt	For	For	For

argenx SE

Meeting Date: 05/02/2023

Country: Netherlands

Ticker: ARGX

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: N0610Q109

Shares Voted: 1,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against

argenx SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a	Discuss Annual Report for FY 2022	Mgmt			
4.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.c	Discussion on Company's Corporate Governance Structure	Mgmt			
4.d	Approve Allocation of Losses to the Retained Earnings of the Company	Mgmt	For	For	For
4.e	Approve Discharge of Directors	Mgmt	For	For	For
5	Reelect Don deBethizy as Non-Executive Director	Mgmt	For	Refer	Against
6	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
7	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
8	Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

Hexagon AB

Meeting Date: 05/02/2023

Country: Sweden

Ticker: HEXA.B

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: W4R431112

Shares Voted: 39,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive the Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9.c3	Approve Discharge of John Brandon	Mgmt	For	For	For
9.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
9.c5	Approve Discharge of Ulrika Francke	Mgmt	For	For	For
9.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For	For
9.c8	Approve Discharge of Brett Watson	Mgmt	For	For	For
9.c9	Approve Discharge of Erik Huggers	Mgmt	For	For	For
9.c10	Approve Discharge of CEO Ola Rollen	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.2	Reelect John Brandon as Director	Mgmt	For	Refer	Against
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Against
12.4	Reelect Ola Rollen as Director	Mgmt	For	Against	Against
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against	Against
12.6	Reelect Brett Watson as Director	Mgmt	For	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	For
12.8	Elect Ola Rollen as Board Chair	Mgmt	For	Against	Against
12.9	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Ocado Group Plc

Meeting Date: 05/02/2023 **Country:** United Kingdom **Ticker:** OCDO
Record Date: 04/27/2023 **Meeting Type:** Annual
Primary Security ID: G6718L106

Shares Voted: 12,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For	For
4	Re-elect Tim Steiner as Director	Mgmt	For	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
6	Re-elect Neill Abrams as Director	Mgmt	For	For	For
7	Re-elect Mark Richardson as Director	Mgmt	For	For	For
8	Re-elect Luke Jensen as Director	Mgmt	For	For	For
9	Re-elect Jorn Rausing as Director	Mgmt	For	For	For
10	Re-elect Andrew Harrison as Director	Mgmt	For	Refer	Against
11	Re-elect Emma Lloyd as Director	Mgmt	For	For	For
12	Re-elect Julie Southern as Director	Mgmt	For	For	For
13	Re-elect John Martin as Director	Mgmt	For	For	For
14	Re-elect Michael Sherman as Director	Mgmt	For	For	For
15	Re-elect Nadia Shouraboura as Director	Mgmt	For	For	For
16	Elect Julia Brown as Director	Mgmt	For	Refer	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity in Connection with a Rights Issue	Mgmt	For	For	For

Ocado Group Plc

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

Air Liquide SA

Meeting Date: 05/03/2023

Country: France

Ticker: AI

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 10,701

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 2.95 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Elect Catherine Guillovard as Director	Mgmt	For	For	For
6	Elect Christina Law as Director	Mgmt	For	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Barclays PLC

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: BARC

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G08036124

Shares Voted: 326,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Marc Moses as Director	Mgmt	For	For	For
5	Re-elect Robert Berry as Director	Mgmt	For	For	For
6	Re-elect Tim Breedon as Director	Mgmt	For	For	For
7	Re-elect Anna Cross as Director	Mgmt	For	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	For
9	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
10	Re-elect Mary Francis as Director	Mgmt	For	For	For
11	Re-elect Crawford Gillies as Director	Mgmt	For	For	For
12	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
13	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
14	Re-elect Diane Schueneman as Director	Mgmt	For	For	For
15	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
16	Re-elect Julia Wilson as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Galp Energia SGPS SA

Meeting Date: 05/03/2023

Country: Portugal

Ticker: GALP

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: X3078L108

Shares Voted: 11,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect General Meeting Board for 2023-2026 Term	Mgmt	For	For	For

Galp Energia SGPS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For	For
5	Elect Directors for 2023-2026 Term	Mgmt	For	Against	Against
6	Elect Fiscal Council Members for 2023-2026 Term	Mgmt	For	For	For
7	Appoint Auditor for 2023-2026 Term	Mgmt	For	For	For
8	Elect Remuneration Committee Members for 2023-2026 Term and Approve Committee Remuneration and Regulations	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Amend Article 10	Mgmt	For	For	For
11	Approve Standard Accounting Transfers	Mgmt	For	For	For
12	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For	For
13	Approve Reduction in Share Capital	Mgmt	For	For	For

GSK Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: GSK

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G3910J179

Shares Voted: 83,156

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 Julie Brown as Director	Mgmt	For	For	For
4	Elect Vishal Sikka as Director	Mgmt	For	For	For
5	Elect Elizabeth McKee Anderson as Director	Mgmt	For	For	For
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
8	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
9	Re-elect Hal Barron as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Anne Beal as Director	Mgmt	For	For	For
11	Re-elect Harry Dietz as Director	Mgmt	For	For	For
12	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
13	Re-elect Urs Rohner as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Amendments to the Remuneration Policy	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	Against	Against

Hannover Rueck SE

Meeting Date: 05/03/2023

Country: Germany

Ticker: HNR1

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: D3015J135

Shares Voted: 1,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share and Special Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against	Against

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For	For

Investor AB

Meeting Date: 05/03/2023 **Country:** Sweden **Ticker:** INVE.B
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: W5R777115

Shares Voted: 46,955

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

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 4.40 Per Share	Mgmt	For	For	For
12.A	Determine Number of Members (11) 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 3.2 Million for Chairman, SEK 1.8 Million for Vice Chairman and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For
14.A	Reelect Gunnar Brock as Director	Mgmt	For	For	For
14.B	Reelect Johan Forssell as Director	Mgmt	For	For	For
14.C	Reelect Magdalena Gerger as Director	Mgmt	For	For	For
14.D	Reelect Tom Johnstone as Director	Mgmt	For	For	For
14.E	Reelect Isabelle Kocher as Director	Mgmt	For	For	For
14.F	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.G	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Against
14.H	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.I	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
14.J	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.K	Reelect Sara Ohrvall as Director	Mgmt	For	For	For
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For	For
17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	For
17.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	For
18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Mercedes-Benz Group AG

Meeting Date: 05/03/2023 **Country:** Germany **Ticker:** MBG
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: D1668R123

Shares Voted: 16,374

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	Mgmt	For	For	For
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	Mgmt	For	For	For
6	Elect Stefan Pierer to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	Abstain
10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Meeting Date: 05/03/2023

Country: Finland

Ticker: MOCORP

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: X5404W104

Shares Voted: 13,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.30 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 164,000 for Chairman, EUR 85,000 for Vice Chairman, and EUR 69,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipjarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rytsoola as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Amend Articles Re: Business Name and Domicile	Mgmt	For	For	For
17	Amend Articles Re: Time and Place of the Meeting; Advance Notice	Mgmt	For	Against	Against
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For	For
20	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For

Metso Outotec Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Close Meeting	Mgmt			

OCI NV

Meeting Date: 05/03/2023 **Country:** Netherlands **Ticker:** OCI
Record Date: 04/05/2023 **Meeting Type:** Annual
Primary Security ID: N6667A111

Shares Voted: 1,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	Against
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration Policy for Executive Board	Mgmt	For	For	Against
6	Approve Remuneration Policy for Non-Executive Directors	Mgmt	For	For	For
7	Approve Discharge of Executive Directors	Mgmt	For	For	For
8	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
9	Elect Nadia Sawiris as Non-Executive Director	Mgmt	For	For	For
10	Elect Michael Bennett as Non-Executive Director	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Merger or Acquisition Plus 1 Percent if the Issuance of Shares or Granting of Rights Occurs for the Purpose of OCI's Equity Incentive Plans	Mgmt	For	Against	Against
12	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: RKT

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G74079107

Shares Voted: 14,597

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 Jeff Carr as Director	Mgmt	For	For	For
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
8	Re-elect Nicandro Durante as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
11	Re-elect Pam Kirby as Director	Mgmt	For	For	For
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	For
13	Re-elect Elane Stock as Director	Mgmt	For	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
15	Elect Jeremy Darroch as Director	Mgmt	For	For	For
16	Elect Tamara Ingram as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Standard Chartered Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: STAN

Record Date: 05/01/2023

Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 50,402

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 Jackie Hunt as Director	Mgmt	For	For	For
5	Elect Linda Yueh 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 Andy Halford as Director	Mgmt	For	For	For
9	Re-elect Gay Huey Evans as Director	Mgmt	For	For	For
10	Re-elect Robin Lawther as Director	Mgmt	For	For	For
11	Re-elect Maria Ramos as Director	Mgmt	For	For	For
12	Re-elect Phil Rivett as Director	Mgmt	For	For	For
13	Re-elect David Tang as Director	Mgmt	For	For	For
14	Re-elect Carlson Tong as Director	Mgmt	For	For	For
15	Re-elect Jose Vinals as Director	Mgmt	For	For	For
16	Re-elect Bill Winters as Director	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 28	Mgmt	For	For	For
24	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	Refer	For
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
29	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
31	Adopt New Articles of Association	Mgmt	For	For	For

Temenos AG

Meeting Date: 05/03/2023

Country: Switzerland

Ticker: TEMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8547Q107

Shares Voted: 1,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of USD 2.3 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 30 Million	Mgmt	For	For	For
5.1.1	Elect Xavier Cauchois as Director	Mgmt	For	For	For
5.1.2	Elect Dorothee Deuring as Director	Mgmt	For	For	For
5.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	For	For
5.2.2	Reelect Ian Cookson as Director	Mgmt	For	For	For
5.2.3	Reelect Peter Spenser as Director	Mgmt	For	For	For
5.2.4	Reelect Maurizio Carli as Director	Mgmt	For	For	For
5.2.5	Reelect Deborah Forster as Director	Mgmt	For	For	For
5.2.6	Reelect Cecilia Hulten as Director	Mgmt	For	For	For

Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Deborah Forster as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Appoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Appoint Dorothee Deuring as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Tenaris SA

Meeting Date: 05/03/2023 **Country:** Luxembourg **Ticker:** TEN
Record Date: 04/19/2023 **Meeting Type:** Annual
Primary Security ID: L90272102

Shares Voted: 9,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Elect Directors (Bundled)	Mgmt	For	Refer	Against
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	Against
9	Approve Auditors for the Fiscal Year Ending December 31, 2023, and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Auditors for the Fiscal Year Ending December 31, 2024	Mgmt	For	For	For
11	Allow Electronic Distribution of Company Documents to Shareholders	Mgmt	For	For	For

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: ULVR

Record Date: 05/01/2023

Meeting Type: Annual

Primary Security ID: G92087165

Shares Voted: 51,664

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	Against
3	Re-elect Nils Andersen as Director	Mgmt	For	For	For
4	Re-elect Judith Hartmann as Director	Mgmt	For	For	For
5	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
6	Re-elect Alan Jope 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	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For
11	Re-elect Youngme Moon as Director	Mgmt	For	For	For
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
13	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For
14	Elect Nelson Peltz as Director	Mgmt	For	For	For
15	Elect Hein Schumacher as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

ACS Actividades de Construcción y Servicios SA

Meeting Date: 05/04/2023

Country: Spain

Ticker: ACS

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: E7813W163

Shares Voted: 4,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4.1	Fix Number of Directors at 15	Mgmt	For	For	For
4.2	Reelect Florentino Perez Rodriguez as Director	Mgmt	For	For	For
4.3	Reelect Jose Luis del Valle Perez as Director	Mgmt	For	For	For
4.4	Reelect Antonio Botella Garcia as Director	Mgmt	For	For	For
4.5	Reelect Emilio Garcia Gallego as Director	Mgmt	For	For	For
4.6	Reelect Catalina Minarro Brugarolas as Director	Mgmt	For	For	For
4.7	Reelect Pedro Jose Lopez Jimenez as Director	Mgmt	For	For	For
4.8	Reelect Maria Soledad Perez Rodriguez as Director	Mgmt	For	For	For
4.9	Elect Lourdes Maiz Carro as Director	Mgmt	For	For	For
4.10	Elect Lourdes Fraguas Gadea as Director	Mgmt	For	For	For
5.1	Advisory Vote on Remuneration Report	Mgmt	For	For	For
5.2	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Stock Option Plan and Restricted Stock Plan	Mgmt	For	For	For
7	Appoint Deloitte as Auditor	Mgmt	For	For	For
8	Approve Scrip Dividends and Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Meeting Date: 05/04/2023

Country: Ireland

Ticker: A5G

Record Date: 04/30/2023

Meeting Type: Annual

Primary Security ID: G0R4HJ106

Shares Voted: 24,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
5a	Re-elect Anik Chaumartin as Director	Mgmt	For	For	For
5b	Re-elect Donal Galvin as Director	Mgmt	For	For	For
5c	Re-elect Basil Geoghegan as Director	Mgmt	For	For	For
5d	Re-elect Tanya Horgan as Director	Mgmt	For	For	For
5e	Re-elect Colin Hunt as Director	Mgmt	For	For	For
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	For	For	For
5g	Re-elect Elaine MacLean as Director	Mgmt	For	For	For
5h	Re-elect Andy 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 Jim Pettigrew Director	Mgmt	For	For	For
5n	Re-elect Jan Sijbrand as Director	Mgmt	For	For	For
5o	Re-elect Raj Singh as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
13	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	For	For	For

Allianz SE

Meeting Date: 05/04/2023

Country: Germany

Ticker: ALV

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: D03080112

Shares Voted: 8,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Abstain
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For

Aviva Plc

Meeting Date: 05/04/2023 **Country:** United Kingdom **Ticker:** AV
Record Date: 05/02/2023 **Meeting Type:** Annual
Primary Security ID: G0683Q158

Shares Voted: 58,279

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 Climate-Related Financial Disclosure	Mgmt	For	Abstain	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Mike Craston as Director	Mgmt	For	For	For
6	Elect Charlotte Jones as Director	Mgmt	For	For	For
7	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
8	Re-elect Andrea Blance as Director	Mgmt	For	For	For
9	Re-elect George Culmer as Director	Mgmt	For	For	For
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
11	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
12	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
13	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
14	Re-elect Jim McConville as Director	Mgmt	For	For	For
15	Re-elect Michael Mire as Director	Mgmt	For	For	For
16	Re-elect Martin Strobel as Director	Mgmt	For	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
18	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Any Issuance of SII Instruments	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Aviva Plc

Meeting Date: 05/04/2023 **Country:** United Kingdom **Ticker:** AV
Record Date: 05/02/2023 **Meeting Type:** Special

Primary Security ID: G0683Q158

Shares Voted: 58,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	Mgmt	For	For	For
2	Approve Reduction of Capital Redemption Reserve	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/04/2023 **Country:** United Kingdom **Ticker:** BA
Record Date: 05/02/2023 **Meeting Type:** Annual

Primary Security ID: G06940103

Shares Voted: 63,611

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

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
9	Re-elect Bradley Greve as Director	Mgmt	For	For	For
10	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
11	Re-elect Christopher Grigg as Director	Mgmt	For	For	For
12	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
13	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
14	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
16	Elect Cressida Hogg as Director	Mgmt	For	For	For
17	Elect Lord Sedwill as Director	Mgmt	For	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Approve Long-Term Incentive Plan	Mgmt	For	Refer	For
22	Authorise Issue of Equity	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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Banque Cantonale Vaudoise

Meeting Date: 05/04/2023

Country: Switzerland

Ticker: BCVN

Record Date:

Meeting Type: Annual

Primary Security ID: H04825354

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Executive Management Report (Non-Voting)	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.80 per Share	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 14,296 Shares	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Deutsche Post AG

Meeting Date: 05/04/2023

Country: Germany

Ticker: DPW

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 20,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For	For
5.2	Reelect Mario Daberkow to the Supervisory Board	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Groupe Bruxelles Lambert SA

Meeting Date: 05/04/2023 **Country:** Belgium **Ticker:** GBLB
Record Date: 04/20/2023 **Meeting Type:** Annual
Primary Security ID: B4746J115

Shares Voted: 2,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Discharge of Auditor	Mgmt	For	For	For
5.1	Receive Information on Resignation of Jocelyn Lefebvre as Director	Mgmt			
5.2	Receive Information on End of Mandate of Gerald Frere, Antoinette d'Aspremont Lynden and Marie Polet as Directors	Mgmt			
5.3.1	Elect Mary Meaney as Independent Director	Mgmt	For	For	For
5.3.2	Elect Christian Van Thill as Independent Director	Mgmt	For	For	For
5.4.1	Reelect Paul Desmarais, Jr. as Director	Mgmt	For	Against	Against
5.4.2	Reelect Cedric Frere as Director	Mgmt	For	Against	Against
5.4.3	Reelect Segolene Gallienne - Frere as Director	Mgmt	For	Against	Against

Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 7.2	Mgmt			
7.2	Approve Guarantee to Acquire Shares under Long Term Incentive Plan	Mgmt	For	For	For
8	Transact Other Business	Mgmt			

Groupe Bruxelles Lambert SA

Meeting Date: 05/04/2023

Country: Belgium

Ticker: GBLB

Record Date: 04/20/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B4746J115

Shares Voted: 2,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Approve Cancellation of Treasury Shares	Mgmt	For	For	For
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Meeting Date: 05/04/2023

Country: Sweden

Ticker: HM.B

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: W41422101

Shares Voted: 14,322

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

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6.50	Mgmt	For	For	For
9.c1	Approve Discharge of Board Chair Karl-Johan Persson	Mgmt	For	For	For
9.c2	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	For	For
9.c3	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	For	For
9.c4	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	For	For
9.c5	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	For	For
9.c6	Approve Discharge of Board Member Christian Sievert	Mgmt	For	For	For
9.c7	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	For	For
9.c8	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	For	For
9.c9	Approve Discharge of Employee Representative Ingrid Godin	Mgmt	For	For	For
9.c10	Approve Discharge of Employee Representative Tim Gahnstrom	Mgmt	For	For	For
9.c11	Approve Discharge of Employee Representative Louise Wikholm	Mgmt	For	For	For
9.c12	Approve Discharge of Employee Representative Margareta Welinder	Mgmt	For	For	For
9.c13	Approve Discharge of Employee Representative Hampus Glanzelius	Mgmt	For	For	For
9.c14	Approve Discharge of Employee Representative Agneta Gustafsson	Mgmt	For	For	For
9.c15	Approve Discharge of CEO Helena Helmersson	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 1.85 Million for Chairman and SEK 800,000 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

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Reelect Anders Dahlvig as Director	Mgmt	For	For	For
12.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
12.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For
12.5	Reelect Karl-Johan Persson as Director	Mgmt	For	For	For
12.6	Reelect Christian Sievert as Director	Mgmt	For	For	For
12.7	Reelect Niklas Zennstrom as Director	Mgmt	For	For	For
12.8	Elect Christina Synnergren as Director	Mgmt	For	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	For	For
13	Ratify Deloitte as Auditor	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve SEK 3.2 Billion Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 3.2 Billion for a Bonus Issue	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposals Submitted by Daniel Sommerstein	Mgmt			
17	Request Board to Initiate Plan for Launching Clothing with Fairtrade Label	SH	None	Refer	Against
	Shareholder Proposals Submitted by Fair Action	Mgmt			
18	Request Company to Negotiate with Unions and Suppliers to Establish and Manage (i) Wage Assurance Account, (ii) Severance Claims Account, and (iii) Administration and Enforcement Account	SH	None	Refer	Against
	Shareholder Proposals Submitted by Fondazione Finanza Etica	Mgmt			
19	Request Company to Disclose Exposure to and Risks of Sourcing GM Cotton, and Set Targets to Decrease Exposure to GM Cotton and Increase Sourcing of Organic Cotton	SH	None	Refer	Against
	Shareholder Proposals Submitted by People for the Ethical Treatment of Animals	Mgmt			
20	Report on Slaughter Methods Used in H&M Supply Chain	SH	None	Against	Against
21	Close Meeting	Mgmt			

Hang Seng Bank Limited

Meeting Date: 05/04/2023

Country: Hong Kong

Ticker: 11

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: Y30327103

Shares Voted: 15,200

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 Kathleen C H Gan as Director	Mgmt	For	For	For
2b	Elect Patricia S W Lam as Director	Mgmt	For	For	For
2c	Elect Huey Ru Lin Director	Mgmt	For	For	For
2d	Elect Kenneth S Y Ng as Director	Mgmt	For	For	For
2e	Elect Say Pin Saw as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Adopt New Articles of Association	Mgmt	For	Refer	Against

Holcim Ltd.

Meeting Date: 05/04/2023

Country: Switzerland

Ticker: HOLN

Record Date:

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 11,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividends of CHF 2.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
4.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.1.1	Reelect Jan Jenisch as Director and Elect as Board Chair	Mgmt	For	For	For
5.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
5.1.3	Reelect Kim Fausing as Director	Mgmt	For	For	For
5.1.4	Reelect Leanne Geale as Director	Mgmt	For	For	For
5.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For	For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
5.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For	For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
5.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	Against	Against
5.2.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.2.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.2.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.2.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	Against	Against
5.3.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.3.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For	For	For
7	Approve CHF 80 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Climate Report	Mgmt	For	Abstain	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Hongkong Land Holdings Ltd.

Meeting Date: 05/04/2023

Country: Bermuda

Ticker: HKLD

Record Date:

Meeting Type: Annual

Primary Security ID: G4587L109

Shares Voted: 21,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Stuart Grant as Director	Mgmt	For	For	For
4	Elect Lily Jencks as Director	Mgmt	For	For	For
5	Re-elect Christina Ong as Director	Mgmt	For	For	For
6	Re-elect Robert Wong as Director	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers, Hong Kong as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For

Jardine Matheson Holdings Ltd.

Meeting Date: 05/04/2023

Country: Bermuda

Ticker: JARB

Record Date:

Meeting Type: Annual

Primary Security ID: G50736100

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect David Hsu as Director	Mgmt	For	Against	Against
4	Re-elect Adam Keswick as Director	Mgmt	For	Against	Against
5	Re-elect Anthony Nightingale as Director	Mgmt	For	Against	Against
6	Appoint PricewaterhouseCoopers, Hong Kong as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/04/2023

Country: Belgium

Ticker: KBC

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: B5337G162

KBC Group SA/NV

Shares Voted: 5,025

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 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Approve Auditors' Remuneration	Mgmt	For	For	For
9.1	Reelect Koenraad Debackere as Independent Director	Mgmt	For	For	For
9.2	Reelect Alain Bostoën as Director	Mgmt	For	Against	Against
9.3	Reelect Franky Depickere as Director	Mgmt	For	Against	Against
9.4	Reelect Frank Donck as Director	Mgmt	For	Against	Against
9.5	Elect Marc De Ceuster as Director	Mgmt	For	Against	Against
9.6	Elect Raf Sels as Director	Mgmt	For	Against	Against
10	Transact Other Business	Mgmt			

KBC Group SA/NV

Meeting Date: 05/04/2023

Country: Belgium

Ticker: KBC

Record Date: 04/20/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B5337G162

Shares Voted: 5,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt			
2.1	Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Approve Issuance of Shares with Preemptive Rights	Mgmt	For	For	For
3	Amend Article 7 Re: Insert Transitional Provision	Mgmt	For	For	For
4	Amend Article 8 Re: Allocation of Share Premiums	Mgmt	For	For	For
5	Authorize Cancellation of Treasury Shares	Mgmt	For	For	For
6	Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	For	For	For
7	Amend Article 20 Re: Powers of the Executive Committee	Mgmt	For	For	For
8	Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	For	For	For
9	Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
11	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Mondi Plc

Meeting Date: 05/04/2023 **Country:** United Kingdom **Ticker:** MNDI
Record Date: 05/02/2023 **Meeting Type:** Annual
Primary Security ID: G6258S107

Shares Voted: 10,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Anke Groth as Director	Mgmt	For	For	For
6	Elect Saki Macozoma as Director	Mgmt	For	For	For
7	Re-elect Svein Richard Brandtzaeg as Director	Mgmt	For	Against	Against
8	Re-elect Sue Clark as Director	Mgmt	For	For	For
9	Re-elect Andrew King as Director	Mgmt	For	For	For
10	Re-elect Mike Powell as Director	Mgmt	For	For	For

Mondi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Dominique Reiniche as Director	Mgmt	For	For	For
12	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
13	Re-elect Philip Yea as Director	Mgmt	For	For	For
14	Re-elect Stephen Young as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Nexi SpA

Meeting Date: 05/04/2023 **Country:** Italy **Ticker:** NEXI
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: T6S18J104

Shares Voted: 11,322

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Elect Johannes Korp as Director and Approve Director's Remuneration	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Phoenix Group Holdings Plc

Meeting Date: 05/04/2023 **Country:** United Kingdom **Ticker:** PHNX
Record Date: 05/02/2023 **Meeting Type:** Annual
Primary Security ID: G7S8MZ109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Alastair Barbour as Director	Mgmt	For	For	For
6	Re-elect Andy Briggs as Director	Mgmt	For	For	For
7	Elect Stephanie Bruce as Director	Mgmt	For	For	For
8	Re-elect Karen Green as Director	Mgmt	For	For	For
9	Elect Mark Gregory as Director	Mgmt	For	For	For
10	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For	For
11	Re-elect Katie Murray as Director	Mgmt	For	For	For
12	Re-elect John Pollock as Director	Mgmt	For	For	For
13	Re-elect Belinda Richards as Director	Mgmt	For	For	For
14	Elect Maggie Semple as Director	Mgmt	For	For	For
15	Re-elect Nicholas Shott as Director	Mgmt	For	For	For
16	Re-elect Kory Sorenson as Director	Mgmt	For	For	For
17	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Rio Tinto Limited

Meeting Date: 05/04/2023

Country: Australia

Ticker: RIO

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: Q81437107

Shares Voted: 7,533

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 for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Approve Potential Termination Benefits	Mgmt	For	For	For
5	Elect Kaisa Hietala as Director	Mgmt	For	For	For
6	Elect Dominic Barton as Director	Mgmt	For	For	For
7	Elect Megan Clark as Director	Mgmt	For	For	For
8	Elect Peter Cunningham as Director	Mgmt	For	For	For
9	Elect Simon Henry as Director	Mgmt	For	For	For
10	Elect Sam Laidlaw as Director	Mgmt	For	For	For
11	Elect Simon McKeon as Director	Mgmt	For	For	For
12	Elect Jennifer Nason as Director	Mgmt	For	For	For
13	Elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Elect Ngaire Woods as Director	Mgmt	For	For	For
15	Elect Ben Wyatt as Director	Mgmt	For	For	For
16	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorize the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Authority to Make Political Donations	Mgmt	For	For	For
19	Approve the Renewal of Off-Market and On-Market Share Buy-back Authorities	Mgmt	For	For	For

RWE AG

Meeting Date: 05/04/2023

Country: Germany

Ticker: RWE

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: D6629K109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Billion; Approve Creation of EUR 190.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For

Meeting Date: 05/04/2023

Country: France

Ticker: SU

Record Date: 05/02/2023

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 11,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	Against
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	Abstain	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Securitas AB

Meeting Date: 05/04/2023 **Country:** Sweden **Ticker:** SECU.B
Record Date: 04/25/2023 **Meeting Type:** Annual
Primary Security ID: W7912C118

Shares Voted: 9,411

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

Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Proposal on Allocation of Income	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.45 Per Share	Mgmt	For	For	For
9.c	Approve May 8, 2023 as Record Date for Dividend Payment	Mgmt	For	For	For
9.d	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 2.64 Million for Chairman, and SEK 870,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13	Reelect Jan Svensson (Chair), Ingrid Bonde, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors; Elect Asa Bergman as New Director	Mgmt	For	Refer	Against
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Program LTI 2023/2025 for Key Employees and Related Financing	Mgmt	For	For	For
17	Close Meeting	Mgmt			

SNAM SpA

Meeting Date: 05/04/2023

Country: Italy

Ticker: SRG

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: T8578N103

Shares Voted: 39,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve the 2023-2025 Long Term Share Incentive Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Sofina SA

Meeting Date: 05/04/2023

Country: Belgium

Ticker: SOF

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: B80925124

Shares Voted: 359

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
1.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.24 per Share	Mgmt	For	For	For
2.1	Presentation of the Remuneration Report Relating to the Financial Year 2022	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	For	For
3.1	Approve Discharge of Directors	Mgmt	For	For	For
3.2	Approve Discharge of Auditors	Mgmt	For	For	For
4.1	Elect Leslie Teo as Independent Director	Mgmt	For	For	For
4.2	Elect Rajeev Vasudeva as Independent Director	Mgmt	For	For	For

Sofina SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Felix Goblet d'Alviella as Director	Mgmt	For	For	For
5	Ratify EY as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business	Mgmt			

Sofina SA

Meeting Date: 05/04/2023

Country: Belgium

Ticker: SOF

Record Date: 04/20/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B80925124

Shares Voted: 359

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Increase Share Capital	Mgmt			
1.2	Authorize Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
2	Change Date of Annual Meeting	Mgmt	For	For	For
3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Alcon Inc.

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: ALC

Record Date:

Meeting Type: Annual

Primary Security ID: H01301128

Shares Voted: 10,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.21 per Share	Mgmt	For	For	For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	Mgmt	For	For	For
5.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
5.3	Reelect Raquel Bono as Director	Mgmt	For	For	For
5.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
5.5	Reelect David Endicott as Director	Mgmt	For	For	For
5.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
5.7	Reelect Keith Grossman as Director	Mgmt	For	Against	Against
5.8	Reelect Scott Maw as Director	Mgmt	For	For	For
5.9	Reelect Karen May as Director	Mgmt	For	For	For
5.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
5.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For	For	For
9.4	Amend Articles Re: General Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

CLP Holdings Limited

Meeting Date: 05/05/2023 **Country:** Hong Kong **Ticker:** 2
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: Y1660Q104

Shares Voted: 32,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Chan Bernard Charnwut as Director	Mgmt	For	For	For
2b	Elect Yuen So Siu Mai Betty as Director	Mgmt	For	For	For
2c	Elect Michael Kadoorie as Director	Mgmt	For	For	For
2d	Elect Andrew Clifford Winawer Brandler as Director	Mgmt	For	For	For
2e	Elect John Andrew Harry Leigh as Director	Mgmt	For	For	For
2f	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

HSBC Holdings Plc

Meeting Date: 05/05/2023 **Country:** United Kingdom **Ticker:** HSBA
Record Date: 05/04/2023 **Meeting Type:** Annual
Primary Security ID: G4634U169

Shares Voted: 405,034

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

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Geraldine Buckingham as Director	Mgmt	For	For	For
3b	Elect Georges Elhedery as Director	Mgmt	For	For	For
3c	Elect Kalpana Morparia as Director	Mgmt	For	For	For
3d	Re-elect Rachel Duan as Director	Mgmt	For	For	For
3e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
3f	Re-elect James Forese as Director	Mgmt	For	For	For
3g	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
3h	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
3i	Re-elect Eileen Murray as Director	Mgmt	For	For	For
3j	Re-elect David Nish as Director	Mgmt	For	For	For
3k	Re-elect Noel Quinn as Director	Mgmt	For	For	For
3l	Re-elect Mark Tucker as Director	Mgmt	For	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Approve Share Repurchase Contract	Mgmt	For	For	For
13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	Refer	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
	Shareholder Proposals	Mgmt			
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	SH	Against	Against	Against

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	SH	Against	Refer	Against
18	Devise and Implement a Long-Term and Stable Dividend Policy	SH	Against	Against	Against

InterContinental Hotels Group Plc

Meeting Date: 05/05/2023 **Country:** United Kingdom **Ticker:** IHG
Record Date: 05/03/2023 **Meeting Type:** Annual
Primary Security ID: G4804L163

Shares Voted: 3,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Elect Michael Glover as Director	Mgmt	For	For	For
5b	Elect Byron Grote as Director	Mgmt	For	Against	Against
5c	Elect Deanna Oppenheimer as Director	Mgmt	For	For	For
5d	Re-elect Graham Allan as Director	Mgmt	For	For	For
5e	Re-elect Keith Barr as Director	Mgmt	For	For	For
5f	Re-elect Daniela Barone Soares as Director	Mgmt	For	For	For
5g	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
5h	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
5i	Re-elect Jo Harlow as Director	Mgmt	For	For	For
5j	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
5k	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Approve Deferred Award Plan	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Knorr-Bremse AG

Meeting Date: 05/05/2023

Country: Germany

Ticker: KBX

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: D4S43E114

Shares Voted: 1,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8	Approve Creation of EUR 32.2 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 1.5 Billion; Approve Creation of EUR 16.1 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

Knorr-Bremse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Affiliation Agreement with Knorr-Bremse Systeme fuer Nutzfahrzeuge GmbH	Mgmt	For	For	For

Lonza Group AG

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 1,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	Against	Against
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 05/05/2023

Country: Germany

Ticker: MUV2

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 2,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	Mgmt	For	For	For

Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
8	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Budweiser Brewing Company APAC Limited

Meeting Date: 05/08/2023

Country: Cayman Islands

Ticker: 1876

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: G1674K101

Shares Voted: 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Jan Craps as Director	Mgmt	For	For	For
3b	Elect Michel Doukeris as Director	Mgmt	For	For	For
3c	Elect Katherine Barrett as Director	Mgmt	For	For	For
3d	Elect Nelson Jamel as Director	Mgmt	For	For	For
3e	Elect Martin Cubbon as Director	Mgmt	For	For	For
3f	Elect Marjorie Mun Tak Yang as Director	Mgmt	For	For	For
3g	Elect Katherine King-suen Tsang as Director	Mgmt	For	For	For
3h	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	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
8	Amend Share Award Schemes	Mgmt	For	Against	Against
9	Approve Refreshment of the Maximum Number of New Shares Issued which may be Granted Pursuant to the Share Award Schemes	Mgmt	For	Against	Against

Kinnevik AB

Meeting Date: 05/08/2023

Country: Sweden

Ticker: KINV.B

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: W5139V646

Shares Voted: 4,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chair 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	Speech by Board Chair	Mgmt			
8	Speech by the CEO	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.a	Approve Discharge of James Anderson	Mgmt	For	For	For
12.b	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
12.c	Approve Discharge of Harald Mix	Mgmt	For	For	For
12.d	Approve Discharge of Cecilia Qvist	Mgmt	For	For	For
12.e	Approve Discharge of Charlotte Stromberg	Mgmt	For	For	For
12.f	Approve Discharge of Georgi Ganev	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.35 Million for Chair and SEK 735,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
16.a	Reelect James Anderson as Director	Mgmt	For	For	For
16.b	Reelect Susanna Campbell as Director	Mgmt	For	For	For
16.c	Reelect Harald Mix as Director	Mgmt	For	For	For
16.d	Reelect Cecilia Qvist as Director	Mgmt	For	For	For
16.e	Reelect Charlotte Stomberg as Director	Mgmt	For	For	For
17	Reelect James Anderson as Board Chair	Mgmt	For	For	For
18	Ratify KPMG AB as Auditors	Mgmt	For	For	For
19	Approve Nominating Committee Procedures	Mgmt	For	For	For

Kinnevik AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Reelect Hugo Stenbeck, Lawrence Burns, Erik Brandstrom and Marie Klingspor as Members of Nominating Committee	Mgmt	For	For	For
21.a	Approve Performance Based Share Plan LTIP 2023	Mgmt	For	For	For
21.b	Amend Articles Re: Equity-Related	Mgmt	For	For	For
21.c	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For	For
21.d	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	For	For
21.e	Approve Transfer of Shares in Connection with Incentive Plan	Mgmt	For	For	For
21.f	Approve Transfer of Shares in Connection with Incentive Plan	Mgmt	For	For	For
22.a	Approve Transfer of Shares in Connection with Previous Incentive Plan	Mgmt	For	For	For
22.b	Approve Equity Plan Financing	Mgmt	For	For	For
22.c	Approve Equity Plan Financing	Mgmt	For	For	For
	Shareholder Proposals Submitted by Johan Klingspor	Mgmt			
23	Approve Cash Dividend Distribution From 2024 AGM	SH	None	Refer	Against
24	Close Meeting	Mgmt			

Poste Italiane SpA

Meeting Date: 05/08/2023

Country: Italy

Ticker: PST

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: T7S697106

Shares Voted: 10,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Fix Number of Directors	Mgmt	For	For	For
4	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against

Poste Italiane SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt			
6	Elect Silvia Maria Rovere as Board Chair	SH	None	For	For
7	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
10	Approve Equity-Based Incentive Plans	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Deutsche Lufthansa AG

Meeting Date: 05/09/2023

Country: Germany

Ticker: LHA

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: D1908N106

Shares Voted: 11,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7.1	Elect Karl-Ludwig Kley to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Carsten Knobel to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Karl Gernandt to the Supervisory Board	Mgmt	For	For	For

Deutsche Lufthansa AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 100 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
11.3	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
12	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 05/09/2023

Country: Netherlands

Ticker: PHIA

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: N7637U112

Shares Voted: 17,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Approve Dividends	Mgmt	For	For	For
2.	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Discharge of Management Board	Mgmt	For	Against	Against
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Reelect A. Bhattacharya to Management Board	Mgmt	For	For	For
4.a	Reelect D.E.I. Pyott to Supervisory Board	Mgmt	For	For	For
4.b	Reelect M.E. Doherty to Supervisory Board	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2025	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			

Kuehne + Nagel International AG

Meeting Date: 05/09/2023

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 1,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 14.00 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	Refer	Against
4.1.3	Reelect David Kamenetzky as Director	Mgmt	For	For	For
4.1.4	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.6	Reelect Hauke Stars as Director	Mgmt	For	Against	Against
4.1.7	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.8	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2	Elect Vesna Nevistic 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	Refer	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	For	For
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	Against	Against
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	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
7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Rheinmetall AG

Meeting Date: 05/09/2023

Country: Germany

Ticker: RHM

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: D65111102

Shares Voted: 866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Meeting Date: 05/09/2023

Country: Sweden

Ticker: SAGA.B

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: W7519A200

Shares Voted: 3,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 2.70 Per Class A Share and Class B Share and SEK 2.00 Per Class D Share	Mgmt	For	For	For
7.c1	Approve Discharge of Staffan Salen	Mgmt	For	For	For
7.c2	Approve Discharge of David Mindus	Mgmt	For	For	For
7.c3	Approve Discharge of Johan Cerderlund	Mgmt	For	For	For
7.c4	Approve Discharge of Filip Engelbert	Mgmt	For	For	For
7.c5	Approve Discharge of Johan Thorell	Mgmt	For	For	For
7.c6	Approve Discharge of Ulrika Werdelin	Mgmt	For	For	For
7.c7	Approve Discharge of CEO David Mindus	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 330,000 for Chairman, and SEK 180,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditors	Mgmt	For	For	For
10.1	Reelect Staffan Salen as Director	Mgmt	For	Refer	Against
10.2	Reelect David Mindus as Director	Mgmt	For	For	For
10.3	Reelect Johan Cerderlund as Director	Mgmt	For	Against	Against
10.4	Reelect Filip Engelbert as Director	Mgmt	For	Against	Against
10.5	Reelect Johan Thorell as Director	Mgmt	For	Against	Against
10.6	Reelect Ulrika Werdelin as Director	Mgmt	For	Against	Against

Sagax AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.7	Reelect Staffan Salen as Board Chair	Mgmt	For	Refer	Against
10.8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
13	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Close Meeting	Mgmt			

Solvay SA

Meeting Date: 05/09/2023

Country: Belgium

Ticker: SOLB

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: B82095116

Shares Voted: 1,451

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 4.05 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Stock Option Plan Grants	Mgmt	For	For	For
9a	Receive Information on End of Mandates of Marjan Oudeman, Rosemary Thorne, and Charles Casimir-Lambert as Directors	Mgmt			
9b	Approve Decrease in Size of Board	Mgmt	For	For	For
9c	Reelect Marjan Oudeman as Director	Mgmt	For	For	For
9d	Indicate Marjan Oudeman as Independent Director	Mgmt	For	For	For
9e	Reelect Rosemary Thorne as Director	Mgmt	For	For	For

Solvay SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9f	Indicate Rosemary Thorne as Independent Director	Mgmt	For	For	For
10	Transact Other Business	Mgmt			

Swedish Orphan Biovitrum AB

Meeting Date: 05/09/2023 **Country:** Sweden **Ticker:** SOBI
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: W95637117

Shares Voted: 3,180

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 Annette Clancy	Mgmt	For	For	For
12.3	Approve Discharge of Matthew Gantz	Mgmt	For	For	For
12.4	Approve Discharge of Bo Jesper Hanse	Mgmt	For	For	For
12.5	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.6	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.7	Approve Discharge of Filipa Stenberg	Mgmt	For	For	For
12.8	Approve Discharge of Elisabeth Svanberg	Mgmt	For	For	For
12.9	Approve Discharge of Pia Axelson	Mgmt	For	For	For
12.10	Approve Discharge of Erika Husing	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.11	Approve Discharge of Linda Larsson	Mgmt	For	For	For
12.12	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.13	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 1.7 for Chairman, and SEK 570,000 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 Annette Clancy as Director	Mgmt	For	For	For
15.b	Reelect Bo Jesper Hansen as Director	Mgmt	For	For	For
15.c	Reelect Helena Saxon as Director	Mgmt	For	For	For
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For	For
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	For	For
15.f	Elect Christophe Bourdon as New Director	Mgmt	For	For	For
15.g	Elect Anders Ullman as New Director	Mgmt	For	For	For
15.h	Elect Bo Jesper Hansen 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.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	For	For
17.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
17.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	For	For
17.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
17.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
19	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Swire Properties Limited

Meeting Date: 05/09/2023

Country: Hong Kong

Ticker: 1972

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: Y83191109

Shares Voted: 21,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Cheng Lily Ka Lai as Director	Mgmt	For	For	For
1b	Elect Choi Tak Kwan Thomas as Director	Mgmt	For	For	For
1c	Elect Lim Siang Keat Raymond as Director	Mgmt	For	For	For
1d	Elect Wu May Yihong as Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023

Country: Italy

Ticker: TRN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: T9471R100

Shares Voted: 27,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
3	Fix Number of Directors	SH	None	For	For
4	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Igor De Biasio as Board Chair	SH	None	For	For
7	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate 1 Submitted by CDP Reti SpA	SH	None	For	For
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			
9	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
10	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
12.1	Approve Remuneration Policy	Mgmt	For	Against	Against
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Wharf Real Estate Investment Company Limited

Meeting Date: 05/09/2023

Country: Cayman Islands

Ticker: 1997

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: G9593A104

Shares Voted: 33,000

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 Lai Yuen Chiang as Director	Mgmt	For	For	For
2b	Elect Andrew Kwan Yuen Leung as Director	Mgmt	For	For	For
2c	Elect Desmond Luk Por Liu as Director	Mgmt	For	For	For
2d	Elect Richard Gareth Williams as Director	Mgmt	For	For	For
2e	Elect Glenn Sekkern Yee as Director	Mgmt	For	For	For
2f	Elect Eng Kiong Yeoh as Director	Mgmt	For	For	For
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Wharf Real Estate Investment Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
7	Approve and Adopt Share Option Scheme	Mgmt	For	Against	Against
8	Adopt New Articles of Association	Mgmt	For	For	For

abrdn Plc

Meeting Date: 05/10/2023 **Country:** United Kingdom **Ticker:** ABDN
Record Date: 05/05/2023 **Meeting Type:** Annual
Primary Security ID: G0152L102

Shares Voted: 38,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For	For
7B	Re-elect Jonathan Asquith as Director	Mgmt	For	For	For
7C	Re-elect Stephen Bird as Director	Mgmt	For	For	For
7D	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
7E	Re-elect John Devine as Director	Mgmt	For	For	For
7F	Re-elect Hannah Grove as Director	Mgmt	For	For	For
7G	Re-elect Pam Kaur as Director	Mgmt	For	For	For
7H	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
7I	Re-elect Cathleen Raffaelli as Director	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

abrdrn Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	Refer	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Antofagasta Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: ANTO

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: G0398N128

Shares Voted: 8,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jean-Paul Luksic as Director	Mgmt	For	Against	Against
6	Re-elect Tony Jensen as Director	Mgmt	For	For	For
7	Re-elect Ramon Jara as Director	Mgmt	For	For	For
8	Re-elect Juan Claro as Director	Mgmt	For	For	For
9	Re-elect Andronico Luksic as Director	Mgmt	For	For	For
10	Re-elect Vivianne Blanlot as Director	Mgmt	For	For	For
11	Re-elect Jorge Bande as Director	Mgmt	For	For	For
12	Re-elect Francisca Castro as Director	Mgmt	For	For	For
13	Re-elect Michael Anglin as Director	Mgmt	For	For	For
14	Re-elect Eugenia Parot as Director	Mgmt	For	For	For
15	Elect Director in Accordance to Company's Article of Association after 23 March 2023	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For

Antofagasta Plc

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

Enel SpA

Meeting Date: 05/10/2023

Country: Italy

Ticker: ENEL

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 164,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Fix Number of Directors	Mgmt	For	For	For
5	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
7.1	Elect Paolo Scaroni as Board Chair	SH	None	For	Against
	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt			
7.2	Elect Marco Mazzucchelli as Board Chair	SH	None	Against	For
	Management Proposals	Mgmt			

Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For	For
10.1	Approve Remuneration Policy	Mgmt	For	Against	Abstain
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Eni SpA

Meeting Date: 05/10/2023

Country: Italy

Ticker: ENI

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: T3643A145

Shares Voted: 50,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Fix Number of Directors	Mgmt	For	For	For
4	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt			
6	Elect Giuseppe Zafarana as Board Chair	SH	None	For	For
7	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			

Eni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
10	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
11	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	Against	Abstain
13	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Abstain
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For	For
17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For	For
18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For	For

Equinor ASA

Meeting Date: 05/10/2023 **Country:** Norway **Ticker:** EQNR
Record Date: 05/09/2023 **Meeting Type:** Annual
Primary Security ID: R2R90P103

Shares Voted: 19,376

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

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.30 Per Share, Approve Extraordinary Dividends of USD 0.60 Per Share	Mgmt	For	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
8	Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Such as Thorium	SH	Against	Abstain	Against
9	Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	SH	Against	Abstain	Against
10	Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure	SH	Against	Abstain	Against
11	Develop Procedure to Improve Response to Shareholder Proposals	SH	Against	Refer	Against
12	End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine	SH	Against	Abstain	Against
13	Stop All Exploration and Test Drilling for Oil & Gas, 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	Abstain	Against
14	Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company	SH	Against	Abstain	Against
	Management Proposals	Mgmt			
15	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
16.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16.2	Approve Remuneration Statement	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Remuneration of Directors in the Amount of NOK 143,700 for Chairman, NOK 75,800 for Deputy Chairman and NOK 53,250 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For	For
19	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
20	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For
21	Approve NOK 431 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For

ICL Group Ltd.

Meeting Date: 05/10/2023 **Country:** Israel **Ticker:** ICL
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: M53213100

Shares Voted: 14,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Yoav Doppelt as Director	Mgmt	For	For	For
1.2	Reelect Aviad Kaufman as Director	Mgmt	For	For	For
1.3	Reelect Avisar Paz as Director	Mgmt	For	For	For
1.4	Reelect Sagi Kabla as Director	Mgmt	For	For	For
1.5	Reelect Reem Aminoach as Director	Mgmt	For	For	For
1.6	Reelect Lior Reitblatt as Director	Mgmt	For	For	For
1.7	Reelect Tzipi Ozer Armon as Director	Mgmt	For	For	For
1.8	Reelect Gadi Lesin as Director	Mgmt	For	For	For
1.9	Reelect Michal Silverberg as Director	Mgmt	For	For	For
2	Reappoint Somekh Chaikin (KPMG) as Auditors	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			

ICL Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Investment AB Latour

Meeting Date: 05/10/2023

Country: Sweden

Ticker: LATO.B

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: W5R10B108

Shares Voted: 2,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.70 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For

Investment AB Latour

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Mariana Burenstam Linder, Anders Boos, Carl Douglas, Eric Douglas, Johan Hjertonsson, Ulrika Kolsrud, Lena Olving and Joakim Rosengren (Chair) as Directors	Mgmt	For	For	For
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of SEK 10.7 Million; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	Against
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	Mgmt	For	For	For
17	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Norsk Hydro ASA

Meeting Date: 05/10/2023

Country: Norway

Ticker: NHY

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: R61115102

Shares Voted: 28,697

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 5.65 Per Share	Mgmt	For	For	For
6	Approve NOK 30.5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Amend Articles Re: Share Capital; Nomination Committee; Annual General Meeting	Mgmt	For	For	For
9	Approve Remuneration of Auditors	Mgmt	For	For	For
10	Discuss Company's Corporate Governance Statement	Mgmt			

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Statement	Mgmt	For	For	For
12.1	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For	For
12.2	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of NOK 800,000 for the Chairman, NOK 460,000 for the Vice Chairman, and NOK 403,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
14	Approve Remuneration of Members of Nomination Committee	Mgmt	For	For	For

Rational AG

Meeting Date: 05/10/2023

Country: Germany

Ticker: RAA

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: D6349P107

Shares Voted: 103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11 per Share and Special Dividends of EUR 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Affiliation Agreement with RATIONAL Ausbildungsgesellschaft mbH	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: RTO

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 36,373

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 Restricted Share Plan	Mgmt	For	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect David Frear as Director	Mgmt	For	For	For
7	Elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For
14	Re-elect Linda Yueh as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
23	Adopt New Articles of Association	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: RTO

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Restricted Share Plan	Mgmt	For	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect David Frear as Director	Mgmt	For	For	For
7	Elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For
14	Re-elect Linda Yueh as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
23	Adopt New Articles of Association	Mgmt	For	For	For

Spirax-Sarco Engineering Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: SPX

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: G83561129

Shares Voted: 1,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Jamie Pike as Director	Mgmt	For	For	For
8	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
9	Re-elect Nimesh Patel as Director	Mgmt	For	For	For
10	Re-elect Angela Archon as Director	Mgmt	For	For	For
11	Re-elect Peter France as Director	Mgmt	For	For	For
12	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
13	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
14	Re-elect Jane Kingston as Director	Mgmt	For	For	For
15	Re-elect Kevin Thompson as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Scrip Dividend Program	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Symrise AG

Meeting Date: 05/10/2023

Country: Germany

Ticker: SY1

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 2,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Elect Jan Zijderveld to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Telenor ASA

Meeting Date: 05/10/2023

Country: Norway

Ticker: TEL

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: R21882106

Shares Voted: 14,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Receive Chairman's Report	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.40 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Approve Company's Corporate Governance Statement	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Against
9.2	Approve Remuneration Statement	Mgmt	For	For	For
10	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	For	For
11	Amend Articles Re: Notice of Attendance to General Meeting	Mgmt	For	For	For
12.1	Elect Nils Bastiansen as Member of Corporate Assembly	Mgmt	For	For	For
12.2	Elect Marianne Bergmann Roren as Member of Corporate Assembly	Mgmt	For	For	For
12.3	Elect Kjetil Houg as Member of Corporate Assembly	Mgmt	For	For	For
12.4	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For	For	For
12.5	Elect Heidi Finkas as Member of Corporate Assembly	Mgmt	For	For	For
12.6	Elect Widar Salbuviik as Member of Corporate Assembly	Mgmt	For	For	For
12.7	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For	For	For
12.8	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For	For	For
12.9	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For	For	For
12.10	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For	For	For
12.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For	For	For
12.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For	For	For
12.13	Elect Anette Hjerto as Deputy Member of Corporate Assembly	Mgmt	For	For	For
13.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For	For
13.2	Elect Anette Hjerto as Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For	For
15.1	Approve Remuneration of Nominating Committee	Mgmt	For	Against	Against
	If Item 15.1 is Rejected Approve Shareholder Proposal Submitted by Kvantia AS	Mgmt			
15.2	Approve Remuneration of Nominating Committee (Alternative Resolution)	SH	None	For	For
16	Close Meeting	Mgmt			

Thales SA

Meeting Date: 05/10/2023

Country: France

Ticker: HO

Record Date: 05/05/2023

Meeting Type: Annual/Special

Primary Security ID: F9156M108

Shares Voted: 2,134

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 2.94 per Share	Mgmt	For	For	For
4	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
9	Authorize up to 0.96 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
10	Authorize up to 0.04 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Chairman and CEO	Mgmt	For	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
13	Elect Marianna Nitsch as Director	Mgmt	For	For	For

The GPT Group

Meeting Date: 05/10/2023

Country: Australia

Ticker: GPT

Record Date: 05/08/2023

Meeting Type: Annual

Primary Security ID: Q4252X155

The GPT Group

Shares Voted: 39,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mark Menhinnitt as Director	Mgmt	For	For	For
2	Elect Shane Gannon as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Robert Johnston	Mgmt	For	For	For
5	Approve Non-Executive Director Fee Pool Increase	Mgmt	None	For	For
6	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
7	Approve the Amendments to the Trust's Constitution	Mgmt	For	For	For

The Swatch Group AG

Meeting Date: 05/10/2023

Country: Switzerland

Ticker: UHR

Record Date:

Meeting Type: Annual

Primary Security ID: H83949141

Shares Voted: 636

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Bearer Shares	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	Mgmt	For	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For	Against	Against
5.1	Reelect Nayla Hayek as Director	Mgmt	For	Refer	Against

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Reelect Ernst Tanner as Director	Mgmt	For	Refer	Against
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For	Refer	Against
5.4	Reelect Georges Hayek as Director	Mgmt	For	Refer	Against
5.5	Reelect Claude Nicollier as Director	Mgmt	For	Refer	Against
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For	Refer	Against
5.7	Reelect Nayla Hayek as Board Chair	Mgmt	For	Refer	Against
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Refer	Against
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Swatch Group AG

Meeting Date: 05/10/2023

Country: Switzerland

Ticker: UHR

Record Date:

Meeting Type: Annual

Primary Security ID: H83949141

Shares Voted: 1,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Registered Shares	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	Mgmt	For	For	For

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Mgmt	For	Against	Against
5.1	Reelect Nayla Hayek as Director	Mgmt	For	Refer	Against
5.2	Reelect Ernst Tanner as Director	Mgmt	For	Refer	Against
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For	Refer	Against
5.4	Reelect Georges Hayek as Director	Mgmt	For	Refer	Against
5.5	Reelect Claude Nicollier as Director	Mgmt	For	Refer	Against
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For	Refer	Against
5.7	Reelect Nayla Hayek as Board Chair	Mgmt	For	Refer	Against
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Refer	Against
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Volkswagen AG

Meeting Date: 05/10/2023

Country: Germany

Ticker: VOW3

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: D94523103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 8.70 per Ordinary Share and EUR 8.76 per Preferred Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member M. Aksel (until Aug. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member H. Diess (until Aug. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member M. Doess (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member M. Duesmann for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member T. Schaefer (from July 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2022	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member H. Stars (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.12	Approve Discharge of Management Board Member H. D. Werner (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.13	Approve Discharge of Management Board Member H. Wortmann (Feb. 1 - Aug. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member H.D. Poetsch for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member H.A. Al Abdulla (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member B. Althusmann (until Nov. 8, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member H. Buck (from Oct. 4, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member H.-P. Fischer (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member J. W. Hamburg (from Nov. 8, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member A. Homburg (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member U. Jakob (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member S. Mahler (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member P. Mosch for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member B. Murkovic (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member D. Nowak (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2022	Mgmt	For	For	For

Volkswagen AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2022	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member J. Rothe for Fiscal Year 2022	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2022	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2022	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member W. Weresch (until Sep. 30, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5.1	Elect Marianne Heiss to the Supervisory Board	Mgmt	For	Refer	Against
5.2	Elect Guenther Horvath to the Supervisory Board	Mgmt	For	Refer	Against
5.3	Elect Wolfgang Porsche to the Supervisory Board	Mgmt	For	Refer	Against
6	Amend Affiliation Agreement with Volkswagen Bank GmbH	Mgmt	For	For	For
7	Approve Draft of Hive-Down and Transfer Agreement between Volkswagen AG and Volkswagen Financial Services Europe AG	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Creation of EUR 227.5 Million Pool of Capital with Preemptive Rights	Mgmt	For	Against	Against
11	Approve Remuneration Report	Mgmt	For	Against	Against
12	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
14	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/10/2023

Country: Netherlands

Ticker: WKL

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 5,301

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

adidas AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: ADS

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 3,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	Against
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
7	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	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/11/2023 **Country:** Netherlands **Ticker:** ADYEN
Record Date: 04/13/2023 **Meeting Type:** Annual
Primary Security ID: N3501V104

Shares Voted: 438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For	For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	Refer	Against
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	For	For
11	Amend Articles of Association	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Arkema SA

Meeting Date: 05/11/2023 **Country:** France **Ticker:** AKE
Record Date: 05/09/2023 **Meeting Type:** Annual/Special
Primary Security ID: F0392W125

Shares Voted: 1,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Helene Moreau-Leroy as Director	Mgmt	For	For	For
6	Reelect Ian Hudson as Director	Mgmt	For	For	For
7	Elect Florence Lambert as Director	Mgmt	For	For	For
8	Elect Severin Cabannes as Director	Mgmt	For	For	For

Arkema SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Thierry Le Henaff, Chairman and CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bayerische Motoren Werke AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: BMW

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 6,721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Edenred SA

Meeting Date: 05/11/2023 **Country:** France **Ticker:** EDEN
Record Date: 05/09/2023 **Meeting Type:** Annual/Special

Primary Security ID: F3192L109

Shares Voted: 5,341

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 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 840,000	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	Mgmt	For	For	For

Edenred SA

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

Fastighets AB Balder

Meeting Date: 05/11/2023

Country: Sweden

Ticker: BALD.B

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: W2951M127

Shares Voted: 11,835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of SEK 560,000; Approve Remuneration of Auditors	Mgmt	For	For	For
11a	Reelect Christina Rogestam as Board Chair	Mgmt	For	Refer	Against
11b	Reelect Erik Selin as Director	Mgmt	For	Refer	For
11c	Reelect Fredrik Svensson as Director	Mgmt	For	Refer	Against
11d	Reelect Sten Duner as Director	Mgmt	For	Refer	Against
11e	Reelect Anders Wennergren as Director	Mgmt	For	Refer	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Nominating Committee Instructions	Mgmt	For	For	For

Fastighets AB Balder

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Close Meeting	Mgmt			

HeidelbergCement AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: HEI

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D31709104

Shares Voted: 2,867

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.60 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	Mgmt	For	For	For
8	Change Company Name to Heidelberg Materials AG	Mgmt	For	For	For

HeidelbergCement AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
14	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 115.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Klepierre SA

Meeting Date: 05/11/2023

Country: France

Ticker: LI

Record Date: 05/09/2023

Meeting Type: Annual/Special

Primary Security ID: F5396X102

Shares Voted: 4,840

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 1.75 per Share	Mgmt	For	For	For
4	Approve Transaction with Jean-Michel Gault Re: Employment Contract with Klepierre Management SNC	Mgmt	For	For	For
5	Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Mgmt	For	Against	Against
6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
7	Reelect Catherine Simoni as Supervisory Board Member	Mgmt	For	For	For
8	Reelect Florence von Erb as Supervisory Board Member	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Stanley Shashoua as Supervisory Board Member	Mgmt	For	For	For
10	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
11	Acknowledge End of Mandate of Picarle & Associates as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of David Simon, Chairman of the Supervisory Board	Mgmt	For	For	For
17	Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	Mgmt	For	For	For
18	Approve Compensation of Stephane Tortajada, CFO and Management Board Member Since June 22, 2022	Mgmt	For	For	For
19	Approve Compensation of Jean-Michel Gault, CFO and Management Board Member Until June 21, 2022	Mgmt	For	For	For
20	Approve Compensation of Benat Ortega, COO and Management Board Member Until January 31, 2022	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	Mgmt	For	For	For

Klepierre SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 100 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 23-28 at EUR 120 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	Abstain	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kongsberg Gruppen ASA

Meeting Date: 05/11/2023 **Country:** Norway **Ticker:** KOG
Record Date: 05/10/2023 **Meeting Type:** Annual
Primary Security ID: R60837102

Shares Voted: 1,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Receive President's Report	Mgmt			
4	Discuss Company's Corporate Governance Statement	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends of NOK 15.64 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of NOK 651,000 for Chairman, NOK 323,850 for Deputy Chairman and NOK 303,300 for Other Directors; Approve Remuneration for Deputy Directors, Committee Work and Nominating Committee	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Approve Remuneration Statement	Mgmt	For	For	For
	Shareholders Can Either Vote on the Election of Directors Bundled in Item 10 Or Unbundled in Items 10.1-10.5	Mgmt			
10	Elect Directors	Mgmt	For	For	For
10.1	Reelect Eivind Reiten as Director	Mgmt	For	For	For

Kongsberg Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.2	Reelect Morten Henriksen as Director	Mgmt	For	For	For
10.3	Reelect Per A. Sorlie as Director	Mgmt	For	For	For
10.4	Reelect Merete Hverven as Director	Mgmt	For	For	For
10.5	Elect Kristin Faerovik as Director	Mgmt	For	For	For
11	Approve Equity Plan Financing	Mgmt	For	For	For
12	Approve NOK 1.7 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
13	Amend Articles Re: Notice of Attendance the General Meeting	Mgmt	For	For	For
14	Amend Articles Re: Advance Voting	Mgmt	For	For	For
	Shareholder Proposals Submitted by Havard Noraberg	Mgmt			
15	Amend Articles Re: Physical or Hybrid General Meetings	SH	Against	For	For

MTU Aero Engines AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: MTX

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: D5565H104

Shares Voted: 1,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Marion Weissenberger-Eibl to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For	For

MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Report	Mgmt	For	For	For

Renault SA

Meeting Date: 05/11/2023 **Country:** France **Ticker:** RNO
Record Date: 05/09/2023 **Meeting Type:** Annual/Special
Primary Security ID: F77098105

Shares Voted: 4,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.25 per Share	Mgmt	For	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions and Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Jean-Dominique Senard as Director	Mgmt	For	For	For
7	Reelect Annette Winkler as Director	Mgmt	For	For	For
8	Elect Luca de Meo as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Luca de Meo, CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	Against
14	Approve Remuneration Policy of Directors	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
	Ordinary Business	Mgmt			

Renault SA

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

Rolls-Royce Holdings Plc

Meeting Date: 05/11/2023

Country: United Kingdom

Ticker: RR

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: G76225104

Shares Voted: 166,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
4	Elect Tufan Erginbilgic as Director	Mgmt	For	For	For
5	Re-elect Panos Kakoullis as Director	Mgmt	For	For	For
6	Re-elect Paul Adams as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
10	Re-elect Nick Luff as Director	Mgmt	For	For	For
11	Re-elect Wendy Mars as Director	Mgmt	For	For	For
12	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	For
13	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise 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 Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 05/11/2023

Country: Germany

Ticker: SAP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 21,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	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 Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Punit Renjen to the Supervisory Board	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
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Swire Pacific Limited

Meeting Date: 05/11/2023

Country: Hong Kong

Ticker: 19

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: Y83310105

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect P K Etchells as Director	Mgmt	For	For	For

Swire Pacific Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Z P Zhang as Director	Mgmt	For	For	For
1c	Elect G D McCallum as Director	Mgmt	For	For	For
1d	Elect E M Ngan as Director	Mgmt	For	For	For
1e	Elect B Y Zhang as Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

Unibail-Rodamco-Westfield SE

Meeting Date: 05/11/2023

Country: France

Ticker: URW

Record Date: 05/09/2023

Meeting Type: Annual/Special

Primary Security ID: F95094581

Shares Voted: 11,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	Mgmt	For	For	For
6	Approve Compensation of Olivier Bossard, Management Board Member	Mgmt	For	For	For
7	Approve Compensation of Sylvain Montcouquiol, Management Board Member	Mgmt	For	For	For
8	Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Caroline Puechoultres, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
14	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For
15	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.6 Million	Mgmt	For	For	For
16	Reelect Susana Gallardo as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Roderick Munsters as Supervisory Board Member	Mgmt	For	For	For
18	Reelect Xavier Niel as Supervisory Board Member	Mgmt	For	For	For
19	Elect Jacques Richier as Supervisory Board Member	Mgmt	For	For	For
20	Elect Sara Lucas as Supervisory Board Member	Mgmt	For	For	For
21	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	For
22	Appoint KPMG S.A as Auditor	Mgmt	For	For	For
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 68 Million	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Universal Music Group NV

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: UMG

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: N90313102

Shares Voted: 14,595

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	Approve Remuneration Report	Mgmt	For	For	Against
4	Adopt Financial Statements	Mgmt	For	For	For
5.a	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	Mgmt	For	For	For
6.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.a	Reelect Lucian Grainge as Executive Director	Mgmt	For	For	For
7.b	Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Mgmt	For	Against	Against
8.a	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	For	For
8.b	Reelect Anna Jones as Non-Executive Director	Mgmt	For	For	For
8.c	Reelect Luc van Os as Non-Executive Director	Mgmt	For	Against	Against
8.d	Elect Haim Saban as Non-Executive Director	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Ratify Auditors	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Ampol Limited

Meeting Date: 05/12/2023

Country: Australia

Ticker: ALD

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: Q03608124

Ampol Limited

Shares Voted: 5,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Melinda Conrad as Director	Mgmt	For	For	For
3b	Elect Simon Allen as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Matthew Halliday	Mgmt	For	For	For

Amundi SA

Meeting Date: 05/12/2023

Country: France

Ticker: AMUN

Record Date: 05/10/2023

Meeting Type: Annual/Special

Primary Security ID: F0300Q103

Shares Voted: 1,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.10 per Share	Mgmt	For	For	For
4	Approve Transaction with Nicolas Calcoen and Amundi Asset Management Re: Suspension of Work Contract	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Yves Perrier, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
8	Approve Compensation of Nicolas Calcoen, Vice-CEO Since April 1, 2022	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Advisory Vote on the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Ratify Appointment of Philippe Brassac as Director	Mgmt	For	Against	Against
15	Ratify Appointment of Nathalie Wright as Director	Mgmt	For	For	For
16	Reelect Laurence Danon-Arnaud as Director	Mgmt	For	For	For
17	Reelect Christine Gandon as Director	Mgmt	For	Against	Against
18	Reelect Helene Molinari as Director	Mgmt	For	For	For
19	Reelect Christian Rouchon as Director	Mgmt	For	Against	Against
20	Approve Report on Progress of Company's Climate Transition Plan (Advisory)	Mgmt	For	Abstain	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/12/2023

Country: France

Ticker: ML

Record Date: 05/10/2023

Meeting Type: Annual/Special

Primary Security ID: F61824870

Shares Voted: 13,681

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

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Barbara Dalibard as Supervisory Board Member	Mgmt	For	For	For
13	Elect Aruna Jayanthi as Supervisory Board Member	Mgmt	For	For	For
14	Extraordinary Business Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Erste Group Bank AG

Meeting Date: 05/12/2023

Country: Austria

Ticker: EBS

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: A19494102

Shares Voted: 6,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Removal of Age Limit of Management and Supervisory Board Members	Mgmt	For	For	For
8.1	Approve Increase in Size of Supervisory Board to 14 Members	Mgmt	For	For	For
8.2	Reelect Friedrich Santner as Supervisory Board Member	Mgmt	For	Refer	For
8.3	Reelect Andras Simor as Supervisory Board Member	Mgmt	For	Refer	For
8.4	Elect Christiane Tusek as Supervisory Board Member	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
10.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
10.2	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

HelloFresh SE

Meeting Date: 05/12/2023

Country: Germany

Ticker: HFG

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: D3R2MA100

Shares Voted: 3,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For

HelloFresh SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6.1	Elect John Rittenhouse to the Supervisory Board	Mgmt	For	Refer	Against
6.2	Elect Ursula Radeke-Pietsch to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Stefan Smalla to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Derek Zissman to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	Against
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	Against	Against
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

QBE Insurance Group Limited

Meeting Date: 05/12/2023 **Country:** Australia **Ticker:** QBE
Record Date: 05/10/2023 **Meeting Type:** Annual
Primary Security ID: Q78063114

Shares Voted: 29,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	Abstain
3	Approve Grant of Conditional Rights to Andrew Horton	Mgmt	For	For	For
4a	Elect Michael (Mike) Wilkins as Director	Mgmt	For	For	For
4b	Elect Kathryn (Kathy) Lisson as Director	Mgmt	For	For	For

Techtronic Industries Co., Ltd.

Meeting Date: 05/12/2023 **Country:** Hong Kong **Ticker:** 669
Record Date: 05/09/2023 **Meeting Type:** Annual
Primary Security ID: Y8563B159

Techtronix Industries Co., Ltd.

Shares Voted: 27,500

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 Horst Julius Pudwill as Director	Mgmt	For	For	For
3b	Elect Joseph Galli Jr. as Director	Mgmt	For	For	For
3c	Elect Frank Chi Chung Chan as Director	Mgmt	For	For	For
3d	Elect Robert Hinman Getz as Director	Mgmt	For	For	For
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve the Amendments to Share Award Scheme	Mgmt	For	Against	Against
8	Approve the Amendments to Share Option Scheme	Mgmt	For	Against	Against

ASM International NV

Meeting Date: 05/15/2023

Country: Netherlands

Ticker: ASM

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: N07045201

Shares Voted: 934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Discharge of Management Board	Mgmt	For	For	For

ASM International NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Adopt Remuneration Policy for Management Board	Mgmt	For	For	For
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

BKW AG

Meeting Date: 05/15/2023

Country: Switzerland

Ticker: BKW

Record Date:

Meeting Type: Annual

Primary Security ID: H10053108

Shares Voted: 492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.80 per Share and Extraordinary Dividends of CHF 1.25 per Share	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Amend Articles Re: Application for Registration; Threshold for Convening General Meeting and Submitting Items to the Agenda; Shareholder Representation	Mgmt	For	For	For
4.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
4.4	Amend Articles Re: Duties of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
4.5	Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	Mgmt	For	Against	Against

BKW AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	Against	Against
6.1.1	Reelect Carole Ackermann as Director	Mgmt	For	For	For
6.1.2	Reelect Roger Baillod as Director	Mgmt	For	Refer	Against
6.1.3	Reelect Petra Denk as Director	Mgmt	For	For	For
6.1.4	Reelect Rebecca Guntern as Director	Mgmt	For	For	For
6.1.5	Reelect Martin a Porta as Director	Mgmt	For	For	For
6.1.6	Reelect Kurt Schaer as Director	Mgmt	For	For	For
6.2	Reelect Roger Baillod as Board Chair	Mgmt	For	Refer	Against
6.3.1	Reappoint Roger Baillod as Member of the Compensation and Nomination Committee	Mgmt	For	Refer	Against
6.3.2	Reappoint Rebecca Guntern as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6.3.3	Reappoint Andreas Rickenbacher as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6.4	Designate Andreas Byland as Independent Proxy	Mgmt	For	For	For
6.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Tele2 AB

Meeting Date: 05/15/2023

Country: Sweden

Ticker: TEL2.B

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: W95878166

Shares Voted: 11,005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.80 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For	For
12.b	Approve Discharge of Andrew Barron	Mgmt	For	For	For
12.c	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
12.d	Approve Discharge of Georgi Ganev	Mgmt	For	For	For
12.e	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For	For
12.f	Approve Discharge of Sam Kini	Mgmt	For	For	For
12.g	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For
12.h	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For
13	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair and SEK 660,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Andrew Barron as Director	Mgmt	For	For	For
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For	For
15.c	Reelect Georgi Ganev as Director	Mgmt	For	Against	Against
15.d	Reelect Sam Kini as Director	Mgmt	For	For	For
15.e	Reelect Eva Lindqvist as Director	Mgmt	For	For	For
15.f	Reelect Lars-Ake Norling as Director	Mgmt	For	For	For
16	Elect Andrew Barron as Board Chair	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19.a	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	For	For
19.b	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For

Tele2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.c	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For	For
19.d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For	For
19.e	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For	For
19.f	Authorize Share Swap Agreement	Mgmt	For	Against	Against
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	Refer	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	Refer	Against
21.c	The Investigation and Any Measures Should be Presented as soon as possible, however Not Later than AGM 2024	SH	None	Refer	Against
22	Close Meeting	Mgmt			

Aeroports de Paris ADP

Meeting Date: 05/16/2023

Country: France

Ticker: ADP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F00882104

Shares Voted: 645

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 3.13 per Share	Mgmt	For	For	For
4	Approve Transaction with the French State	Mgmt	For	For	For
5	Approve Transaction with Gestionnaire d'Infrastructure CDG Express	Mgmt	For	For	For
6	Approve Transaction with Gestionnaire d'Infrastructure CDG Express and SNCF Reseau	Mgmt	For	For	For

Aeroports de Paris ADP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Transaction with SNCF Reseau, la Caisse des Depots et Consignations, Gestionnaire d'Infrastructure CDG Express and BNP Paribas	Mgmt	For	For	For
8	Approve Transaction with Ecole Nationale de l'Aviation Civile and Airbus	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Augustin de Romanet, Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Ratify Appointment of Didier Martin as Censor	Mgmt	For	Against	Against
15	Ratify Appointment of Stephane Raison as Director	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
16	Authorize up to 0.1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Proposal Submitted by Comite Social et Economique	Mgmt			
A	Approve Resolution on Social Policy and Revision of the Hiring Plan	SH	None	Against	Against

BNP Paribas SA

Meeting Date: 05/16/2023

Country: France

Ticker: BNP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 22,698

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Jean Lemierre as Director	Mgmt	For	For	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
8	Reelect Monique Cohen as Director	Mgmt	For	For	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	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
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/16/2023

Country: France

Ticker: CAP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 3,321

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 3.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Elect Megan Clarcken as Director	Mgmt	For	For	For
12	Elect Ulrica Fearn as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	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 of International Subsidiaries	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dassault Aviation SA

Meeting Date: 05/16/2023

Country: France

Ticker: AM

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F24539169

Shares Voted: 560

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 3.00 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	For	Against
6	Approve Compensation of Loik Segalen, Vice-CEO	Mgmt	For	For	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 Lucia Sinapi-Thomas as Director	Mgmt	For	Refer	Against
11	Reelect Charles Edelstenne as Director	Mgmt	For	Against	Against
12	Reelect Thierry Dassault as Director	Mgmt	For	Against	Against
13	Reelect Eric Trappier as Director	Mgmt	For	Against	Against
14	Approve Transaction with GIMD Re: Land Acquisition	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Boerse AG

Meeting Date: 05/16/2023

Country: Germany

Ticker: DB1

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 3,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For	For
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 05/16/2023

Country: Belgium

Ticker: ELI

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: B35656105

Shares Voted: 684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
4	Approve Amended Remuneration Policy	Mgmt	For	For	Against
5	Approve Remuneration Report	Mgmt	For	For	Against

Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
7	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
8	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	Mgmt			
9	Approve Discharge of Directors	Mgmt	For	For	For
10	Approve Discharge of Auditors	Mgmt	For	For	For
11	Reelect Bernard Gustin as Independent Director and Approve His Remuneration	Mgmt	For	Against	Against
12	Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Mgmt	For	Against	Against
13	Reelect Dominique Offergeld as Director and Approve Remuneration	Mgmt	For	Against	Against
14	Elect Eddy Vermoesen as Director and Approve Remuneration	Mgmt	For	Against	Against
15	Elect Bernard Thiry as Director and Approve Remuneration	Mgmt	For	Against	Against
16	Receive Information on Resignation of Luc De Temmerman as Independent Director and Cécile Flandre as Director	Mgmt	For	For	For
17	Ratify EY and BDO as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
18	Transact Other Business	Mgmt			

Fresenius Medical Care AG & Co. KGaA

Meeting Date: 05/16/2023

Country: Germany

Ticker: FME

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: D2734Z107

Shares Voted: 4,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.12 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For

Fresenius Medical Care AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For

NIBE Industrier AB

Meeting Date: 05/16/2023

Country: Sweden

Ticker: NIBE.B

Record Date: 05/08/2023

Meeting Type: Annual

Primary Security ID: W6S38Z126

Shares Voted: 30,358

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 Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Mgmt	For	Refer	Against
14	Ratify KPMG as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Creation of Pool of 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			

VAT Group AG

Meeting Date: 05/16/2023

Country: Switzerland

Ticker: VACN

Record Date:

Meeting Type: Annual

Primary Security ID: H90508104

Shares Voted: 575

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	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For	Refer	Against
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	For	For
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For	For	For
4.1.7	Reelect Maria Heriz as Director	Mgmt	For	For	For
4.1.8	Elect Petra Denk 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

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5	Designate Roger Foehn as Independent Proxy	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Amend Corporate Purpose	Mgmt	For	For	For
7.2	Amend Articles Re: Shares and Share Register; Annulment of the Opting-Out Clause	Mgmt	For	For	For
7.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
7.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
7.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
8	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Amend Articles Re: Board of Directors Term of Office	Mgmt	For	For	For
10.1	Approve Remuneration Report	Mgmt	For	For	For
10.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 869,093 for Fiscal Year 2022	Mgmt	For	For	For
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2024	Mgmt	For	For	For
10.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2024	Mgmt	For	For	For
10.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2023 AGM to 2024 AGM	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Accor SA

Meeting Date: 05/17/2023

Country: France

Ticker: AC

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary Security ID: F00189120

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	Reelect Sebastien Bazin as Director	Mgmt	For	For	For
5	Reelect Iris Knobloch as Director	Mgmt	For	For	For
6	Reelect Bruno Pavlovsky as Director	Mgmt	For	For	For
7	Elect Anne-Laure Kiechel as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Sebastien Bazin, Chairman and CEO	Mgmt	For	For	Against
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Transaction with Fondation de France Re: Sponsorship Agreement	Mgmt	For	For	For
13	Approve Transaction with Accor Acquisition Company Re: Provision of Premises Agreement	Mgmt	For	For	For
14	Approve Transaction with Paris Saint-Germain Football Re: Partnership Agreement	Mgmt	For	Against	Against
15	Approve Transaction with Rotana Music Re: Share Subscription Agreement	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of 50 Percent of Issued Capital	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of 10 Percent of Issued Capital	Mgmt	For	For	For

Accor SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placement	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to 50 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 and 23 at 50 Percent of the Share Capital and Under Items 19-22 at 10 Percent of Issued Capital	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
27	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ageas SA/NV

Meeting Date: 05/17/2023

Country: Belgium

Ticker: AGS

Record Date: 05/03/2023

Meeting Type: Annual/Special

Primary Security ID: B0148L138

Shares Voted: 3,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary and Extraordinary General 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

ageas SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2.1	Information on the Dividend Policy	Mgmt			
2.2.2	Approve Dividends of EUR 3 Per Share	Mgmt	For	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For	For
2.3.2	Approve Discharge of Auditors	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Elect Alicia Garcia Herrero as Independent Director	Mgmt	For	For	For
4.2	Elect Wim Guilliams as Director	Mgmt	For	For	For
4.3	Reelect Emmanuel Van Grimbergen as Director	Mgmt	For	For	For
5	Approve Auditors' Remuneration	Mgmt	For	For	For
6.1	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6.2.1	Receive Special Board Report: Authorized Capital	Mgmt			
6.2.2	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			

CK Infrastructure Holdings Limited

Meeting Date: 05/17/2023 **Country:** Bermuda **Ticker:** 1038
Record Date: 05/11/2023 **Meeting Type:** Annual
Primary Security ID: G2178K100

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Victor T K Li as Director	Mgmt	For	For	For
3.2	Elect Fok Kin Ning, Canning as Director	Mgmt	For	For	For
3.3	Elect Chen Tsien Hua as Director	Mgmt	For	For	For
3.4	Elect Sng Sow-mei alias Poon Sow Mei as Director	Mgmt	For	For	For
3.5	Elect Paul Joseph Tighe as Director	Mgmt	For	For	For
3.6	Elect Lee Pui Ling, Angelina as Director	Mgmt	For	For	For

CK Infrastructure Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 05/17/2023 **Country:** Switzerland **Ticker:** CCH
Record Date: 05/15/2023 **Meeting Type:** Annual
Primary Security ID: H1512E100

Shares Voted: 4,166

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	Approve Treatment of Net Loss	Mgmt	For	For	For
2.2	Approve Dividend from Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Refer	Against
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	Against	Against
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For	For
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For	For	For
4.2.1	Elect George Leventis as Director	Mgmt	For	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.2	Elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
7	Approve UK Remuneration Report	Mgmt	For	For	Against
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Swiss Remuneration Report	Mgmt	For	For	Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Credit Agricole SA

Meeting Date: 05/17/2023

Country: France

Ticker: ACA

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary Security ID: F22797108

Shares Voted: 25,947

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 Transaction with CACIB Re: Compensation Distribution Agreement	Mgmt	For	For	For
5	Approve Transaction with CACIB Re: Business Transfer Agreement	Mgmt	For	For	For
6	Elect Carol Sirou as Director	Mgmt	For	For	For
7	Reelect Agnes Audier as Director	Mgmt	For	Refer	For
8	Reelect Sonia Bonnet-Bernard as Director	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Marie-Claire Daveu as Director	Mgmt	For	Refer	For
10	Reelect Alessia Mosca as Director	Mgmt	For	For	For
11	Reelect Hugues Brasseur as Director	Mgmt	For	Against	Against
12	Reelect Pascal Lheureux as Director	Mgmt	For	Against	Against
13	Reelect Eric Vial as Director	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	For	For	For
17	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For
20	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
21	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For
22	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For
23	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
24	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
25	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
26	Approve the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
27	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	Mgmt	For	For	For
30	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by FCPE Credit Agricole SA Actions	Mgmt			
A	Amending Items 28 and 29 of Current Meeting to Apply a Fixed Discount on Shares	SH	Against	Against	Against

Deutsche Bank AG

Meeting Date: 05/17/2023

Country: Germany

Ticker: DBK

Record Date: 05/11/2023

Meeting Type: Annual

Primary Security ID: D18190898

Shares Voted: 41,823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Stuart Lewis (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts (from May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Paul Achleitner (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Manja Eifert (from April 7, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Klee for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Henriette Mark (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Yngve Slyngstad (from May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Stefan Viertel for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2022	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Frank Werneke for Fiscal Year 2022	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9.1	Elect Mayree Clark to the Supervisory Board	Mgmt	For	For	For
9.2	Elect John Thain to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Michele Trogni to the Supervisory Board	Mgmt	For	For	For
9.4	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
10.2	Amend Articles Re: Video and Audio Transmission of the General Meeting	Mgmt	For	For	For
10.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.4	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: EOAN

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D24914133

Shares Voted: 45,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.51 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to 16 Members	Mgmt	For	For	For
8.1	Elect Erich Clementi to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Andreas Schmitz to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Nadege Petit to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Rolf Schmitz to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Klaus Froehlich to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Anke Groth to the Supervisory Board	Mgmt	For	For	For

E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 05/17/2023 **Country:** France **Ticker:** EL
Record Date: 05/15/2023 **Meeting Type:** Annual/Special
Primary Security ID: F31665106

Shares Voted: 5,935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	For	For	For
4	Ratify Appointment of Mario Notari as Director	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	Against
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Euronext NV

Meeting Date: 05/17/2023

Country: Netherlands

Ticker: ENX

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: N3113K397

Shares Voted: 1,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation by CEO	Mgmt			
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Remuneration Report	Mgmt	For	For	For
3.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.d	Approve Dividends of EUR 2.22 Per Share	Mgmt	For	For	For
3.e	Approve Discharge of Management Board	Mgmt	For	For	For
3.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.a	Reelect Nathalie Rachou to Supervisory Board	Mgmt	For	For	For
4.b	Reelect Morten Thorsrud to Supervisory Board	Mgmt	For	For	For

Euronext NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Reelect Stephane Boujnah to Management Board	Mgmt	For	For	For
5.b	Reelect Daryl Byrne to Management Board	Mgmt	For	For	For
5.c	Reelect Chris Topples to Management Board	Mgmt	For	For	For
5.d	Reelect Isabel Ucha to Management Board	Mgmt	For	For	For
5.e	Elect Manuel Bento to Management Board	Mgmt	For	For	For
5.f	Elect Benoit van den Hove to Management Board	Mgmt	For	For	For
6	Ratify Ernst & Young Accountants LLP as Auditors	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	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Fresenius SE & Co. KGaA

Meeting Date: 05/17/2023

Country: Germany

Ticker: FRE

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: D27348263

Shares Voted: 8,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.92 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Just Eat Takeaway.com NV

Meeting Date: 05/17/2023 **Country:** Netherlands **Ticker:** TKWY
Record Date: 04/19/2023 **Meeting Type:** Annual
Primary Security ID: N4753E105

Shares Voted: 3,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Amend Remuneration Policy for Management Board	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	Reelect Jitse Groen to Management Board	Mgmt	For	For	For
5b	Reelect Brent Wissink to Management Board	Mgmt	For	For	For
5c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For
5d	Reelect Andrew Kenny to Management Board	Mgmt	For	For	For
6a	Reelect Dick Boer to Supervisory Board	Mgmt	For	For	For
6b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	Refer	For
6c	Reelect Lloyd Frink to Supervisory Board	Mgmt	For	For	For
6d	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	For
6e	Reelect Mieke De Schepper to Supervisory Board	Mgmt	For	For	For

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6f	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	For
6g	Elect Abbe Luersman to Supervisory Board	Mgmt	For	For	For
6h	Elect Angela Noon 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 for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For
8b	Grant Board Authority to Issue Shares in Connection with Amazon	Mgmt	For	For	For
9a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For
9b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

LEG Immobilien SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: LEG

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D4960A103

Shares Voted: 1,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
7	Approve Remuneration Policy	Mgmt	For	For	For

Power Assets Holdings Limited

Meeting Date: 05/17/2023

Country: Hong Kong

Ticker: 6

Record Date: 05/11/2023

Meeting Type: Annual

Primary Security ID: Y7092Q109

Shares Voted: 27,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Stephen Edward Bradley as Director	Mgmt	For	For	For
3b	Elect Andrew John Hunter as Director	Mgmt	For	For	For
3c	Elect Ip Yuk-keung, Albert as Director	Mgmt	For	For	For
3d	Elect Kwan Chi Kin, Anthony as Director	Mgmt	For	For	For
3e	Elect Li Tzar Kuoi, Victor as Director	Mgmt	For	For	For
3f	Elect Tsai Chao Chung, Charles as Director	Mgmt	For	For	For
4	Approve KPMG as Auditor 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

Sampo Oyj

Meeting Date: 05/17/2023

Country: Finland

Ticker: SAMPO

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: X75653109

Shares Voted: 9,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 2.60 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 228,000 for Chair and EUR 101,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For	For
13	Reelect Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as Directors; Elect Antti Makinen and Annica Witschard as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For	For
16	Approve Demerger Plan	Mgmt	For	For	For
17	Amend Articles Re: Business Area of the Company; Classes of Shares; Annual General Meeting	Mgmt	For	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Authorize Board of Directors to resolve upon a Share Issue without Payment	Mgmt	For	For	For
21	Close Meeting	Mgmt			

SEB SA

Meeting Date: 05/17/2023

Country: France

Ticker: SK

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary Security ID: F82059100

Shares Voted: 533

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

SEB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.45 per Share and an Extra of EUR 0.245 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Jean-Pierre Duprieu as Director	Mgmt	For	For	For
5	Reelect William Gairard as Director	Mgmt	For	Against	Against
6	Reelect Generation as Director	Mgmt	For	Against	Against
7	Reelect Thierry Lescure as Director	Mgmt	For	Against	Against
8	Reelect Aude de Vassart as Director	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Thierry de La Tour d'Artaise	Mgmt	For	For	For
11	Approve Compensation of Stanislas De Gramont	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
16	Authorize up to 220,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Telefonica Deutschland Holding AG

Meeting Date: 05/17/2023

Country: Germany

Ticker: O2D

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D8T9CK101

Shares Voted: 19,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.18 per Share	Mgmt	For	For	For

Telefonica Deutschland Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Against	Against
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements Until the 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

United Internet AG

Meeting Date: 05/17/2023

Country: Germany

Ticker: UTDI

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D8542B125

Shares Voted: 1,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Martin Mildner for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the Fiscal Year 2023 and the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

United Internet AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	For	Against
8	Elect Franca Ruhwedel to the Supervisory Board	Mgmt	For	Refer	For
9	Approve Creation of EUR 75 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 625 Million; Approve Creation of EUR 18.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
12.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Vonovia SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: VNA

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D9581T100

Shares Voted: 14,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023 and for the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Decrease in Size of Supervisory Board to Ten Members	Mgmt	For	For	For

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
9.1	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	Against	Against
9.2	Elect Vitus Eckert to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Florian Funck to the Supervisory Board	Mgmt	For	For	For
9.4	Elect Ariane Reinhart to the Supervisory Board	Mgmt	For	For	For
9.5	Elect Daniela Markotten to the Supervisory Board	Mgmt	For	For	For
9.6	Elect Ute Geipel-Faber to the Supervisory Board	Mgmt	For	For	For
9.7	Elect Hildegard Mueller to the Supervisory Board	Mgmt	For	For	For
9.8	Elect Christian Ulbrich to the Supervisory Board	Mgmt	For	Against	Against
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

WPP Plc

Meeting Date: 05/17/2023 **Country:** Jersey **Ticker:** WPP
Record Date: 05/15/2023 **Meeting Type:** Annual
Primary Security ID: G9788D103

Shares Voted: 21,715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Compensation Committee Report	Mgmt	For	For	For
4	Approve Directors' Compensation Policy	Mgmt	For	For	For
5	Elect Joanne Wilson as Director	Mgmt	For	For	For
6	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
7	Re-elect Simon Dingemans as Director	Mgmt	For	For	For
8	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
9	Re-elect Tom Ilube as Director	Mgmt	For	For	For

WPP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
11	Re-elect Mark Read as Director	Mgmt	For	For	For
12	Re-elect Cindy Rose as Director	Mgmt	For	For	For
13	Re-elect Keith Weed as Director	Mgmt	For	For	For
14	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

AIA Group Limited

Meeting Date: 05/18/2023 **Country:** Hong Kong **Ticker:** 1299
Record Date: 05/12/2023 **Meeting Type:** Annual
Primary Security ID: Y002A1105

Shares Voted: 242,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Edmund Sze-Wing Tse as Director	Mgmt	For	For	For
4	Elect Jack Chak-Kwong So as Director	Mgmt	For	For	For
5	Elect Lawrence Juen-Yee Lau as Director	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

AIA Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Increase in Rate of Directors' Fees	Mgmt	For	For	For
9	Amend Share Option Scheme	Mgmt	For	For	For
10	Amend Restricted Share Unit Scheme	Mgmt	For	For	For
11	Amend Employee Share Purchase Plan	Mgmt	For	For	For
12	Amend Agency Share Purchase Plan	Mgmt	For	For	For

CK Asset Holdings Limited

Meeting Date: 05/18/2023

Country: Cayman Islands

Ticker: 1113

Record Date: 05/12/2023

Meeting Type: Annual

Primary Security ID: G2177B101

Shares Voted: 39,583

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 Li Tzar Kuoi, Victor as Director	Mgmt	For	For	For
3.2	Elect Chiu Kwok Hung, Justin as Director	Mgmt	For	For	For
3.3	Elect Chow Wai Kam, Raymond as Director	Mgmt	For	For	For
3.4	Elect Cheong Ying Chew, Henry as Director	Mgmt	For	For	For
3.5	Elect Stephen Edward Bradley as Director	Mgmt	For	For	For
3.6	Elect Kwok Eva Lee as Director	Mgmt	For	For	For
3.7	Elect Sng Sow-mei alias Poon Sow Mei as Director	Mgmt	For	For	For
3.8	Elect Lam Siu Hong, Donny as Director	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

CK Hutchison Holdings Limited

Meeting Date: 05/18/2023

Country: Cayman Islands

Ticker: 1

Record Date: 05/12/2023

Meeting Type: Annual

Primary Security ID: G21765105

Shares Voted: 53,884

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 Fok Kin Ning, Canning as Director	Mgmt	For	For	For
3b	Elect Kam Hing Lam as Director	Mgmt	For	For	For
3c	Elect Chow Kun Chee, Roland as Director	Mgmt	For	For	For
3d	Elect Philip Lawrence Kadoorie as Director	Mgmt	For	For	For
3e	Elect Lee Yeh Kwong, Charles as Director	Mgmt	For	For	For
3f	Elect Paul Joseph Tighe as Director	Mgmt	For	For	For
3g	Elect Wong Kwai Lam as Director	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers 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

Legal & General Group Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: LGEN

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: G54404127

Shares Voted: 123,741

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 Climate Transition Plan	Mgmt	For	Abstain	For
4	Elect Carolyn Johnson as Director	Mgmt	For	For	For
5	Elect Tushar Morzaria as Director	Mgmt	For	For	For
6	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
8	Re-elect Philip Broadley as Director	Mgmt	For	For	For
9	Re-elect Jeff Davies as Director	Mgmt	For	For	For
10	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For
12	Re-elect George Lewis as Director	Mgmt	For	For	For
13	Re-elect Ric Lewis as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Re-elect Sir Nigel Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Remuneration Policy	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
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 Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	Refer	For
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Lloyds Banking Group Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: LLOY

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: G5533W248

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 Cathy Turner as Director	Mgmt	For	For	For
3	Elect Scott Wheway as Director	Mgmt	For	For	For
4	Re-elect Robin Budenberg as Director	Mgmt	For	For	For
5	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
6	Re-elect William Chalmers as Director	Mgmt	For	For	For
7	Re-elect Alan Dickinson as Director	Mgmt	For	For	For
8	Re-elect Sarah Legg as Director	Mgmt	For	For	For
9	Re-elect Lord Lupton as Director	Mgmt	For	For	For
10	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
11	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
12	Re-elect Catherine Woods as Director	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Long-Term Incentive Plan	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For

Lloyds Banking Group Plc

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

Next Plc

Meeting Date: 05/18/2023 **Country:** United Kingdom **Ticker:** NXT
Record Date: 05/16/2023 **Meeting Type:** Annual
Primary Security ID: G6500M106

Shares Voted: 2,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Jeremy Stakol 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 Tristia Harrison as 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 Dame Dianne Thompson as Director	Mgmt	For	For	For
15	Re-elect Lord Wolfson as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Next Plc

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

St. James's Place Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: STJ

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: G5005D124

Shares Voted: 11,492

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 Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Re-elect Andrew Croft as Director	Mgmt	For	For	For
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For
7	Re-elect Emma Griffin as Director	Mgmt	For	For	For
8	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
9	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
10	Re-elect Paul Manduca as Director	Mgmt	For	For	For
11	Re-elect John Hitchens as Director	Mgmt	For	For	For
12	Elect Dominic Burke as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Sands China Ltd.

Meeting Date: 05/19/2023

Country: Cayman Islands

Ticker: 1928

Record Date: 05/08/2023

Meeting Type: Annual

Primary Security ID: G7800X107

Shares Voted: 47,600

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 Robert Glen Goldstein as Director	Mgmt	For	Against	Against
2b	Elect Charles Daniel Forman as Director	Mgmt	For	For	For
2c	Elect Kenneth Patrick Chung as Director	Mgmt	For	For	For
2d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
7	Approve Amendments to the Memorandum and Articles of Association	Mgmt	For	Refer	Against

Galaxy Entertainment Group Limited

Meeting Date: 05/22/2023

Country: Hong Kong

Ticker: 27

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: Y2679D118

Shares Voted: 43,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Joseph Chee Ying Keung as Director	Mgmt	For	For	For
3	Elect William Yip Shue Lam as Director	Mgmt	For	Refer	Against
4	Elect Patrick Wong Lung Tak as Director	Mgmt	For	For	For
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For

Galaxy Entertainment Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
8	Adopt New Share Award Scheme and New Share Option Scheme and the Mandate Limit Shall Not Exceed 10% of Issued Shares	Mgmt	For	Against	Against
9	Approve Service Provider Sub-limit	Mgmt	For	Against	Against
10	Approve Suspension of 2021 Share Award Scheme and Termination of 2021 Share Option Scheme	Mgmt	For	For	For

Bank of Ireland Group Plc

Meeting Date: 05/23/2023

Country: Ireland

Ticker: BIRG

Record Date: 05/19/2023

Meeting Type: Annual

Primary Security ID: G0756R109

Shares Voted: 21,211

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

Bank of Ireland Group Plc

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

bioMerieux SA

Meeting Date: 05/23/2023

Country: France

Ticker: BIM

Record Date: 05/19/2023

Meeting Type: Annual/Special

Primary Security ID: F1149Y232

Shares Voted: 844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
5	Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	Mgmt	For	For	For
6	Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	Mgmt	For	For	For
7	Reelect Philippe Archinard as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For	For
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	Against
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	For	For
15	Approve Compensation of Pierre Boulud, Vice-CEO	Mgmt	For	For	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	Against
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Mgmt	For	Against	Against
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Mgmt	For	Against	Against

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Mgmt	For	For	For
30	Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Epiroc AB

Meeting Date: 05/23/2023

Country: Sweden

Ticker: EPI.A

Record Date: 05/12/2023

Meeting Type: Annual

Primary Security ID: W25918124

Shares Voted: 20,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom (as Board Member)	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Anders Ullberg	Mgmt	For	For	For
8.b11	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b12	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b13	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	Mgmt	For	For	For
8.d	Approve Remuneration Report	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For	For
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	For
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 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	Approve Stock Option Plan 2023 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

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2017, 2018, 2019 and 2020	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Nemetschek SE

Meeting Date: 05/23/2023 **Country:** Germany **Ticker:** NEM
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: D56134105

Shares Voted: 1,217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Georg Nemetschek (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Ruediger Herzog (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christine Schoeneweis (from May 25, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Soeffing (from May 25, 2022) for Fiscal Year 2022	Mgmt	For	For	For

Nemetschek SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Gernot Strube (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
7	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 Remuneration Report	Mgmt	For	For	Against

Orange SA

Meeting Date: 05/23/2023 **Country:** France **Ticker:** ORA
Record Date: 05/19/2023 **Meeting Type:** Annual/Special
Primary Security ID: F6866T100

Shares Voted: 40,256

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 0.70 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 Anne Lange as Director	Mgmt	For	For	For
6	Reelect Anne-Gabrielle Heilbronner as Director	Mgmt	For	For	For
7	Reelect Alexandre Bompard as Director	Mgmt	For	Refer	Against
8	Elect Momar Nguer as Director	Mgmt	For	For	For
9	Elect Gilles Grapinet as Director	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Mgmt	For	For	For
12	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Compensation of Christel Heydemann, CEO since April 4 2022	Mgmt	For	For	For
14	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	Mgmt	For	For	For
15	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	For	For
24	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Mgmt	For	For	For
27	Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against
B	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	SH	Against	Against	Against
C	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	SH	Against	Against	Against
D	Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against

Shell Plc

Meeting Date: 05/23/2023 **Country:** United Kingdom **Ticker:** SHEL
Record Date: 05/19/2023 **Meeting Type:** Annual
Primary Security ID: G80827101

Shares Voted: 143,895

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Wael Sawan as Director	Mgmt	For	For	For
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For	For
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
7	Elect Leena Srivastava as Director	Mgmt	For	For	For
8	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
9	Re-elect Dick Boer as Director	Mgmt	For	For	For
10	Re-elect Neil Carson as Director	Mgmt	For	For	For
11	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
12	Re-elect Jane Lute as Director	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
15	Re-elect Abraham Schot 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 Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For
24	Approve Share Plan	Mgmt	For	For	For
25	Approve the Shell Energy Transition Progress	Mgmt	For	For	For
26	Shareholder Proposal Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	Against

Societe Generale SA

Meeting Date: 05/23/2023

Country: France

Ticker: GLE

Record Date: 05/19/2023

Meeting Type: Annual/Special

Primary Security ID: F8591M517

Shares Voted: 16,297

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 Treatment of Losses and Dividends of EUR 1.70 per Share	Mgmt	For	For	For

Societe Generale 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	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Frederic Oudea, CEO	Mgmt	For	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Diony Lebot, Vice-CEO	Mgmt	For	For	For
13	Approve the Aggregate Remuneration Granted in 2022 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
14	Elect Slawomir Krupa as Director	Mgmt	For	For	For
15	Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova	Mgmt	For	For	For
16	Elect Ulrika Ekman as Director	Mgmt	For	For	For
17	Elect Benoit de Ruffray as Director	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Amend Article 7 of Bylaws Re: Representative of Employee Shareholders Length of Term	Mgmt	For	For	For
21	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bolloré SE

Meeting Date: 05/24/2023

Country: France

Ticker: BOL

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F10659260

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 0.06 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 Marie Bollore as Director	Mgmt	For	Refer	Against
6	Authorize Repurchase of Up to 9.997 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Approve Compensation Report	Mgmt	For	For	Against
8	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	For	Against
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	Against	Against
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
14	Authorize Capital Increase of Up to EUR 100 Million for Future Exchange Offers	Mgmt	For	Against	Against
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Amend Article 12 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: CCEP

Record Date: 05/22/2023

Meeting Type: Annual

Primary Security ID: G25839104

Shares Voted: 4,079

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	Against
4	Elect Mary Harris as Director	Mgmt	For	For	For
5	Elect Nicolas Mirzayantz as Director	Mgmt	For	For	For
6	Elect Nancy Quan as Director	Mgmt	For	For	For
7	Re-elect Manolo Arroyo as Director	Mgmt	For	Against	Against
8	Re-elect John Bryant as Director	Mgmt	For	For	For
9	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against	Against
10	Re-elect Damian Gammell as Director	Mgmt	For	For	For
11	Re-elect Nathalie Gaveau as Director	Mgmt	For	For	For
12	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For	For
13	Re-elect Thomas Johnson as Director	Mgmt	For	For	For
14	Re-elect Dagmar Kollmann as Director	Mgmt	For	For	For
15	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For	For
16	Re-elect Mark Price 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	Re-elect Garry Watts as Director	Mgmt	For	For	For
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
21	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise Issue of Equity	Mgmt	For	For	For
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
25	Approve Long Term Incentive Plan	Mgmt	For	For	For
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
29	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Dassault Systemes SA

Meeting Date: 05/24/2023

Country: France

Ticker: DSY

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 13,489

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 0.21 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	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	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	Mgmt	For	For	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	Against
10	Reelect Catherine Dassault as Director	Mgmt	For	For	For
11	Elect Genevieve Berger as Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Intertek Group Plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: ITRK

Record Date: 05/22/2023

Meeting Type: Annual

Primary Security ID: G4911B108

Shares Voted: 3,413

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

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Colm Deasy as Director	Mgmt	For	For	For
5	Elect Jez Maiden as Director	Mgmt	For	For	For
6	Elect Kawal Preet as Director	Mgmt	For	For	For
7	Re-elect Andrew Martin as Director	Mgmt	For	For	For
8	Re-elect Andre Lacroix as Director	Mgmt	For	For	For
9	Re-elect Graham Allan as Director	Mgmt	For	For	For
10	Re-elect Gurnek Bains as Director	Mgmt	For	For	For
11	Re-elect Lynda Clarizio as Director	Mgmt	For	For	For
12	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
13	Re-elect Gill Rider as Director	Mgmt	For	For	For
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

M&G Plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: MNG

Record Date: 05/22/2023

Meeting Type: Annual

Primary Security ID: G6107R102

Shares Voted: 47,939

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

M&G Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Andrea Rossi as Director	Mgmt	For	For	For
5	Re-elect Clive Adamson as Director	Mgmt	For	For	For
6	Re-elect Edward Braham as Director	Mgmt	For	For	For
7	Re-elect Clare Chapman as Director	Mgmt	For	For	For
8	Re-elect Fiona Clutterbuck as Director	Mgmt			
9	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For
10	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
11	Re-elect Clare Thompson as Director	Mgmt	For	For	For
12	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	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 the Issue of Mandatory Convertible Securities	Mgmt	For	Refer	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

MTR Corporation Limited

Meeting Date: 05/24/2023 **Country:** Hong Kong **Ticker:** 66
Record Date: 05/17/2023 **Meeting Type:** Annual
Primary Security ID: Y6146T101

Shares Voted: 30,459

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

MTR Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Andrew Clifford Winawer Brandler as Director	Mgmt	For	For	For
3b	Elect Bunny Chan Chung-bun as Director	Mgmt	For	For	For
3c	Elect Dorothy Chan Yuen Tak-fai as Director	Mgmt	For	For	For
4	Elect Sandy Wong Hang-yea as Director	Mgmt	For	For	For
5	Elect Anna Wong Wai-kwan as Director	Mgmt	For	For	For
6	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Partners Group Holding AG

Meeting Date: 05/24/2023

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 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 Allocation of Income and Dividends of CHF 37.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Amend Corporate Purpose	Mgmt	For	For	For
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
4.3	Amend Articles of Association	Mgmt	For	For	For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
6.2	Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million	Mgmt	For	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million	Mgmt	For	For	For
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000	Mgmt	For	For	For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	For	For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	For	For
7.1.4	Reelect Anne Lester as Director	Mgmt	For	For	For
7.1.5	Elect Gaelle Olivier as Director	Mgmt	For	For	For
7.1.6	Reelect Martin Strobel as Director	Mgmt	For	For	For
7.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
7.1.8	Reelect Flora Zhao as Director	Mgmt	For	For	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Reappoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

PUMA SE

Meeting Date: 05/24/2023

Country: Germany

Ticker: PUM

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: D62318148

Shares Voted: 2,068

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

PUMA SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7.1	Elect Heloise Temple-Boyer to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Thore Ohlsson to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Jean-Marc Duplaix to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Fiona May to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Martin Koeppel as Employee Representative to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Bernd Illig as Employee Representative to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Repsol SA

Meeting Date: 05/24/2023

Country: Spain

Ticker: REP

Record Date: 05/19/2023

Meeting Type: Annual

Primary Security ID: E8471S130

Shares Voted: 27,581

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

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Amortization of Treasury Shares	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities Exchangeable for Issued Shares for up to EUR 15 Billion	Mgmt	For	For	For
10	Reelect Antonio Brufau Niubo as Director	Mgmt	For	For	For
11	Reelect Josu Jon Imaz San Miguel as Director	Mgmt	For	For	For
12	Reelect Aranzazu Estefania Larranaga as Director	Mgmt	For	For	For
13	Reelect Maria Teresa Garcia-Mila Lloveras as Director	Mgmt	For	For	For
14	Reelect Henri Philippe Reichstul as Director	Mgmt	For	For	For
15	Reelect John Robinson West as Director	Mgmt	For	For	For
16	Ratify Appointment of and Elect Manuel Manrique Cecilia as Director	Mgmt	For	For	For
17	Elect Maria del Pino Velazquez Medina as Director	Mgmt	For	For	For
18	Advisory Vote on Remuneration Report	Mgmt	For	For	For
19	Approve Remuneration Policy	Mgmt	For	For	For
20	Approve Share Matching Plan	Mgmt	For	For	For
21	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/24/2023

Country: Netherlands

Ticker: STMPA

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: N83574108

Shares Voted: 13,838

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Receive Report of Management Board (Non-Voting)	Mgmt			

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Discharge of Management Board	Mgmt	For	For	For
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
9	Reelect Yann Delabriere to Supervisory Board	Mgmt	For	For	For
10	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For	For
11	Reelect Frederic Sanchez to Supervisory Board	Mgmt	For	For	For
12	Reelect Maurizio Tamagnini to Supervisory Board	Mgmt	For	For	For
13	Elect Helene Vletter-van Dort to Supervisory Board	Mgmt	For	For	For
14	Elect Paolo Visca to Supervisory Board	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
17	Allow Questions	Mgmt			

Valeo SA

Meeting Date: 05/24/2023

Country: France

Ticker: FR

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F96221340

Shares Voted: 4,211

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 0.38 per Share	Mgmt	For	For	For

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	Ratify Appointment of Alexandre Dayon as Director	Mgmt	For	For	For
6	Ratify Appointment of Stephanie Frchet as Director	Mgmt	For	For	For
7	Reelect Stephanie Frchet as Director	Mgmt	For	For	For
8	Reelect Patrick Sayer as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For
11	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since January 26, 2022	Mgmt	For	For	For
12	Approve Compensation of Christophe Perillat, Vice-CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For
13	Approve Compensation of Christophe Perillat, CEO from since January 26, 2022	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
21	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
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Mgmt	For	For	For

Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Increase of up to 9.45 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize up to 1.89 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Amend Article 14 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
29	Amend Article 13 of Bylaws Re: Designation of Shareholder Employee Representative	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

YASKAWA Electric Corp.

Meeting Date: 05/24/2023

Country: Japan

Ticker: 6506

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: J9690T102

Shares Voted: 5,100

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
2.1	Elect Director and Audit Committee Member Nakayama, Yuji	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Ikuyama, Takeshi	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Koike, Toshikazu	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Matsuhashi, Kaori	Mgmt	For	For	For
2.5	Elect Director and Audit Committee Member Nishio, Keiji	Mgmt	For	For	For

YASKAWA Electric Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director and Audit Committee Member Hodaka, Yaeko	Mgmt	For	For	For

Zalando SE

Meeting Date: 05/24/2023 **Country:** Germany **Ticker:** ZAL
Record Date: 05/02/2023 **Meeting Type:** Annual
Primary Security ID: D98423102

Shares Voted: 4,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7.1	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Jennifer Hyman to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Anders Povlsen to the Supervisory Board	Mgmt	For	Refer	Against
7.5	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	Mgmt	For	Against	For

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Aegon NV

Meeting Date: 05/25/2023 **Country:** Netherlands **Ticker:** AGN
Record Date: 04/27/2023 **Meeting Type:** Annual
Primary Security ID: N00927298

Shares Voted: 35,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Executive Board (Non-Voting)	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	For	For
2.3	Receive Explanation on Company's Dividend Policy	Mgmt			
2.4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.5	Approve Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Executive Board	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.1	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
5.1	Reelect Dona Young to Supervisory Board	Mgmt	For	For	For
6.1	Approve Cancellation of Common Shares and Common Shares B	Mgmt	For	For	For
6.2	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
6.3	Grant Board Authority to Issue Shares Up To 25 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
6.4	Authorize Repurchase of Up to 30 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Other Business (Non-Voting)	Mgmt			
8	Close Meeting	Mgmt			

Bechtle AG

Meeting Date: 05/25/2023

Country: Germany

Ticker: BC8

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: D0873U103

Shares Voted: 1,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7.1	Elect Klaus Winkler to the Supervisory Board	Mgmt	For	Refer	Against
7.2	Elect Kurt Dobitsch to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Lars Gruenert to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Thomas Hess to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Elke Reichart to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Sandra Stegmann to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Elmar Koenig to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Klaus Straub to the Supervisory Board	Mgmt	For	For	For
8	Amend Articles Re: Supervisory Board Composition and Term of Office	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	Against	For

D'Ieteren Group

Meeting Date: 05/25/2023

Country: Belgium

Ticker: DIE

Record Date: 05/11/2023

Meeting Type: Annual/Special

Primary Security ID: B49343187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	Against
4.1	Approve Discharge of Directors	Mgmt	For	For	For
4.2	Approve Discharge of Auditors	Mgmt	For	For	For
5.1	Elect Allegra Patrizi Unipersonnelle, Represented by Allegra Patrizi, as Independent Director	Mgmt	For	For	For
5.2	Elect LSIM SA, Represented by Wolfgang de Limburg Stirum, as Independent Director	Mgmt	For	For	For
5.3	Elect Diligencia Consult SRL, Represented by Diane Govaerts, as Independent Director	Mgmt	For	For	For
5.4	Reelect Michele Sioen as Director	Mgmt	For	Against	Against
5.5	Reelect Olivier Perier as Director	Mgmt	For	Against	Against
5.6	Approve Co-optation of HECHO SRL, Represented by Hugo De Stoop, as Independent Director	Mgmt	For	Refer	For
6	Ratify KPMG, Permanently Represented by Axel Jorion, as Auditor	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1.a	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Mgmt	For	Against	Against
1.b	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	Against
2.a	Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Mgmt	For	For	For
2.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
2.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
3	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
4	Authorize Coordination of Articles of Association	Mgmt	For	For	For
5	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For

JDE Peet's NV

Meeting Date: 05/25/2023

Country: Netherlands

Ticker: JDEP

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: N44664105

Shares Voted: 1,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	Against
2.c	Adopt Financial Statements	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a	Elect Patricia Capel as Non-Executive Director	Mgmt	For	Refer	Against
5.b	Elect Jeroen Katgert as Non-Executive Director	Mgmt	For	Refer	Against
6	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
7.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
8	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Discuss Voting Results	Mgmt			
11	Close Meeting	Mgmt			

Prudential Plc

Meeting Date: 05/25/2023

Country: United Kingdom

Ticker: PRU

Record Date: 05/23/2023

Meeting Type: Annual

Primary Security ID: G72899100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Arijit Basu as Director	Mgmt	For	For	For
5	Elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6	Elect Anil Wadhvani as Director	Mgmt	For	For	For
7	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
8	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
9	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
10	Re-elect David Law as Director	Mgmt	For	For	For
11	Re-elect Ming Lu as Director	Mgmt	For	For	For
12	Re-elect George Sartorel as Director	Mgmt	For	For	For
13	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
14	Re-elect Amy Yip as Director	Mgmt	For	For	For
15	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve Sharesave Plan	Mgmt	For	For	For
19	Approve Long Term Incentive Plan	Mgmt	For	For	For
20	Approve International Savings-Related Share Option Scheme for Non-Employees	Mgmt	For	For	For
21	Approve the ISSOSNE Service Provider Sublimit	Mgmt	For	For	For
22	Approve Agency Long Term Incentive Plan	Mgmt	For	For	For
23	Approve the Agency LTIP Service Provider Sublimit	Mgmt	For	For	For
24	Authorise Issue of Equity	Mgmt	For	For	For
25	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
29	Adopt New Articles of Association	Mgmt	For	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Safran SA

Meeting Date: 05/25/2023 **Country:** France **Ticker:** SAF
Record Date: 05/23/2023 **Meeting Type:** Annual/Special
Primary Security ID: F4035A557

Shares Voted: 6,964

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 1.35 per Share	Mgmt	For	For	For
4	Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	Mgmt	For	For	For
5	Ratify Appointment of Alexandre Lahousse as Director	Mgmt	For	For	For
6	Ratify Appointment of Robert Peugeot as Director	Mgmt	For	Against	Against
7	Reelect Ross McInnes as Director	Mgmt	For	For	For
8	Reelect Olivier Andries as Director	Mgmt	For	For	For
9	Elect Fabrice Bregier as Director	Mgmt	For	For	For
10	Reelect Laurent Guillot as Director	Mgmt	For	For	For
11	Reelect Alexandre Lahousse as Director	Mgmt	For	For	For
12	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	Against
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
21	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
28	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sanofi

Meeting Date: 05/25/2023

Country: France

Ticker: SAN

Record Date: 05/23/2023

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Shares Voted: 23,363

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.56 per Share	Mgmt	For	For	For
4	Elect Frederic Oudea as Director	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
13	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	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
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 500 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
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Seven & i Holdings Co., Ltd.

Meeting Date: 05/25/2023 **Country:** Japan **Ticker:** 3382
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: J7165H108

Shares Voted: 15,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 63.5	Mgmt	For	For	For
2.1	Elect Director Isaka, Ryuichi	Mgmt	For	Refer	For
2.2	Elect Director Goto, Katsuhiko	Mgmt	For	Refer	Against
2.3	Elect Director Yonemura, Toshiro	Mgmt	For	Refer	For
2.4	Elect Director Wada, Shinji	Mgmt	For	Refer	For
2.5	Elect Director Hachiuma, Fuminao	Mgmt	For	Refer	For
3	Appoint Statutory Auditor Matsuhashi, Kaori	Mgmt	For	For	For
4.1	Elect Director Ito, Junro	Mgmt	For	Refer	For
4.2	Elect Director Nagamatsu, Fumihiko	Mgmt	For	Refer	For
4.3	Elect Director Joseph M. DePinto	Mgmt	For	Refer	For
4.4	Elect Director Maruyama, Yoshimichi	Mgmt	For	Refer	For
4.5	Elect Director Izawa, Yoshiyuki	Mgmt	For	Refer	For
4.6	Elect Director Yamada, Meyumi	Mgmt	For	Refer	For
4.7	Elect Director Jenifer Simms Rogers	Mgmt	For	Refer	For
4.8	Elect Director Paul Yonamine	Mgmt	For	Refer	For
4.9	Elect Director Stephen Hayes Dacus	Mgmt	For	Refer	For

Seven & i Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Elect Director Elizabeth Miin Meyerdirk	Mgmt	For	Refer	For
5.1	Elect Shareholder Director Nominee Natori, Katsuya	SH	Against	Refer	Against
5.2	Elect Shareholder Director Nominee Dene Rogers	SH	Against	Refer	Against
5.3	Elect Shareholder Director Nominee Ronald Gill	SH	Against	Refer	For
5.4	Elect Shareholder Director Nominee Brittni Levinson	SH	Against	Refer	Against

Toho Co., Ltd. (9602)

Meeting Date: 05/25/2023 **Country:** Japan **Ticker:** 9602
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: J84764117

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Shimatani, Yoshishige	Mgmt	For	For	For
2.2	Elect Director Matsuoka, Hiroyasu	Mgmt	For	For	For
2.3	Elect Director Tako, Nobuyuki	Mgmt	For	For	For
2.4	Elect Director Ichikawa, Minami	Mgmt	For	For	For
2.5	Elect Director Sumi, Kazuo	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Orii, Masako	Mgmt	For	For	For

Welcia Holdings Co., Ltd.

Meeting Date: 05/25/2023 **Country:** Japan **Ticker:** 3141
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: J9505A108

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ikeno, Takamitsu	Mgmt	For	For	For
1.2	Elect Director Matsumoto, Tadahisa	Mgmt	For	For	For
1.3	Elect Director Nakamura, Juichi	Mgmt	For	For	For
1.4	Elect Director Shibazaki, Takamune	Mgmt	For	For	For
1.5	Elect Director Okada, Motoya	Mgmt	For	For	For

Welcia Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Nakai, Tomoko	Mgmt	For	For	For
1.7	Elect Director Ishizuka, Kunio	Mgmt	For	For	For
1.8	Elect Director Nagata, Tadashi	Mgmt	For	For	For
1.9	Elect Director Nozawa, Katsunori	Mgmt	For	For	For
1.10	Elect Director Horie, Shigeo	Mgmt	For	For	For
1.11	Elect Director Ishizaka, Noriko	Mgmt	For	For	For
2	Appoint Statutory Auditor Sugiyama, Atsuko	Mgmt	For	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

AEON Co., Ltd.

Meeting Date: 05/26/2023 **Country:** Japan **Ticker:** 8267
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: J00288100

Shares Voted: 13,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Mgmt	For	Refer	Against
2.1	Elect Director Okada, Motoya	Mgmt	For	Against	Against
2.2	Elect Director Yoshida, Akio	Mgmt	For	For	For
2.3	Elect Director Habu, Yuki	Mgmt	For	For	For
2.4	Elect Director Tsukamoto, Takashi	Mgmt	For	Against	Against
2.5	Elect Director Peter Child	Mgmt	For	For	For
2.6	Elect Director Carrie Yu	Mgmt	For	For	For
2.7	Elect Director Hayashi, Makoto	Mgmt	For	For	For

Carrefour SA

Meeting Date: 05/26/2023 **Country:** France **Ticker:** CA
Record Date: 05/24/2023 **Meeting Type:** Annual/Special
Primary Security ID: F13923119

Shares Voted: 11,770

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.56 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 Alexandre Bompard as Director	Mgmt	For	Against	Against
6	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	Refer	Against
7	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	For	Against
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
24	Approve Opinion on Quantification of the Company's Various Scope 3 Action Levers	Mgmt	For	Abstain	For
	Shareholder Proposal	Mgmt			
25	Request Details relating to the Company's Environmental Strategy	SH			

Glencore Plc

Meeting Date: 05/26/2023

Country: Jersey

Ticker: GLEN

Record Date: 05/24/2023

Meeting Type: Annual

Primary Security ID: G39420107

Shares Voted: 209,721

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 Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
5	Re-elect Peter Coates as Director	Mgmt	For	For	For
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
7	Re-elect Gill Marcus as Director	Mgmt	For	For	For
8	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
9	Re-elect David Wormsley as Director	Mgmt	For	For	For
10	Elect Liz Hewitt as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve 2022 Climate Report	Mgmt	For	Abstain	For
14	Approve Remuneration Report	Mgmt	For	Refer	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
19	Resolution in Respect of the Next Climate Action Transition Plan	SH	Against	Abstain	For

TotalEnergies SE

Meeting Date: 05/26/2023

Country: France

Ticker: TTE

Record Date: 05/24/2023

Meeting Type: Annual/Special

Primary Security ID: F92124100

Shares Voted: 50,476

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 3.81 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For
7	Reelect Mark Cutifani as Director	Mgmt	For	For	For
8	Elect Dierk Paskert as Director	Mgmt	For	For	For
9	Elect Anelise Lara as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	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 the Company's Sustainable Development and Energy Transition Plan	Mgmt	For	Abstain	For
	Extraordinary Business	Mgmt			
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	Abstain	Against

EQT AB

Meeting Date: 05/30/2023 **Country:** Sweden **Ticker:** EQT
Record Date: 05/22/2023 **Meeting Type:** Annual
Primary Security ID: W3R27C102

Shares Voted: 7,238

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 3 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Margo Cook	Mgmt	For	For	For
11.b	Approve Discharge of Edith Cooper	Mgmt	For	For	For
11.c	Approve Discharge of Brooks Entwistle	Mgmt	For	For	For
11.d	Approve Discharge of Johan Forssell	Mgmt	For	For	For
11.e	Approve Discharge of Conni Jonsson	Mgmt	For	For	For
11.f	Approve Discharge of Nicola Kimm	Mgmt	For	For	For
11.g	Approve Discharge of Diony Lebot	Mgmt	For	For	For
11.h	Approve Discharge of Gordon Orr	Mgmt	For	For	For
11.i	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.j	Approve Discharge of CEO Christian Sinding	Mgmt	For	For	For
11.k	Approve Discharge of Deputy CEO Caspar Callerstrom	Mgmt	For	For	For
12.a	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.a	Approve Remuneration of Directors in the Amount of EUR 295,800 for Chairman and EUR 134,640 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	Against	Against
13.c	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	Refer	Against
14.b	Reelect Margo Cook as Director	Mgmt	For	For	For
14.c	Reelect Brooks Entwistle as Director	Mgmt	For	For	For
14.d	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
14.e	Reelect Diony Lebot as Director	Mgmt	For	Refer	Against
14.f	Reelect Gordon Orr as Director	Mgmt	For	Against	Against
14.g	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.h	Reelect Conni Jonsson as Board Chair	Mgmt	For	Refer	Against
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Issuance of Warrants without Preemptive Rights up to 10 Percent	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Amend Articles Re: Introduce Class C2 Shares	Mgmt	For	For	For
22.a	Approve EQT Equity Program	Mgmt	For	For	Against
22.b	Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Mgmt	For	For	Against
22.c	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	Against
22.d	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	Against
23.a	Approve EQT Option Program	Mgmt	For	For	For
23.b	Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Mgmt	For	For	For
23.c	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For
23.d	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For
24	Approve SEK 706,842.30 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For	For
25	Close Meeting	Mgmt			

Nomura Real Estate Master Fund, Inc.

Meeting Date: 05/30/2023

Country: Japan

Ticker: 3462

Record Date: 02/28/2023

Meeting Type: Special

Primary Security ID: J589D3119

Shares Voted: 93

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Unitholder Meeting Materials on Internet - Amend Provisions on Record Date for Unitholder Meetings	Mgmt	For	For	For
2	Elect Executive Director Yoshida, Shuhei	Mgmt	For	For	For

Nomura Real Estate Master Fund, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Supervisory Director Uchiyama, Mineo	Mgmt	For	For	For
3.2	Elect Supervisory Director Okada, Mika	Mgmt	For	For	For
3.3	Elect Supervisory Director Koyama, Toko	Mgmt	For	For	For

Cellnex Telecom SA

Meeting Date: 05/31/2023 **Country:** Spain **Ticker:** CLNX
Record Date: 05/26/2023 **Meeting Type:** Annual
Primary Security ID: E2R41M104

Shares Voted: 10,945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
6	Renew Appointment of Deloitte, S.L. as Auditor	Mgmt	For	For	For
7.1	Approve Annual Maximum Remuneration	Mgmt	For	For	For
7.2	Amend Remuneration Policy	Mgmt	For	For	Against
8.1	Fix Number of Directors at 13	Mgmt	For	For	For
8.2	Reelect Concepcion del Rivero Bermejo as Director	Mgmt	For	For	For
8.3	Reelect Christian Coco as Director	Mgmt	For	For	For
8.4	Ratify Appointment by Co-option of Ana Garcia Fau as Director	Mgmt	For	For	For
8.5	Ratify Appointment by Co-option of Jonathan Amouyal as Director	Mgmt	For	For	For
8.6	Ratify Appointment by Co-option of Maria Teresa Ballester Fornes as Director	Mgmt	For	For	For
8.7	Elect Oscar Fanjul Martin as Director	Mgmt	For	For	For
8.8	Elect Dominique D'Hinnin as Director	Mgmt	For	Against	Against
8.9	Elect Marco Patuano as Director	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	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
11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Commerzbank AG

Meeting Date: 05/31/2023

Country: Germany

Ticker: CBK

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: D172W1279

Shares Voted: 21,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2023, until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Harald Christ to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Frank Czichowski to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Sabine Dietrich to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Jutta Doenges to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Burkhard Keese to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Daniela Mattheus to the Supervisory Board	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.7	Elect Caroline Seifert to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Gertrude Tumpel-Gugerell to the Supervisory Board	Mgmt	For	For	For
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For	For
7.10	Elect Frank Westhoff to the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 438.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Creation of EUR 125.2 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 5 Billion	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For

Evonik Industries AG

Meeting Date: 05/31/2023

Country: Germany

Ticker: EVK

Record Date: 05/24/2023

Meeting Type: Annual

Primary Security ID: D2R90Y117

Shares Voted: 4,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For

Evonik Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6.1	Elect Bernd Toenjes to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Barbara Albert to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Cornelius Baur to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Aldo Belloni to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Werner Fuhrmann to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Christian Kohlpaintner to the Supervisory Board	Mgmt	For	For	For
6.7	Elect Cedrik Neike to the Supervisory Board	Mgmt	For	Against	Against
6.8	Elect Ariane Reinhart to the Supervisory Board	Mgmt	For	For	For
6.9	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For	For
6.10	Elect Angela Titzrath to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	For	Against
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

EXOR NV

Meeting Date: 05/31/2023

Country: Netherlands

Ticker: EXO

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: N3140A107

Shares Voted: 2,128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.b	Approve Remuneration Report	Mgmt	For	For	Against
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Dividend Policy	Mgmt			
2.e	Approve Dividends	Mgmt	For	For	For
3.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
3.b	Amend Remuneration Policy	Mgmt	For	For	Against
4.a	Approve Discharge of Executive Director	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a	Reelect John Elkann as Executive Director	Mgmt	For	For	For
6.a	Elect Nitin Nohria as Non-Executive Director	Mgmt	For	For	For
6.b	Elect Sandra Dembeck as Non-Executive Director	Mgmt	For	For	For
6.c	Elect Tiberto Ruy Brandolini d'Adda as Non-Executive Director	Mgmt	For	For	For
6.d	Reelect Marc Bolland as Non-Executive Director	Mgmt	For	For	For
6.e	Reelect Melissa Bethell as Non-Executive Director	Mgmt	For	For	For
6.f	Reelect Laurence Debroux as Non-Executive Director	Mgmt	For	For	For
6.g	Reelect Axel Dumas as Non-Executive Director	Mgmt	For	For	For
6.h	Reelect Ginevra Elkann as Non-Executive Director	Mgmt	For	Against	Against
6.i	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	For
7.a	Authorize Repurchase of Shares	Mgmt	For	For	For
7.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Close Meeting	Mgmt			

HKT Trust and HKT Limited

Meeting Date: 05/31/2023

Country: Cayman Islands

Ticker: 6823

Record Date: 05/24/2023

Meeting Type: Annual

Primary Security ID: Y3R29Z107

HKT Trust and HKT Limited

Shares Voted: 72,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Distribution by HKT Trust and Final Dividend by the Company	Mgmt	For	For	For
3a	Elect Hui Hon Hing, Susanna as Director	Mgmt	For	For	For
3b	Elect Chung Cho Yee, Mico as Director	Mgmt	For	For	For
3c	Elect Aman Mehta as Director	Mgmt	For	For	For
3d	Authorize Board and Trustee-Manager to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor of the HKT Trust, the Company and the Trustee-Manager and Authorize Board and Trustee-Manager to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

Ipsen SA

Meeting Date: 05/31/2023

Country: France

Ticker: IPN

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary Security ID: F5362H107

Shares Voted: 781

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	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
6	Reelect Marc de Garidel as Director	Mgmt	For	Against	Against
7	Reelect Henri Beaufour as Director	Mgmt	For	Against	Against
8	Reelect Michele Ollier as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO and Executive Corporate Officers	Mgmt	For	For	Against
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	Against
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 Capitalization of Reserves of up to 20 Percent of Issued Share Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Share Capital	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	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 Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	Against
25	Amend Article 16.1 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
26	Amend Article 16.6 of Bylaws Re: Minutes of Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/31/2023

Country: France

Ticker: LR

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary Security ID: F56196185

Shares Voted: 5,391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
4	Appoint Mazars as Auditor	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Isabelle Boccon-Gibod as Director	Mgmt	For	For	For
12	Reelect Benoit Coquart as Director	Mgmt	For	For	For
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For	For	For
14	Reelect Michel Landel as Director	Mgmt	For	For	For
15	Elect Valerie Chort as Director	Mgmt	For	For	For
16	Elect Clare Scherrer as Director	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

OMV AG

Meeting Date: 05/31/2023

Country: Austria

Ticker: OMV

Record Date: 05/21/2023

Meeting Type: Annual

Primary Security ID: A51460110

Shares Voted: 3,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2.1	Approve Allocation of Income and Dividends of EUR 2.80 per Share	Mgmt	For	For	For
2.2	Approve Special Dividends of EUR 2.25 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3.2	Revoke June 3, 2022, AGM Resolution Not to Grant Discharge of Management Board Member Rainer Seele for Fiscal Year 2021; Approve Discharge of Management Board Member Rainer Seele for Fiscal Year 2021	Mgmt	For	Against	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	Against
8.1	Approve Long Term Incentive Plan for Key Employees	Mgmt	For	For	For
8.2	Approve Equity Deferral Plan	Mgmt	For	For	For
9	Elect Lutz Feldmann Supervisory Board Member	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 05/31/2023

Country: France

Ticker: PUB

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 4,567

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

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 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	Reelect Suzan LeVine as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	Mgmt	For	For	For
7	Appoint KPMG S.A. as Auditor	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	Against
9	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	Against
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	Against
14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For
15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	Mgmt	For	For	For
17	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Publicis Groupe SA

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

Royal KPN NV

Meeting Date: 05/31/2023 **Country:** Netherlands **Ticker:** KPN
Record Date: 05/03/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N4297B146

Shares Voted: 65,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Mgmt			
3	Opportunity to Make Recommendations	Mgmt			
4	Elect Marga de Jager to Supervisory Board	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Corporacion Acciona Energias Renovables SA

Meeting Date: 06/01/2023 **Country:** Spain **Ticker:** ANE
Record Date: 05/26/2023 **Meeting Type:** Annual
Primary Security ID: E3R99S100

Shares Voted: 1,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
2.1	Reelect Jose Manuel Entrecanales Domecq as Director	Mgmt	For	For	For

Corporacion Acciona Energias Renovables SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Reelect Rafael Mateo Alcala as Director	Mgmt	For	For	For
2.3	Reelect Juan Ignacio Entrecanales Franco as Director	Mgmt	For	For	For
2.4	Reelect Sonia Dula as Director	Mgmt	For	For	For
2.5	Reelect Karen Christiana Figueres Olsen as Director	Mgmt	For	For	For
2.6	Reelect Juan Luis Lopez Cardenete as Director	Mgmt	For	Refer	For
2.7	Reelect Maria Salgado Madrinan as Director	Mgmt	For	Refer	For
2.8	Reelect Rosauro Varo Rodriguez as Director	Mgmt	For	Refer	For
2.9	Reelect Alejandro Mariano Werner Wainfeld as Director	Mgmt	For	Refer	For
2.10	Reelect Maria Fanjul Suarez as Director	Mgmt	For	Refer	For
2.11	Elect Teresa Quiros Alvarez as Director	Mgmt	For	For	For
3	Approve Remuneration Policy for FY 2024, 2025, and 2026	Mgmt	For	For	For
4	Advisory Vote on Remuneration Report	Mgmt	For	For	Against
5	Approve Sustainability Report and Report on Sustainability Master Plan	Mgmt	For	For	For
6	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	Against	Against
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Mowi ASA

Meeting Date: 06/01/2023 **Country:** Norway **Ticker:** MOWI
Record Date: 05/31/2023 **Meeting Type:** Annual
Primary Security ID: R4S04H101

Shares Voted: 8,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Elect Chairman of Meeting	Mgmt	For	For	For
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Receive Briefing on the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt			

Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Equity Plan Financing	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	For	Against
8	Approve Remuneration of Directors	Mgmt	For	Against	Against
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Ole-Eirik Leroy (Chair) as Director	Mgmt	For	For	For
11.b	Reelect Kristian Melhuus (Deputy Chair) as Director	Mgmt	For	For	For
11.c	Reelect Lisbet Karin Naero as Director	Mgmt	For	For	For
12.a	Elect Merete Haugli as Member of Nominating Committee	Mgmt	For	For	For
12.b	Elect Ann Kristin Brautaset as Member of Nominating Committee	Mgmt	For	For	For
13	Authorize Board to Distribute Dividends	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15.A	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15.B	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

NN Group NV

Meeting Date: 06/02/2023

Country: Netherlands

Ticker: NN

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: N64038107

Shares Voted: 5,550

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	Approve Remuneration Report	Mgmt	For	For	For
4.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.B	Receive Explanation on Company's Dividend Policy	Mgmt			

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.C	Approve Dividends	Mgmt	For	For	For
5.A	Approve Discharge of Executive Board	Mgmt	For	For	For
5.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt			
7	Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	For	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Xinyi Glass Holdings Ltd.

Meeting Date: 06/02/2023

Country: Cayman Islands

Ticker: 868

Record Date: 05/29/2023

Meeting Type: Annual

Primary Security ID: G9828G108

Shares Voted: 34,000

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
3A1	Elect Lee Yin Yee as Director	Mgmt	For	Refer	Against
3A2	Elect Lee Shing Kan as Director	Mgmt	For	For	For
3A3	Elect Ng Ngan Ho as Director	Mgmt	For	For	For
3A4	Elect Wong Chat Chor Samuel as Director	Mgmt	For	Refer	Against
3B	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
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Xinyi Glass Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
6	Approve Amendments to the Existing Memorandum and Articles of Association and Adopt the Amended and Restated Memorandum and Articles of Association	Mgmt	For	Refer	Against

Henderson Land Development Company Limited

Meeting Date: 06/05/2023 **Country:** Hong Kong **Ticker:** 12
Record Date: 05/30/2023 **Meeting Type:** Annual
Primary Security ID: Y31476107

Shares Voted: 27,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Lee Ka Kit as Director	Mgmt	For	For	For
3.2	Elect Lee Ka Shing as Director	Mgmt	For	For	For
3.3	Elect Lam Ko Yin, Colin as Director	Mgmt	For	For	For
3.4	Elect Fung Lee Woon King as Director	Mgmt	For	Against	Against
3.5	Elect Suen Kwok Lam as Director	Mgmt	For	For	For
3.6	Elect Lee Pui Ling, Angelina as Director	Mgmt	For	For	For
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Red Electrica Corp. SA

Meeting Date: 06/05/2023 **Country:** Spain **Ticker:** RED
Record Date: 05/31/2023 **Meeting Type:** Annual
Primary Security ID: E42807110

Red Electrica Corp. SA

Shares Voted: 7,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Non-Financial Information Statement	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Change Company Name and Amend Article 1 Accordingly	Mgmt	For	For	For
7.1	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	Mgmt	For	For	For
7.2	Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	Mgmt	For	For	For
7.3	Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	Mgmt	For	For	For
8	Reelect Jose Juan Ruiz Gomez as Director	Mgmt	For	For	For
9.1	Approve Remuneration Report	Mgmt	For	For	For
9.2	Approve Remuneration of Directors	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Corporate Governance Report	Mgmt			
12	Receive Sustainability Report for FY 2022	Mgmt			
13	Receive Sustainability Plan for FY 2023-2025	Mgmt			

WH Group Limited

Meeting Date: 06/06/2023

Country: Cayman Islands

Ticker: 288

Record Date: 05/31/2023

Meeting Type: Annual

Primary Security ID: G96007102

Shares Voted: 159,485

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

WH Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ma Xiangjie as Director	Mgmt	For	For	For
2b	Elect Huang Ming as Director	Mgmt	For	For	For
2c	Elect Lau, Jin Tin Don as Director	Mgmt	For	For	For
2d	Elect Zhou Hui as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
9	Amend Current Amended and Restated Memorandum and Articles of Association and Adopt Second Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For

ESR Cayman Limited

Meeting Date: 06/07/2023

Country: Cayman Islands

Ticker: 1821

Record Date: 06/01/2023

Meeting Type: Annual

Primary Security ID: G31989109

Shares Voted: 37,600

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 Jinchu Shen as Director	Mgmt	For	For	For
3b	Elect Stuart Gibson as Director	Mgmt	For	For	For
3c	Elect Jeffrey David Perlman as Director	Mgmt	For	For	For
3d	Elect Wei-Lin Kwee as Director	Mgmt	For	For	For
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

ESR Cayman Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Amend Post-IPO Share Option Scheme	Mgmt	For	For	For
8	Amend Long Term Incentive Scheme	Mgmt	For	For	For
9	Amend Scheme Mandate Limit	Mgmt	For	For	For
10	Adopt Service Provider Sublimit	Mgmt	For	For	For

The Hong Kong and China Gas Company Limited

Meeting Date: 06/07/2023 **Country:** Hong Kong **Ticker:** 3
Record Date: 06/01/2023 **Meeting Type:** Annual
Primary Security ID: Y33370100

Shares Voted: 221,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Lee Ka-kit as Director	Mgmt	For	Refer	Against
3.2	Elect David Li Kwok-po as Director	Mgmt	For	Refer	Against
3.3	Elect Peter Wong Wai-yee as Director	Mgmt	For	For	For
3.4	Elect Andrew Fung Hau-chung as Director	Mgmt	For	Against	Against
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Compagnie de Saint-Gobain SA

Meeting Date: 06/08/2023 **Country:** France **Ticker:** SGO
Record Date: 06/06/2023 **Meeting Type:** Annual/Special
Primary Security ID: F80343100

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 per Share	Mgmt	For	For	For
4	Reelect Dominique Leroy as Director	Mgmt	For	For	For
5	Elect Jana Revedin as Director	Mgmt	For	For	For
6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	Against
10	Approve Remuneration Policy of CEO	Mgmt	For	For	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CRH Plc

Meeting Date: 06/08/2023 **Country:** Ireland **Ticker:** CRH
Record Date: 06/04/2023 **Meeting Type:** Special
Primary Security ID: G25508105

Shares Voted: 15,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	For	For	For
2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
3	Adopt New Articles of Association	Mgmt	For	For	For
4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For
5	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
6	Amend Articles of Association Re: Article 4A	Mgmt	For	For	For

CRH Plc

Meeting Date: 06/08/2023 **Country:** Ireland **Ticker:** CRH
Record Date: 06/04/2023 **Meeting Type:** Court
Primary Security ID: G25508105

Shares Voted: 15,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

SalMar ASA

Meeting Date: 06/08/2023

Country: Norway

Ticker: SALM

Record Date:

Meeting Type: Annual

Primary Security ID: R7445C102

Shares Voted: 1,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Receive Presentation of the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends of NOK 20 Per Share	Mgmt	For	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Discuss Company's Corporate Governance Statement	Mgmt			
9	Approve Remuneration Statement	Mgmt	For	Against	Against
10	Approve Share-Based Incentive Plan	Mgmt	For	For	For
11.1	Reelect Margrethe Hauge as Director	Mgmt	For	Refer	For
11.2	Reelect Leif Inge Nordhammer as Director	Mgmt	For	For	For
12.1	Reelect Bjorn M. Wiggen as Member of Nominating Committee	Mgmt	For	For	For
12.2	Reelect Karianne Tung as Member of Nominating Committee	Mgmt	For	For	For
13	Approve Creation of NOK 1.81 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For

SalMar ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.81 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For

Worldline SA

Meeting Date: 06/08/2023

Country: France

Ticker: WLN

Record Date: 06/06/2023

Meeting Type: Annual/Special

Primary Security ID: F9867T103

Shares Voted: 5,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Bernard Bourigeaud as Director	Mgmt	For	For	For
6	Reelect Gilles Grapinet as Director	Mgmt	For	For	For
7	Reelect Gilles Arditti as Director	Mgmt	For	For	For
8	Reelect Aldo Cardoso as Director	Mgmt	For	For	For
9	Reelect Giulia Fitzpatrick as Director	Mgmt	For	For	For
10	Reelect Thierry Sommelet as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Gilles Grapinet, CEO	Mgmt	For	For	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With a Binding Priority Right Up to 10 Percent of Issued Capital	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
30	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
31	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
32	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Toyota Industries Corp.

Meeting Date: 06/09/2023

Country: Japan

Ticker: 6201

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J92628106

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Tetsuro	Mgmt	For	Refer	Against
1.2	Elect Director Onishi, Akira	Mgmt	For	Refer	Against
1.3	Elect Director Sumi, Shuzo	Mgmt	For	Refer	Against
1.4	Elect Director Handa, Junichi	Mgmt	For	For	For
1.5	Elect Director Ito, Koichi	Mgmt	For	For	For
1.6	Elect Director Kumakura, Kazunari	Mgmt	For	For	For
2	Appoint Statutory Auditor Tomozoe, Masanao	Mgmt	For	Against	Against
3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	Mgmt	For	For	For

Sonova Holding AG

Meeting Date: 06/12/2023

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 1,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	For	For	For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For
5.1.3	Reelect Gregory Behar as Director	Mgmt	For	For	For
5.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For	For
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For	For

Sonova Holding AG

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

Yara International ASA

Meeting Date: 06/12/2023

Country: Norway

Ticker: YAR

Record Date: 06/09/2023

Meeting Type: Annual

Primary Security ID: R9900C106

Yara International ASA

Shares Voted: 3,234

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; Approve Allocation of Income and Dividends of NOK 55.00 Per Share	Mgmt	For	For	For
5.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Against
5.2	Approve Remuneration Statement	Mgmt	For	For	Against
6	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
7	Elect Therese Log Bergjord, Tina Lawton and Harald Thorstein as New Directors	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Amount of NOK 780,600 for the Chairman, NOK 444,700 for the Vice Chairman, and NOK 392,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
9	Elect Lars Mattis Hanssen as Member of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Amend Articles Re: Prior Notice for General Meetings	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
13	Initiate Special Investigation to Determine if Violations of the Working Environment Act Took Place at Company's Contractor	SH	Against	Abstain	Against

Centrica Plc

Meeting Date: 06/13/2023

Country: United Kingdom

Ticker: CNA

Record Date: 06/09/2023

Meeting Type: Annual

Primary Security ID: G2018Z143

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 Chandereet Duggal as Director	Mgmt	For	For	For
5	Elect Russell O'Brien as Director	Mgmt	For	For	For
6	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
7	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
8	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
10	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
11	Re-elect Amber Rudd as Director	Mgmt	For	For	For
12	Re-elect Scott Wheway as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Delivery Hero SE

Meeting Date: 06/14/2023

Country: Germany

Ticker: DHER

Record Date: 06/07/2023

Meeting Type: Annual

Primary Security ID: D1T0KZ103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
7	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	Amend Articles Re: Due Date for Supervisory Board Remuneration	Mgmt	For	For	For
9	Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
11	Approve Creation of EUR 7 Million Pool of Authorized Capital 2023/III for Employee Stock Purchase Plan	Mgmt	For	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights	Mgmt	For	Against	Against
13	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights	Mgmt	For	Against	Against
14	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
16	Approve Affiliation Agreement with Delivery Hero Finco Germany GmbH	Mgmt	For	For	For
17	Approve Affiliation Agreement with Foodpanda GmbH	Mgmt	For	For	For
18	Amend 2019 and 2021 Stock Option Plans	Mgmt	For	For	For
19	Approve Remuneration Policy	Mgmt	For	For	For

KEYENCE Corp.

Meeting Date: 06/14/2023

Country: Japan

Ticker: 6861

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: J32491102

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	For
2.2	Elect Director Nakata, Yu	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	For
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	For
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	For
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	For

KEYENCE Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	For
3	Appoint Statutory Auditor Komura, Koichiro	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	For

Toyota Motor Corp.

Meeting Date: 06/14/2023 **Country:** Japan **Ticker:** 7203
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J92676113

Shares Voted: 217,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	Mgmt	For	Against	Against
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For	For
1.3	Elect Director Sato, Koji	Mgmt	For	For	For
1.4	Elect Director Nakajima, Hiroki	Mgmt	For	For	For
1.5	Elect Director Miyazaki, Yoichi	Mgmt	For	For	For
1.6	Elect Director Simon Humphries	Mgmt	For	For	For
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.8	Elect Director Sir Philip Craven	Mgmt	For	For	For
1.9	Elect Director Oshima, Masahiko	Mgmt	For	For	For
1.10	Elect Director Osono, Emi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ogura, Katsuyuki	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Shirane, Takeshi	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Sakai, Ryuji	Mgmt	For	Against	Against
2.4	Appoint Statutory Auditor Catherine OConnell	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Kikuchi, Maoko	Mgmt	For	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	Abstain	Against

Brenntag SE

Meeting Date: 06/15/2023 **Country:** Germany **Ticker:** BNR
Record Date: 06/08/2023 **Meeting Type:** Annual
Primary Security ID: D12459117

Brenntag SE

Shares Voted: 3,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Elect Richard Ridinger to the Supervisory Board	Mgmt	For	Refer	Against
9.2	Elect Sujatha Chandrasekaran to the Supervisory Board	Mgmt	For	Refer	Against
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
11	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Grifols SA

Meeting Date: 06/15/2023

Country: Spain

Ticker: GRF

Record Date: 06/09/2023

Meeting Type: Annual

Primary Security ID: E5706X215

Shares Voted: 5,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For

Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 of Consolidated Financial Statements for FY 2023	Mgmt	For	For	For
6	Appoint Deloitte as Auditor of Consolidated Financial Statements for FY 2024, 2025 and 2026	Mgmt	For	For	For
7.1	Reelect Raimon Grifols Roura as Director	Mgmt	For	For	For
7.2	Reelect Tomas Daga Gelabert as Director	Mgmt	For	For	For
7.3	Reelect Carina Szpilka Lazaro as Director	Mgmt	For	For	For
7.4	Reelect Inigo Sanchez-Asiain Mardones as Director	Mgmt	For	For	For
7.5	Reelect Enriqueta Felip Font as Director	Mgmt	For	For	For
7.6	Maintain Vacant Board Seat	Mgmt	For	For	For
8	Amend Article 20.bis Re: Director Remuneration	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	Against	Against
12	Approve Stock Option Plan	Mgmt	For	For	Against
13	Approve Grant of Options to the Executive Chairman and CEO	Mgmt	For	For	Against
14	Approve Listing of Class A Shares on NASDAQ; Void Previous Authorization	Mgmt	For	For	For
15	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	Against	Against
16	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

IBIDEN Co., Ltd.

Meeting Date: 06/15/2023

Country: Japan

Ticker: 4062

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J23059116

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aoki, Takeshi	Mgmt	For	For	For

IBIDEN Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ikuta, Masahiko	Mgmt	For	For	For
1.3	Elect Director Kawashima, Koji	Mgmt	For	For	For
1.4	Elect Director Suzuki, Ayumi	Mgmt	For	For	For
1.5	Elect Director Yamaguchi, Chiaki	Mgmt	For	For	For
1.6	Elect Director Mita, Toshio	Mgmt	For	For	For
1.7	Elect Director Asai, Noriko	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Kuwayama, Yoichi	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Matsubayashi, Koji	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Kato, Fumio	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Horie, Masaki	Mgmt	For	For	For
2.5	Elect Director and Audit Committee Member Yabu, Yukiko	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Komori, Shogo	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/15/2023 **Country:** United Kingdom **Ticker:** INF
Record Date: 06/13/2023 **Meeting Type:** Annual
Primary Security ID: G4770L106

Shares Voted: 28,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Andrew Ransom as Director	Mgmt	For	For	For
2	Re-elect John Rishton as Director	Mgmt	For	For	For
3	Re-elect Stephen Carter as Director	Mgmt	For	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For	For
5	Re-elect Mary McDowell as Director	Mgmt	For	For	For
6	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
7	Re-elect Louise Smalley as Director	Mgmt	For	For	For
8	Re-elect David Flaschen as Director	Mgmt	For	For	For
9	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
10	Re-elect Zheng Yin as Director	Mgmt	For	For	For
11	Re-elect Patrick Martell as Director	Mgmt	For	For	For
12	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Koei Tecmo Holdings Co., Ltd.

Meeting Date: 06/15/2023

Country: Japan

Ticker: 3635

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J8239A103

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Erikawa, Keiko	Mgmt	For	For	For
2.2	Elect Director Erikawa, Yoichi	Mgmt	For	For	For
2.3	Elect Director Koinuma, Hisashi	Mgmt	For	For	For
2.4	Elect Director Hayashi, Yosuke	Mgmt	For	For	For
2.5	Elect Director Asano, Kenjiro	Mgmt	For	For	For
2.6	Elect Director Erikawa, Mei	Mgmt	For	For	For
2.7	Elect Director Kakihara, Yasuharu	Mgmt	For	For	For
2.8	Elect Director Tejima, Masao	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Hiroshi	Mgmt	For	For	For
2.10	Elect Director Sato, Tatsuo	Mgmt	For	For	For
2.11	Elect Director Ogasawara, Michiaki	Mgmt	For	For	For
2.12	Elect Director Hayashi, Fumiko	Mgmt	For	For	For

MISUMI Group, Inc.

Meeting Date: 06/15/2023

Country: Japan

Ticker: 9962

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J43293109

Shares Voted: 6,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12.34	Mgmt	For	For	For
2.1	Elect Director Nishimoto, Kosuke	Mgmt	For	For	For
2.2	Elect Director Ono, Ryusei	Mgmt	For	For	For
2.3	Elect Director Kanatani, Tomoki	Mgmt	For	For	For
2.4	Elect Director Shimizu, Shigetaka	Mgmt	For	For	For
2.5	Elect Director Shaochun Xu	Mgmt	For	For	For
2.6	Elect Director Nakano, Yoichi	Mgmt	For	For	For
2.7	Elect Director Shimizu, Arata	Mgmt	For	For	For
2.8	Elect Director Suseki, Tomoharu	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 06/15/2023

Country: Israel

Ticker: TEVA

Record Date: 05/08/2023

Meeting Type: Annual

Primary Security ID: M8769Q102

Shares Voted: 5,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sol J. Barer	Mgmt	For	For	For
1b	Elect Director Michal Braverman-Blumenstyk *Withdrawn Resolution*	Mgmt			
1c	Elect Director Janet S. Vergis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 06/15/2023

Country: Israel

Ticker: TEVA

Record Date: 05/08/2023

Meeting Type: Annual

Primary Security ID: M8769Q102

Teva Pharmaceutical Industries Limited

Shares Voted: 37,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1A	Elect Director Sol J. Barer	Mgmt	For	For	For
1B	Elect Director Michal Braverman-Blumenstyk *Withdrawn Resolution*	Mgmt			
1C	Elect Director Janet S. Vergis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Wendel SE

Meeting Date: 06/15/2023

Country: France

Ticker: MF

Record Date: 06/13/2023

Meeting Type: Annual/Special

Primary Security ID: F98370103

Shares Voted: 514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Approve Transaction with Corporate Officers	Mgmt	For	Against	Against
5	Approve Transaction with Wendel-Participations SE	Mgmt	For	For	For
6	Ratify Change Location of Registered Office to 2-4 rue Paul Cezanne, 75008 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
7	Elect Fabienne Lecorvaisier as Supervisory Board Member	Mgmt	For	For	For
8	Reelect Gervais Pellissier as Supervisory Board Member	Mgmt	For	For	For
9	Reelect Humbert de Wendel as Supervisory Board Member	Mgmt	For	Against	Against
10	Approve Adjustments made to the 2022 Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	Against
11	Approve Compensation Report	Mgmt	For	For	For

Wendel SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation of Andre Francois-Poncet, Chairman of the Management Board Until December 1, 2022	Mgmt	For	For	For
13	Approve Compensation of Laurent Mignon, Chairman of the Management Board Since December 2, 2022	Mgmt	For	For	Against
14	Approve Compensation of David Darmon, Management Board Member	Mgmt	For	For	For
15	Approve Compensation of Nicolas ver Hulst, Chairman of the Supervisory Board	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	Against
17	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	Against
18	Approve Remuneration Policy of Supervisory Board Members	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 Capital Issuances for Use in Employee Stock Purchase Plans for Employees and Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aisin Corp.

Meeting Date: 06/16/2023

Country: Japan

Ticker: 7259

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J00714105

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Moritaka	Mgmt	For	For	For
1.2	Elect Director Suzuki, Kenji	Mgmt	For	For	For
1.3	Elect Director Ito, Shintaro	Mgmt	For	For	For
1.4	Elect Director Yamamoto, Yoshihisa	Mgmt	For	For	For

Aisin Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Hamada, Michiyo	Mgmt	For	For	For
1.6	Elect Director Shin, Seiichi	Mgmt	For	For	For
1.7	Elect Director Kobayashi, Koji	Mgmt	For	For	For
1.8	Elect Director Hoshino, Tsuguhiko	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Nakagawa, Hidenori	Mgmt	For	For	For

Evolution AB

Meeting Date: 06/16/2023 **Country:** Sweden **Ticker:** EVO
Record Date: 06/08/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W3287P115

Shares Voted: 3,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Hankyu Hanshin Holdings, Inc.

Meeting Date: 06/16/2023 **Country:** Japan **Ticker:** 9042
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J18439109

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Sumi, Kazuo	Mgmt	For	For	For
2.2	Elect Director Shimada, Yasuo	Mgmt	For	For	For

Hankyu Hanshin Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Endo, Noriko	Mgmt	For	For	For
2.4	Elect Director Tsuru, Yuki	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Mitsuyoshi	Mgmt	For	For	For
2.6	Elect Director Shimatani, Yoshishige	Mgmt	For	For	For
2.7	Elect Director Araki, Naoya	Mgmt	For	For	For
2.8	Elect Director Kusu, Yusuke	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Tsuru, Yuki	Mgmt	For	For	For

ITOCHU Techno-Solutions Corp.

Meeting Date: 06/16/2023 **Country:** Japan **Ticker:** 4739
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J25022104

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40.5	Mgmt	For	For	For
2.1	Elect Director Tsuge, Ichiro	Mgmt	For	For	For
2.2	Elect Director Seki, Mamoru	Mgmt	For	For	For
2.3	Elect Director Iwasaki, Naoko	Mgmt	For	For	For
2.4	Elect Director Motomura, Aya	Mgmt	For	For	For
2.5	Elect Director Ikeda, Yasuhiro	Mgmt	For	For	For
2.6	Elect Director Nagai, Yumiko	Mgmt	For	For	For
2.7	Elect Director Kajiwara, Hiroshi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Harada, Yasuyuki	Mgmt	For	Against	Against
3.2	Appoint Statutory Auditor Hara, Katsuhiko	Mgmt	For	For	For

Japan Exchange Group, Inc.

Meeting Date: 06/16/2023 **Country:** Japan **Ticker:** 8697
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J2740B106

Japan Exchange Group, Inc.

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For
2.1	Elect Director Kinoshita, Yasushi	Mgmt	For	For	For
2.2	Elect Director Yamaji, Hiromi	Mgmt	For	Against	Against
2.3	Elect Director Iwanaga, Moriyuki	Mgmt	For	For	For
2.4	Elect Director Yokoyama, Ryusuke	Mgmt	For	For	For
2.5	Elect Director Miyahara, Koichiro	Mgmt	For	For	For
2.6	Elect Director Konuma, Yasuyuki	Mgmt	For	For	For
2.7	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.8	Elect Director Ota, Hiroko	Mgmt	For	For	For
2.9	Elect Director Ogita, Hitoshi	Mgmt	For	For	For
2.10	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.11	Elect Director Koda, Main	Mgmt	For	For	For
2.12	Elect Director Kobayashi, Eizo	Mgmt	For	For	For
2.13	Elect Director Suzuki, Yasushi	Mgmt	For	Against	Against
2.14	Elect Director Takeno, Yasuzo	Mgmt	For	For	For
2.15	Elect Director Matsumoto, Mitsuhiro	Mgmt	For	For	For
2.16	Elect Director Mori, Kimitaka	Mgmt	For	For	For

JSR Corp.

Meeting Date: 06/16/2023

Country: Japan

Ticker: 4185

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J2856K106

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 35	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Eric Johnson	Mgmt	For	For	For
3.2	Elect Director Hara, Koichi	Mgmt	For	For	For
3.3	Elect Director Takahashi, Seiji	Mgmt	For	For	For
3.4	Elect Director Tachibana, Ichiko	Mgmt	For	For	For

JSR Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Director Emoto, Kenichi	Mgmt	For	For	For
3.6	Elect Director Seki, Tadayuki	Mgmt	For	For	For
3.7	Elect Director David Robert Hale	Mgmt	For	For	For
3.8	Elect Director Iwasaki, Masato	Mgmt	For	For	For
3.9	Elect Director Ushida, Kazuo	Mgmt	For	For	For
4.1	Appoint Alternate Statutory Auditor Fujii, Yasufumi	Mgmt	For	For	For
4.2	Appoint Alternate Statutory Auditor Endo, Yukiko	Mgmt	For	For	For

Shizuoka Financial Group, Inc.

Meeting Date: 06/16/2023 **Country:** Japan **Ticker:** 5831
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J74446105

Shares Voted: 8,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Nakanishi, Katsunori	Mgmt	For	For	For
2.2	Elect Director Shibata, Hisashi	Mgmt	For	For	For
2.3	Elect Director Yagi, Minoru	Mgmt	For	For	For
2.4	Elect Director Fukushima, Yutaka	Mgmt	For	For	For
2.5	Elect Director Fujisawa, Kumi	Mgmt	For	For	For
2.6	Elect Director Inano, Kazutoshi	Mgmt	For	For	For
3	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling and Phantom Stock Plan for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For

Tesco Plc

Meeting Date: 06/16/2023 **Country:** United Kingdom **Ticker:** TSCO
Record Date: 06/14/2023 **Meeting Type:** Annual
Primary Security ID: G8T67X102

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 Caroline Silver as Director	Mgmt	For	For	For
5	Re-elect John Allan as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
10	Re-elect Byron Grote as Director	Mgmt	For	Against	Against
11	Re-elect Ken Murphy as Director	Mgmt	For	For	For
12	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
13	Re-elect Alison Platt as Director	Mgmt	For	For	For
14	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Z Holdings Corp.

Meeting Date: 06/16/2023

Country: Japan

Ticker: 4689

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J9894K105

Z Holdings Corp.

Shares Voted: 52,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Kawabe, Kentaro	Mgmt	For	For	For
2.2	Elect Director Idezawa, Takeshi	Mgmt	For	For	For
2.3	Elect Director Jungho Shin	Mgmt	For	For	For
2.4	Elect Director Ozawa, Takao	Mgmt	For	For	For
2.5	Elect Director Masuda, Jun	Mgmt	For	For	For
2.6	Elect Director Oketani, Taku	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Usumi, Yoshio	Mgmt	For	For	For

Acciona SA

Meeting Date: 06/19/2023

Country: Spain

Ticker: ANA

Record Date: 06/14/2023

Meeting Type: Annual

Primary Security ID: E0008Z109

Shares Voted: 470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
2.1	Reelect Jeronimo Marcos Gerard Rivero as Director	Mgmt	For	For	For
2.2	Elect Maria Salgado Madrinan as Director	Mgmt	For	For	For
2.3	Elect Teresa Sanjurjo Gonzalez as Director	Mgmt	For	For	For
2.4	Fix Number of Directors at 13	Mgmt	For	For	For
3.1	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	For	For

Acciona SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	For	For
3.5	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	Against	Against
4	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
5	Approve 2022 Sustainability Report and 2025 Sustainability Plan	Mgmt	For	Abstain	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Bandai Namco Holdings, Inc.

Meeting Date: 06/19/2023 **Country:** Japan **Ticker:** 7832
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: Y0606D102

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 179	Mgmt	For	For	For
2.1	Elect Director Kawaguchi, Masaru	Mgmt	For	Refer	Against
2.2	Elect Director Asako, Yuji	Mgmt	For	For	For
2.3	Elect Director Momoi, Nobuhiko	Mgmt	For	For	For
2.4	Elect Director Udagawa, Nao	Mgmt	For	For	For
2.5	Elect Director Takenaka, Kazuhiro	Mgmt	For	For	For
2.6	Elect Director Asanuma, Makoto	Mgmt	For	For	For
2.7	Elect Director Kawasaki, Hiroshi	Mgmt	For	For	For
2.8	Elect Director Otsu, Shuji	Mgmt	For	For	For
2.9	Elect Director Kawana, Koichi	Mgmt	For	For	For
2.10	Elect Director Shimada, Toshio	Mgmt	For	For	For

Daiichi Sankyo Co., Ltd.

Meeting Date: 06/19/2023 **Country:** Japan **Ticker:** 4568
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J11257102

Daiichi Sankyo Co., Ltd.

Shares Voted: 35,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Manabe, Sunao	Mgmt	For	For	For
2.2	Elect Director Okuzawa, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Hirashima, Shoji	Mgmt	For	For	For
2.4	Elect Director Otsuki, Masahiko	Mgmt	For	For	For
2.5	Elect Director Fukuoka, Takashi	Mgmt	For	For	For
2.6	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.7	Elect Director Nohara, Sawako	Mgmt	For	For	For
2.8	Elect Director Komatsu, Yasuhiro	Mgmt	For	For	For
2.9	Elect Director Nishii, Takaaki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Sato, Kenji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Arai, Miyuki	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

JAPAN POST INSURANCE Co., Ltd.

Meeting Date: 06/19/2023

Country: Japan

Ticker: 7181

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J2800E107

Shares Voted: 4,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanigaki, Kunio	Mgmt	For	For	For
1.2	Elect Director Onishi, Toru	Mgmt	For	For	For
1.3	Elect Director Nara, Tomoaki	Mgmt	For	Against	Against
1.4	Elect Director Masuda, Hiroya	Mgmt	For	Against	Against
1.5	Elect Director Suzuki, Masako	Mgmt	For	For	For
1.6	Elect Director Harada, Kazuyuki	Mgmt	For	For	For
1.7	Elect Director Yamazaki, Hisashi	Mgmt	For	For	For
1.8	Elect Director Tonosu, Kaori	Mgmt	For	For	For
1.9	Elect Director Tomii, Satoshi	Mgmt	For	For	For
1.10	Elect Director Shingu, Yuki	Mgmt	For	For	For
1.11	Elect Director Omachi, Reiko	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/20/2023

Country: Spain

Ticker: AMS

Record Date: 06/15/2023

Meeting Type: Annual

Primary Security ID: E04648114

Shares Voted: 9,064

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

Capcom Co., Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 9697

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J05187109

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Tsujimoto, Kenzo	Mgmt	For	For	For
2.2	Elect Director Tsujimoto, Haruhiro	Mgmt	For	For	For
2.3	Elect Director Miyazaki, Satoshi	Mgmt	For	For	For
2.4	Elect Director Egawa, Yoichi	Mgmt	For	For	For

Capcom Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Nomura, Kenkichi	Mgmt	For	For	For
2.6	Elect Director Ishida, Yoshinori	Mgmt	For	For	For
2.7	Elect Director Tsujimoto, Ryoza	Mgmt	For	For	For
2.8	Elect Director Muranaka, Toru	Mgmt	For	For	For
2.9	Elect Director Mizukoshi, Yutaka	Mgmt	For	For	For
2.10	Elect Director Kotani, Wataru	Mgmt	For	For	For
2.11	Elect Director Muto, Toshiro	Mgmt	For	For	For
2.12	Elect Director Hirose, Yumi	Mgmt	For	For	For

DENSO Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 6902

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J12075107

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Ito, Kenichiro	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Kuwamura, Shingo	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Kitamura, Haruo	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	Mgmt	For	For	For

Japan Post Bank Co., Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 7182

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J2800C101

Japan Post Bank Co., Ltd.

Shares Voted: 29,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ikeda, Norito	Mgmt	For	For	For
1.2	Elect Director Tanaka, Susumu	Mgmt	For	For	For
1.3	Elect Director Kasama, Takayuki	Mgmt	For	For	For
1.4	Elect Director Masuda, Hiroya	Mgmt	For	Against	Against
1.5	Elect Director Yamazaki, Katsuyo	Mgmt	For	Against	Against
1.6	Elect Director Takeuchi, Keisuke	Mgmt	For	For	For
1.7	Elect Director Kaiwa, Makoto	Mgmt	For	For	For
1.8	Elect Director Aihara, Risa	Mgmt	For	For	For
1.9	Elect Director Kawamura, Hiroshi	Mgmt	For	For	For
1.10	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
1.11	Elect Director Nakazawa, Keiji	Mgmt	For	For	For
1.12	Elect Director Sato, Atsuko	Mgmt	For	For	For
1.13	Elect Director Amano, Reiko	Mgmt	For	For	For
1.14	Elect Director Kato, Akane	Mgmt	For	For	For

Mitsui O.S.K. Lines, Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 9104

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J45013133

Shares Voted: 7,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 260	Mgmt	For	For	For
2.1	Elect Director Ikeda, Junichiro	Mgmt	For	For	For
2.2	Elect Director Hashimoto, Takeshi	Mgmt	For	For	For
2.3	Elect Director Tanaka, Toshiaki	Mgmt	For	For	For
2.4	Elect Director Moro, Junko	Mgmt	For	For	For
2.5	Elect Director Umemura, Hisashi	Mgmt	For	For	For
2.6	Elect Director Fujii, Hideto	Mgmt	For	For	For
2.7	Elect Director Katsu, Etsuko	Mgmt	For	For	For
2.8	Elect Director Onishi, Masaru	Mgmt	For	For	For
2.9	Elect Director Koshiba, Mitsunobu	Mgmt	For	For	For

Mitsui O.S.K. Lines, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Hinoka, Yutaka	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Takeda, Fumiko	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Toda, Atsuji	Mgmt	For	For	For

NIDEC Corp.

Meeting Date: 06/20/2023 **Country:** Japan **Ticker:** 6594
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J52968104

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nagamori, Shigenobu	Mgmt	For	For	For
1.2	Elect Director Kobe, Hiroshi	Mgmt	For	For	For
1.3	Elect Director Sato, Shinichi	Mgmt	For	For	For
1.4	Elect Director Komatsu, Yayoi	Mgmt	For	For	For
1.5	Elect Director Sakai, Takako	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Toyoshima, Hiroe	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Takiguchi, Hiroko	Mgmt	For	For	For

Nippon Sanso Holdings Corp.

Meeting Date: 06/20/2023 **Country:** Japan **Ticker:** 4091
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J5545N100

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Hamada, Toshihiko	Mgmt	For	For	For
2.2	Elect Director Nagata, Kenji	Mgmt	For	For	For
2.3	Elect Director Thomas Scott Kallman	Mgmt	For	For	For
2.4	Elect Director Eduardo Gil Elejoste	Mgmt	For	For	For
2.5	Elect Director Hara, Miri	Mgmt	For	For	For
2.6	Elect Director Nagasawa, Katsumi	Mgmt	For	For	For

Nippon Sanso Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Miyatake, Masako	Mgmt	For	For	For
2.8	Elect Director Nakajima, Hideo	Mgmt	For	For	For
2.9	Elect Director Yamaji, Katsuhito	Mgmt	For	For	For
3	Appoint Statutory Auditor Wataru, Satoshi	Mgmt	For	For	For

NTT DATA Corp.

Meeting Date: 06/20/2023 **Country:** Japan **Ticker:** 9613
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J59031104

Shares Voted: 12,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11.5	Mgmt	For	For	For
2	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	Mgmt	For	Refer	For
3	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For
4.1	Elect Director Homma, Yo	Mgmt	For	For	For
4.2	Elect Director Sasaki, Yutaka	Mgmt	For	For	For
4.3	Elect Director Nishihata, Kazuhiro	Mgmt	For	For	For
4.4	Elect Director Nakayama, Kazuhiko	Mgmt	For	For	For
4.5	Elect Director Hirano, Eiji	Mgmt	For	For	For
4.6	Elect Director Fujii, Mariko	Mgmt	For	For	For
4.7	Elect Director Patrizio Mapelli	Mgmt	For	For	For
4.8	Elect Director Ike, Fumihiko	Mgmt	For	For	For
4.9	Elect Director Ishiguro, Shigenao	Mgmt	For	For	For
5	Elect Director and Audit Committee Member Tainaka, Nobuyuki	Mgmt	For	For	For

PERSOL Holdings Co., Ltd.

Meeting Date: 06/20/2023 **Country:** Japan **Ticker:** 2181
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J6367Q106

PERSOL Holdings Co., Ltd.

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Mizuta, Masamichi	Mgmt	For	For	For
2.2	Elect Director Wada, Takao	Mgmt	For	For	For
2.3	Elect Director Tamakoshi, Ryosuke	Mgmt	For	For	For
2.4	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
2.5	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For
2.6	Elect Director Debra A. Hazelton	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Hayashi, Daisuke	Mgmt	For	Against	Against
4	Elect Alternate Director and Audit Committee Member Yamauchi, Masaki	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

SoftBank Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 9434

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J75963132

Shares Voted: 58,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Create Bond-type Class Shares	Mgmt	For	For	For
2.1	Elect Director Miyauchi, Ken	Mgmt	For	For	For
2.2	Elect Director Miyakawa, Junichi	Mgmt	For	For	For
2.3	Elect Director Shimba, Jun	Mgmt	For	For	For
2.4	Elect Director Imai, Yasuyuki	Mgmt	For	For	For
2.5	Elect Director Fujihara, Kazuhiko	Mgmt	For	For	For
2.6	Elect Director Son, Masayoshi	Mgmt	For	For	For
2.7	Elect Director Horiba, Atsushi	Mgmt	For	For	For

SoftBank Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.9	Elect Director Oki, Kazuaki	Mgmt	For	For	For
2.10	Elect Director Uemura, Kyoko	Mgmt	For	For	For
2.11	Elect Director Koshi, Naomi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Shimagami, Eiji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kojima, Shuji	Mgmt	For	Against	Against
3.3	Appoint Statutory Auditor Kimiwada, Kazuko	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Nakajima, Yasuhiro	Mgmt	For	For	For

Sony Group Corp.

Meeting Date: 06/20/2023 **Country:** Japan **Ticker:** 6758
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J76379106

Shares Voted: 25,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
1.4	Elect Director Oka, Toshiko	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.6	Elect Director Wendy Becker	Mgmt	For	For	For
1.7	Elect Director Kishigami, Keiko	Mgmt	For	For	For
1.8	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.9	Elect Director Neil Hunt	Mgmt	For	For	For
1.10	Elect Director William Morrow	Mgmt	For	For	For
2	Approve Stock Option Plan	Mgmt	For	For	For

Tokyo Electron Ltd.

Meeting Date: 06/20/2023 **Country:** Japan **Ticker:** 8035
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J86957115

Tokyo Electron Ltd.

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	Against	Against
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For	For
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For	For
1.5	Elect Director Eda, Makiko	Mgmt	For	For	For
1.6	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Tahara, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Nanasawa, Yutaka	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

USS Co., Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 4732

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J9446Z105

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33.8	Mgmt	For	For	For
2.1	Elect Director Ando, Yukihiro	Mgmt	For	For	For
2.2	Elect Director Seta, Dai	Mgmt	For	For	For
2.3	Elect Director Yamanaka, Masafumi	Mgmt	For	For	For
2.4	Elect Director Ikeda, Hiromitsu	Mgmt	For	For	For
2.5	Elect Director Takagi, Nobuko	Mgmt	For	For	For
2.6	Elect Director Honda, Shinji	Mgmt	For	For	For
2.7	Elect Director Sasao, Yoshiko	Mgmt	For	For	For

Concordia Financial Group, Ltd.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 7186

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J08613101

Shares Voted: 23,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kataoka, Tatsuya	Mgmt	For	For	For
1.2	Elect Director Oishi, Yoshiyuki	Mgmt	For	For	For
1.3	Elect Director Onodera, Nobuo	Mgmt	For	For	For
1.4	Elect Director Arai, Tomoki	Mgmt	For	For	For
1.5	Elect Director Onuki, Toshihiko	Mgmt	For	For	For
1.6	Elect Director Akiyoshi, Mitsuru	Mgmt	For	For	For
1.7	Elect Director Yamada, Yoshinobu	Mgmt	For	For	For
1.8	Elect Director Yoda, Mami	Mgmt	For	For	For
2	Appoint Statutory Auditor Maehara, Kazuhiro	Mgmt	For	For	For

Daimler Truck Holding AG

Meeting Date: 06/21/2023

Country: Germany

Ticker: DTG

Record Date: 06/14/2023

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Shares Voted: 9,067

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2022	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Karin Radstroem for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (from Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Harald Dorn (until Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Claudia Peter (until Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Andrea Seidel (from Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2022	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Eisai Co., Ltd.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 4523

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J12852117

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Naito, Haruo	Mgmt	For	For	For
1.2	Elect Director Uchiyama, Hideyo	Mgmt	For	For	For
1.3	Elect Director Hayashi, Hideki	Mgmt	For	Against	Against
1.4	Elect Director Miwa, Yumiko	Mgmt	For	For	For

Eisai Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Ike, Fumihiko	Mgmt	For	For	For
1.6	Elect Director Kato, Yoshiteru	Mgmt	For	Against	Against
1.7	Elect Director Miura, Ryota	Mgmt	For	For	For
1.8	Elect Director Kato, Hiroyuki	Mgmt	For	For	For
1.9	Elect Director Richard Thornley	Mgmt	For	For	For
1.10	Elect Director Moriyama, Toru	Mgmt	For	For	For
1.11	Elect Director Yasuda, Yuko	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 06/21/2023 **Country:** Belgium **Ticker:** ELI
Record Date: 06/07/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: B35656105

Shares Voted: 684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: 7:155 of the Code of companies and associations	Mgmt			
2	Amend Articles Re: Governance Structure	Mgmt	For	For	For
3	Amend Articles Re: Merging of Nomination Committee and the Remuneration Committee	Mgmt	For	For	For

Hitachi Ltd.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 6501
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J20454112

Shares Voted: 19,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	Mgmt	For	For	For
1.2	Elect Director Ravi Venkatesan	Mgmt	For	For	For
1.3	Elect Director Cynthia Carroll	Mgmt	For	For	For
1.4	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.5	Elect Director Joe Harlan	Mgmt	For	For	For

Hitachi Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Louise Pentland	Mgmt	For	For	For
1.7	Elect Director Yamamoto, Takatoshi	Mgmt	For	For	For
1.8	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.9	Elect Director Helmuth Ludwig	Mgmt	For	For	For
1.10	Elect Director Kojima, Keiji	Mgmt	For	Against	Against
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	For	Against	Against
1.12	Elect Director Higashihara, Toshiaki	Mgmt	For	For	For

Honda Motor Co., Ltd.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 7267
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J22302111

Shares Voted: 33,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuraishi, Seiji	Mgmt	For	For	For
1.2	Elect Director Mibe, Toshihiro	Mgmt	For	For	For
1.3	Elect Director Aoyama, Shinji	Mgmt	For	Against	Against
1.4	Elect Director Kaihara, Noriya	Mgmt	For	For	For
1.5	Elect Director Suzuki, Asako	Mgmt	For	Against	Against
1.6	Elect Director Suzuki, Masafumi	Mgmt	For	Against	Against
1.7	Elect Director Sakai, Kunihiko	Mgmt	For	For	For
1.8	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
1.9	Elect Director Ogawa, Yoichiro	Mgmt	For	For	For
1.10	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
1.11	Elect Director Nagata, Ryoko	Mgmt	For	For	For

Japan Post Holdings Co., Ltd.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 6178
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J2800D109

Shares Voted: 48,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Masuda, Hiroya	Mgmt	For	Refer	Against

Japan Post Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Iizuka, Atsushi	Mgmt	For	For	For
1.3	Elect Director Ikeda, Norito	Mgmt	For	For	For
1.4	Elect Director Senda, Tetsuya	Mgmt	For	For	For
1.5	Elect Director Tanigaki, Kunio	Mgmt	For	For	For
1.6	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.7	Elect Director Koezuka, Miharuru	Mgmt	For	For	For
1.8	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.9	Elect Director Kaiami, Makoto	Mgmt	For	For	For
1.10	Elect Director Satake, Akira	Mgmt	For	For	For
1.11	Elect Director Suwa, Takako	Mgmt	For	For	For
1.12	Elect Director Ito, Yayoi	Mgmt	For	For	For
1.13	Elect Director Oeda, Hiroshi	Mgmt	For	For	For
1.14	Elect Director Kimura, Miyoko	Mgmt	For	For	For
1.15	Elect Director Shindo, Kosei	Mgmt	For	For	For

KDDI Corp.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 9433

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J31843105

Shares Voted: 32,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Tanaka, Takashi	Mgmt	For	For	For
3.2	Elect Director Takahashi, Makoto	Mgmt	For	For	For
3.3	Elect Director Amamiya, Toshitake	Mgmt	For	For	For
3.4	Elect Director Yoshimura, Kazuyuki	Mgmt	For	For	For
3.5	Elect Director Kuwahara, Yasuaki	Mgmt	For	For	For
3.6	Elect Director Matsuda, Hiromichi	Mgmt	For	For	For
3.7	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
3.8	Elect Director Yamamoto, Keiji	Mgmt	For	For	For
3.9	Elect Director Goto, Shigeki	Mgmt	For	For	For
3.10	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For

KDDI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.11	Elect Director Okawa, Junko	Mgmt	For	For	For
3.12	Elect Director Okumiya, Kyoko	Mgmt	For	For	For

Komatsu Ltd.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 6301
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J35759125

Shares Voted: 18,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.2	Elect Director Ogawa, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Moriyama, Masayuki	Mgmt	For	For	For
2.4	Elect Director Horikoshi, Takeshi	Mgmt	For	For	For
2.5	Elect Director Kunibe, Takeshi	Mgmt	For	For	For
2.6	Elect Director Arthur M. Mitchell	Mgmt	For	For	For
2.7	Elect Director Saiki, Naoko	Mgmt	For	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.9	Elect Director Yokomoto, Mitsuko	Mgmt	For	For	For
3	Appoint Statutory Auditor Matsumura, Mariko	Mgmt	For	For	For

LIXIL Corp.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 5938
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J3893W103

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Seto, Kinya	Mgmt	For	For	For
1.2	Elect Director Matsumoto, Sachio	Mgmt	For	For	For
1.3	Elect Director Hwa Jin Song Montesano	Mgmt	For	For	For
1.4	Elect Director Aoki, Jun	Mgmt	For	For	For
1.5	Elect Director Ishizuka, Shigeki	Mgmt	For	For	For

LIXIL Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Konno, Shiho	Mgmt	For	For	For
1.7	Elect Director Tamura, Mayumi	Mgmt	For	For	For
1.8	Elect Director Nishiura, Yuji	Mgmt	For	Against	Against
1.9	Elect Director Hamaguchi, Daisuke	Mgmt	For	For	For
1.10	Elect Director Matsuzaki, Masatoshi	Mgmt	For	For	For
1.11	Elect Director Watahiki, Mariko	Mgmt	For	For	For

Mitsui & Co., Ltd.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 8031

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J44690139

Shares Voted: 29,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Yasunaga, Tatsuo	Mgmt	For	For	For
2.2	Elect Director Hori, Kenichi	Mgmt	For	For	For
2.3	Elect Director Uno, Motoaki	Mgmt	For	For	For
2.4	Elect Director Takemasu, Yoshiaki	Mgmt	For	For	For
2.5	Elect Director Nakai, Kazumasa	Mgmt	For	For	For
2.6	Elect Director Shigeta, Tetsuya	Mgmt	For	For	For
2.7	Elect Director Sato, Makoto	Mgmt	For	For	For
2.8	Elect Director Matsui, Toru	Mgmt	For	For	For
2.9	Elect Director Daikoku, Tetsuya	Mgmt	For	For	For
2.10	Elect Director Samuel Walsh	Mgmt	For	For	For
2.11	Elect Director Uchiyamada, Takeshi	Mgmt	For	For	For
2.12	Elect Director Egawa, Masako	Mgmt	For	For	For
2.13	Elect Director Ishiguro, Fujiyo	Mgmt	For	For	For
2.14	Elect Director Sarah L. Casanova	Mgmt	For	For	For
2.15	Elect Director Jessica Tan Soon Neo	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fujiwara, Hirotsu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hayashi, Makoto	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Shiotani, Kimiro	Mgmt	For	For	For

Meeting Date: 06/21/2023

Country: Japan

Ticker: 9101

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J56515232

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 170	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors	Mgmt	For	For	For
3.1	Elect Director Nagasawa, Hitoshi	Mgmt	For	For	For
3.2	Elect Director Soga, Takaya	Mgmt	For	For	For
3.3	Elect Director Higurashi, Yutaka	Mgmt	For	For	For
3.4	Elect Director Kono, Akira	Mgmt	For	For	For
3.5	Elect Director Kuniya, Hiroko	Mgmt	For	For	For
3.6	Elect Director Tanabe, Eiichi	Mgmt	For	For	For
3.7	Elect Director Kanehara, Nobukatsu	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Takahashi, Eiichi	Mgmt	For	Against	Against
4.2	Elect Director and Audit Committee Member Kosugi, Keiko	Mgmt	For	Against	Against
4.3	Elect Director and Audit Committee Member Nakaso, Hiroshi	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Kuwabara, Satoko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Yamada, Tatsumi	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
9	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Shionogi & Co., Ltd.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 4507

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J74229105

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.2	Elect Director Sawada, Takuko	Mgmt	For	For	For
2.3	Elect Director Ando, Keiichi	Mgmt	For	For	For
2.4	Elect Director Ozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takatsuki, Fumi	Mgmt	For	For	For
2.6	Elect Director Fujiwara, Takaoki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okamoto, Akira	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Fujinuma, Tsuguoki	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Goto, Yoriko	Mgmt	For	For	For

SoftBank Group Corp.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 9984

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J7596P109

Shares Voted: 24,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Son, Masayoshi	Mgmt	For	For	For
2.2	Elect Director Goto, Yoshimitsu	Mgmt	For	For	For
2.3	Elect Director Miyauchi, Ken	Mgmt	For	For	For
2.4	Elect Director Rene Haas	Mgmt	For	For	For
2.5	Elect Director Iijima, Masami	Mgmt	For	For	For
2.6	Elect Director Matsuo, Yutaka	Mgmt	For	For	For
2.7	Elect Director Erikawa, Keiko	Mgmt	For	For	For
2.8	Elect Director Kenneth A. Siegel	Mgmt	For	For	For
2.9	Elect Director David Chao	Mgmt	For	For	For
3	Appoint Statutory Auditor Toyama, Atsushi	Mgmt	For	For	For

SoftBank Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Sale of SoftBank Vision Fund II-2 L.P. Shares to SoftBank Group Overseas G.K	Mgmt	For	For	For

Subaru Corp.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 7270
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J7676H100

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For
2.1	Elect Director Osaki, Atsushi	Mgmt	For	For	For
2.2	Elect Director Hayata, Fumiaki	Mgmt	For	For	For
2.3	Elect Director Nakamura, Tomomi	Mgmt	For	For	For
2.4	Elect Director Mizuma, Katsuyuki	Mgmt	For	For	For
2.5	Elect Director Fujinuki, Tetsuo	Mgmt	For	For	For
2.6	Elect Director Abe, Yasuyuki	Mgmt	For	For	For
2.7	Elect Director Doi, Miwako	Mgmt	For	For	For
2.8	Elect Director Hachiuma, Fuminao	Mgmt	For	For	For
3	Appoint Statutory Auditor Masuda, Yasumasa	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ryu, Hirohisa	Mgmt	For	For	For

Sumitomo Chemical Co., Ltd.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 4005
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J77153120

Shares Voted: 28,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tokura, Masakazu	Mgmt	For	For	For
1.2	Elect Director Iwata, Keiichi	Mgmt	For	For	For
1.3	Elect Director Matsui, Masaki	Mgmt	For	For	For
1.4	Elect Director Mito, Nobuaki	Mgmt	For	For	For
1.5	Elect Director Ueda, Hiroshi	Mgmt	For	For	For

Sumitomo Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Niinuma, Hiroshi	Mgmt	For	For	For
1.7	Elect Director Sakai, Motoyuki	Mgmt	For	For	For
1.8	Elect Director Takeuchi, Seiji	Mgmt	For	For	For
1.9	Elect Director Tomono, Hiroshi	Mgmt	For	For	For
1.10	Elect Director Ito, Motoshige	Mgmt	For	For	For
1.11	Elect Director Muraki, Atsuko	Mgmt	For	For	For
1.12	Elect Director Ichikawa, Akira	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Nozaki, Kunio	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Nishi, Hironobu	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Kato, Yoshitaka	Mgmt	For	For	For

Yakult Honsha Co., Ltd.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 2267

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J95468120

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Narita, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Wakabayashi, Hiroshi	Mgmt	For	For	For
1.3	Elect Director Doi, Akifumi	Mgmt	For	For	For
1.4	Elect Director Imada, Masao	Mgmt	For	For	For
1.5	Elect Director Hirano, Koichi	Mgmt	For	For	For
1.6	Elect Director Yasuda, Ryuji	Mgmt	For	For	For
1.7	Elect Director Tobe, Naoko	Mgmt	For	For	For
1.8	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For
1.9	Elect Director Nagasawa, Yumiko	Mgmt	For	For	For
1.10	Elect Director Akutsu, Satoshi	Mgmt	For	For	For
1.11	Elect Director Naito, Manabu	Mgmt	For	For	For
1.12	Elect Director Nagira, Masatoshi	Mgmt	For	For	For
1.13	Elect Director Hoshiko, Hideaki	Mgmt	For	For	For
1.14	Elect Director Shimada, Junichi	Mgmt	For	For	For
1.15	Elect Director Matthew Digby	Mgmt	For	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For	For

Yakult Honsha Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Astellas Pharma, Inc.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 4503
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J03393105

Shares Voted: 37,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yasukawa, Kenji	Mgmt	For	For	For
1.2	Elect Director Okamura, Naoki	Mgmt	For	For	For
1.3	Elect Director Sugita, Katsuyoshi	Mgmt	For	For	For
1.4	Elect Director Tanaka, Takashi	Mgmt	For	For	For
1.5	Elect Director Sakurai, Eriko	Mgmt	For	For	For
1.6	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For
1.7	Elect Director Ono, Yoichi	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Akiyama, Rie	Mgmt	For	For	For

Brother Industries, Ltd.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 6448
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: 114813108

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Koike, Toshikazu	Mgmt	For	For	For
1.2	Elect Director Sasaki, Ichiro	Mgmt	For	For	For
1.3	Elect Director Ishiguro, Tadashi	Mgmt	For	For	For
1.4	Elect Director Ikeda, Kazufumi	Mgmt	For	For	For
1.5	Elect Director Kuwabara, Satoru	Mgmt	For	For	For
1.6	Elect Director Murakami, Taizo	Mgmt	For	For	For
1.7	Elect Director Takeuchi, Keisuke	Mgmt	For	For	For
1.8	Elect Director Shirai, Aya	Mgmt	For	For	For
1.9	Elect Director Uchida, Kazunari	Mgmt	For	For	For

Brother Industries, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Hidaka, Naoki	Mgmt	For	For	For
1.11	Elect Director Miyaki, Masahiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Yamada, Takeshi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Jono, Kazuya	Mgmt	For	Against	Against
2.3	Appoint Statutory Auditor Matsumoto, Chika	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/22/2023

Country: France

Ticker: BVI

Record Date: 06/20/2023

Meeting Type: Annual/Special

Primary Security ID: F96888114

Shares Voted: 5,761

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 0.77 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	Ratify Appointment of Laurent Mignon as Director	Mgmt	For	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Aldo Cardoso, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	For	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO since June 22, 2023	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	Mgmt	For	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

East Japan Railway Co.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 9020

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J1257M109

Shares Voted: 6,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
3.1	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
3.2	Elect Director Fukasawa, Yuji	Mgmt	For	For	For
3.3	Elect Director Kise, Yoichi	Mgmt	For	For	For
3.4	Elect Director Ise, Katsumi	Mgmt	For	For	For
3.5	Elect Director Watari, Chiharu	Mgmt	For	For	For
3.6	Elect Director Ito, Atsuko	Mgmt	For	For	For
3.7	Elect Director Suzuki, Hitoshi	Mgmt	For	For	For
3.8	Elect Director Ito, Motoshige	Mgmt	For	For	For
3.9	Elect Director Amano, Reiko	Mgmt	For	For	For
3.10	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For
3.11	Elect Director Iwamoto, Toshio	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Kinoshita, Takashi	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Ogata, Masaki	Mgmt	For	Against	Against
4.3	Elect Director and Audit Committee Member Mori, Kimitaka	Mgmt	For	Against	Against
4.4	Elect Director and Audit Committee Member Koike, Hiroshi	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For

Idemitsu Kosan Co., Ltd.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 5019

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J2388K103

Idemitsu Kosan Co., Ltd.

Shares Voted: 4,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kito, Shunichi	Mgmt	For	For	For
1.2	Elect Director Nibuya, Susumu	Mgmt	For	For	For
1.3	Elect Director Hirano, Atsuhiko	Mgmt	For	For	For
1.4	Elect Director Sakai, Noriaki	Mgmt	For	For	For
1.5	Elect Director Sawa, Masahiko	Mgmt	For	For	For
1.6	Elect Director Idemitsu, Masakazu	Mgmt	For	For	For
1.7	Elect Director Kubohara, Kazunari	Mgmt	For	For	For
1.8	Elect Director Kikkawa, Takeo	Mgmt	For	For	For
1.9	Elect Director Noda, Yumiko	Mgmt	For	For	For
1.10	Elect Director Kado, Maki	Mgmt	For	For	For
1.11	Elect Director Suzuki, Jun	Mgmt	For	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

NEC Corp.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 6701

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J48818207

Shares Voted: 5,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Three Committees - Amend Provisions on Number of Directors - Indemnify Directors	Mgmt	For	For	For
2.1	Elect Director Niino, Takashi	Mgmt	For	For	For
2.2	Elect Director Morita, Takayuki	Mgmt	For	Against	Against
2.3	Elect Director Fujikawa, Osamu	Mgmt	For	For	For
2.4	Elect Director Matsukura, Hajime	Mgmt	For	For	For
2.5	Elect Director Obata, Shinobu	Mgmt	For	Against	Against
2.6	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For
2.7	Elect Director Christina Ahmadjian	Mgmt	For	For	For
2.8	Elect Director Oka, Masashi	Mgmt	For	Against	Against
2.9	Elect Director Okada, Kyoko	Mgmt	For	For	For

NEC Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Mochizuki, Harufumi	Mgmt	For	For	For
2.11	Elect Director Okada, Joji	Mgmt	For	For	For
2.12	Elect Director Yamada, Yoshihito	Mgmt	For	For	For

Nippon Telegraph & Telephone Corp.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 9432
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J59396101

Shares Voted: 24,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Yanagi, Keiichiro	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Takahashi, Kanae	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Kanda, Hideki	Mgmt	For	For	For
2.4	Appoint Statutory Auditor Kashima, Kaoru	Mgmt	For	For	For

Nitori Holdings Co., Ltd.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 9843
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J58214131

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nitori, Akio	Mgmt	For	For	For
1.2	Elect Director Shirai, Toshiyuki	Mgmt	For	For	For
1.3	Elect Director Sudo, Fumihiro	Mgmt	For	For	For
1.4	Elect Director Matsumoto, Fumiaki	Mgmt	For	For	For
1.5	Elect Director Takeda, Masanori	Mgmt	For	For	For
1.6	Elect Director Abiko, Hiromi	Mgmt	For	For	For
1.7	Elect Director Okano, Takaaki	Mgmt	For	For	For
1.8	Elect Director Miyauchi, Yoshihiko	Mgmt	For	For	For
1.9	Elect Director Yoshizawa, Naoko	Mgmt	For	For	For

Nitori Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Director and Audit Committee Member Kanetaka, Masahito	Mgmt	For	For	For

OMRON Corp.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 6645
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J61374120

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For
2.1	Elect Director Yamada, Yoshihito	Mgmt	For	For	For
2.2	Elect Director Tsujinaga, Junta	Mgmt	For	For	For
2.3	Elect Director Miyata, Kiichiro	Mgmt	For	For	For
2.4	Elect Director Tomita, Masahiko	Mgmt	For	For	For
2.5	Elect Director Yukumoto, Shizuto	Mgmt	For	For	For
2.6	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
3	Appoint Statutory Auditor Hosoi, Toshio	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Watanabe, Toru	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 4528
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J61546115

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 37	Mgmt	For	For	For
2.1	Elect Director Sagara, Gyo	Mgmt	For	For	For
2.2	Elect Director Tsujinaka, Toshihiro	Mgmt	For	For	For
2.3	Elect Director Takino, Toichi	Mgmt	For	For	For
2.4	Elect Director Idemitsu, Kiyooki	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Nomura, Masao	Mgmt	For	For	For
2.6	Elect Director Okuno, Akiko	Mgmt	For	For	For
2.7	Elect Director Nagae, Shusaku	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tanisaka, Hironobu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanabe, Akiko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

ORIX Corp.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 8591
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J61933123

Shares Voted: 24,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.2	Elect Director Irie, Shuji	Mgmt	For	For	For
1.3	Elect Director Matsuzaki, Satoru	Mgmt	For	For	For
1.4	Elect Director Stan Koyanagi	Mgmt	For	For	For
1.5	Elect Director Mikami, Yasuaki	Mgmt	For	For	For
1.6	Elect Director Michael Cusumano	Mgmt	For	For	For
1.7	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.8	Elect Director Watanabe, Hiroshi	Mgmt	For	For	For
1.9	Elect Director Sekine, Aiko	Mgmt	For	For	For
1.10	Elect Director Hodo, Chikatomo	Mgmt	For	For	For
1.11	Elect Director Yanagawa, Noriyuki	Mgmt	For	For	For
2	Remove Incumbent Director Irie, Shuji	SH	Against	Against	Against

QIAGEN NV

Meeting Date: 06/22/2023 **Country:** Netherlands **Ticker:** QGEN
Record Date: 05/25/2023 **Meeting Type:** Annual
Primary Security ID: N72482123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7	Reappoint KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
8.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For
12	Approve QIAGEN N.V. 2023 Stock Plan	Mgmt	For	For	For

Scout24 SE

Meeting Date: 06/22/2023

Country: Germany

Ticker: G24

Record Date: 06/15/2023

Meeting Type: Annual

Primary Security ID: D345XT105

Shares Voted: 1,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Against
7.1	Elect Maya Miteva to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	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 800 Million; Approve Creation of EUR 7.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	Against	For
11	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

SCSK Corp.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 9719

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J70081104

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Yamano, Hideki	Mgmt	For	For	For
2.2	Elect Director Toma, Takaaki	Mgmt	For	For	For
2.3	Elect Director Fukunaga, Tetsuya	Mgmt	For	For	For
2.4	Elect Director Ozaki, Tsutomu	Mgmt	For	For	For
2.5	Elect Director Nakajima, Masaki	Mgmt	For	For	For
2.6	Elect Director Kubo, Tetsuya	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Jitsuno, Hiromichi	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Matsuishi, Hidetaka	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Waseda, Yumiko	Mgmt	For	For	For

Sekisui Chemical Co., Ltd.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 4204

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J70703137

Shares Voted: 8,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Koge, Teiji	Mgmt	For	For	For
2.2	Elect Director Kato, Keita	Mgmt	For	For	For
2.3	Elect Director Kamiwaki, Futoshi	Mgmt	For	For	For
2.4	Elect Director Hirai, Yoshiyuki	Mgmt	For	For	For
2.5	Elect Director Kamiyoshi, Toshiyuki	Mgmt	For	For	For
2.6	Elect Director Shimizu, Ikusuke	Mgmt	For	For	For
2.7	Elect Director Murakami, Kazuya	Mgmt	For	For	For
2.8	Elect Director Oeda, Hiroshi	Mgmt	For	For	For
2.9	Elect Director Nozaki, Haruko	Mgmt	For	For	For
2.10	Elect Director Koezuka, Miharuru	Mgmt	For	For	For
2.11	Elect Director Miyai, Machiko	Mgmt	For	For	For
2.12	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For

Sekisui Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Izugami, Tomoyasu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Shimmen, Wakyu	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Tanaka, Kenji	Mgmt	For	For	For

TDK Corp.

Meeting Date: 06/22/2023 **Country:** Japan **Ticker:** 6762
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J82141136

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 53	Mgmt	For	For	For
2.1	Elect Director Saito, Noboru	Mgmt	For	For	For
2.2	Elect Director Yamanishi, Tetsuji	Mgmt	For	For	For
2.3	Elect Director Ishiguro, Shigenao	Mgmt	For	For	For
2.4	Elect Director Sato, Shigeki	Mgmt	For	For	For
2.5	Elect Director Nakayama, Kozue	Mgmt	For	For	For
2.6	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
2.7	Elect Director Yamana, Shoei	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Momozuka, Takakazu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ishikawa, Masato	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Douglas K. Freeman	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Yamamoto, Chizuko	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Fujino, Takashi	Mgmt	For	For	For

Whitbread Plc

Meeting Date: 06/22/2023 **Country:** United Kingdom **Ticker:** WTB
Record Date: 06/20/2023 **Meeting Type:** Annual
Primary Security ID: G9606P197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Dominic Paul as Director	Mgmt	For	For	For
5	Elect Karen Jones as Director	Mgmt	For	For	For
6	Elect Cilla Snowball as Director	Mgmt	For	For	For
7	Re-elect David Atkins as Director	Mgmt	For	For	For
8	Re-elect Kal Atwal as Director	Mgmt	For	For	For
9	Re-elect Horst Baier as Director	Mgmt	For	For	For
10	Re-elect Fumbi Chima as Director	Mgmt	For	For	For
11	Re-elect Adam Crozier as Director	Mgmt	For	For	For
12	Re-elect Frank Fiskers as Director	Mgmt	For	For	For
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
14	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
15	Re-elect Hemant Patel as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
24	Amend Articles of Association Re: Articles 3A(B) and 3B(B)	Mgmt	For	For	For
25	Amend Articles of Association Re: Articles 1 to 3 and 4 to 133	Mgmt	For	For	For

Central Japan Railway Co.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9022

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J05523105

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Kaneko, Shin	Mgmt	For	For	For
2.2	Elect Director Niwa, Shunsuke	Mgmt	For	For	For
2.3	Elect Director Takeda, Kentaro	Mgmt	For	For	For
2.4	Elect Director Nakamura, Akihiko	Mgmt	For	For	For
2.5	Elect Director Uno, Mamoru	Mgmt	For	For	For
2.6	Elect Director Suzuki, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Mori, Atsuhito	Mgmt	For	For	For
2.8	Elect Director Tsuge, Koei	Mgmt	For	For	For
2.9	Elect Director Kasama, Haruo	Mgmt	For	For	For
2.10	Elect Director Oshima, Taku	Mgmt	For	For	For
2.11	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
2.12	Elect Director Kiba, Hiroko	Mgmt	For	For	For
2.13	Elect Director Joseph Schmelzeis	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamada, Tatsuhiko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ishizu, Hajime	Mgmt	For	Against	Against
3.3	Appoint Statutory Auditor Yamashita, Fumio	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Hayashi, Makoto	Mgmt	For	For	For

Daifuku Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 6383

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J08988107

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Make Technical Changes	Mgmt	For	For	For
2.1	Elect Director Geshiro, Hiroshi	Mgmt	For	For	For

Daifuku Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Sato, Seiji	Mgmt	For	For	For
2.3	Elect Director Hayashi, Toshiaki	Mgmt	For	For	For
2.4	Elect Director Nobuta, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takubo, Hideaki	Mgmt	For	For	For
2.6	Elect Director Ozawa, Yoshiaki	Mgmt	For	For	For
2.7	Elect Director Sakai, Mineo	Mgmt	For	For	For
2.8	Elect Director Kato, Kaku	Mgmt	For	For	For
2.9	Elect Director Kaneko, Keiko	Mgmt	For	For	For
2.10	Elect Director Gideon Franklin	Mgmt	For	For	For
3	Appoint Statutory Auditor Wada, Nobuo	Mgmt	For	For	For

Hikari Tsushin, Inc.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9435

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J1949F108

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shigeta, Yasumitsu	Mgmt	For	Against	Against
1.2	Elect Director Wada, Hideaki	Mgmt	For	For	For
1.3	Elect Director Tamamura, Takeshi	Mgmt	For	For	For
1.4	Elect Director Gido, Ko	Mgmt	For	For	For
1.5	Elect Director Takahashi, Masato	Mgmt	For	For	For
1.6	Elect Director Yada, Naoko	Mgmt	For	For	For
1.7	Elect Director Yagishita, Yuki	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Watanabe, Masataka	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Takano, Ichiro	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Niimura, Ken	Mgmt	For	For	For

HIROSE ELECTRIC CO., LTD.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 6806

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J19782101

HIROSE ELECTRIC CO., LTD.

Shares Voted: 620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 280	Mgmt	For	For	For
2.1	Elect Director Ishii, Kazunori	Mgmt	For	For	For
2.2	Elect Director Kiriya, Yukio	Mgmt	For	For	For
2.3	Elect Director Sato, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Kamagata, Shin	Mgmt	For	For	For
2.5	Elect Director Obara, Shu	Mgmt	For	For	For
2.6	Elect Director Sang-Yeob Lee	Mgmt	For	For	For
2.7	Elect Director Hotta, Kensuke	Mgmt	For	For	For
2.8	Elect Director Motonaga, Tetsuji	Mgmt	For	For	For
2.9	Elect Director Nishimatsu, Masanori	Mgmt	For	For	For
2.10	Elect Director Sakata, Seiji	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ueda, Masatoshi	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Miura, Kentaro	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Araki, Yukiko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Takashima, Kenji	Mgmt	For	For	For

HOYA Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 7741

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J22848105

Shares Voted: 7,300

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

ITOCHU Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 8001

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J2501P104

Shares Voted: 24,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.2	Elect Director Ishii, Keita	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Hachimura, Tsuyoshi	Mgmt	For	For	For
2.5	Elect Director Tsubai, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Naka, Hiroyuki	Mgmt	For	For	For
2.7	Elect Director Kawana, Masatoshi	Mgmt	For	For	For
2.8	Elect Director Nakamori, Makiko	Mgmt	For	For	For
2.9	Elect Director Ishizuka, Kunio	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Matoba, Yoshiko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Uryu, Kentaro	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Fujita, Tsutomu	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Kobayashi, Kumi	Mgmt	For	For	For

Japan Airlines Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9201

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J25979121

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Ueki, Yoshiharu	Mgmt	For	Against	Against
2.2	Elect Director Akasaka, Yuji	Mgmt	For	For	For
2.3	Elect Director Shimizu, Shinichiro	Mgmt	For	For	For
2.4	Elect Director Tottori, Mitsuko	Mgmt	For	For	For

Japan Airlines Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Saito, Yuji	Mgmt	For	For	For
2.6	Elect Director Tsutsumi, Tadayuki	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Eizo	Mgmt	For	For	For
2.8	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kikuyama, Hideki	Mgmt	For	For	For

Marubeni Corp.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 8002
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J39788138

Shares Voted: 31,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Indemnify Directors - Indemnify Statutory Auditors	Mgmt	For	For	For
2.1	Elect Director Kokubu, Fumiya	Mgmt	For	Refer	Against
2.2	Elect Director Kakinoki, Masumi	Mgmt	For	For	For
2.3	Elect Director Terakawa, Akira	Mgmt	For	For	For
2.4	Elect Director Furuya, Takayuki	Mgmt	For	For	For
2.5	Elect Director Takahashi, Kyohei	Mgmt	For	For	For
2.6	Elect Director Okina, Yuri	Mgmt	For	For	For
2.7	Elect Director Kitera, Masato	Mgmt	For	For	For
2.8	Elect Director Ishizuka, Shigeki	Mgmt	For	For	For
2.9	Elect Director Ando, Hisayoshi	Mgmt	For	For	For
2.10	Elect Director Hatano, Mutsuko	Mgmt	For	For	For
3	Appoint Statutory Auditor Ando, Takao	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Two Types of Restricted Stock Plans	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

MatsukiyoCocokara & Co.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 3088

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J41208109

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Namio	Mgmt	For	For	For
2.2	Elect Director Matsumoto, Kiyo	Mgmt	For	For	For
2.3	Elect Director Tsukamoto, Atsushi	Mgmt	For	For	For
2.4	Elect Director Matsumoto, Takashi	Mgmt	For	For	For
2.5	Elect Director Obe, Shingo	Mgmt	For	For	For
2.6	Elect Director Ishibashi, Akio	Mgmt	For	For	For
2.7	Elect Director Yamamoto, Tsuyoshi	Mgmt	For	For	For
2.8	Elect Director Watanabe, Ryoichi	Mgmt	For	For	For
2.9	Elect Director Matsuda, Takashi	Mgmt	For	For	For
2.10	Elect Director Matsushita, Isao	Mgmt	For	For	For
2.11	Elect Director Omura, Hiro	Mgmt	For	For	For
2.12	Elect Director Kimura, Keiji	Mgmt	For	For	For
2.13	Elect Director Tanima, Makoto	Mgmt	For	For	For
2.14	Elect Director Kawai, Junko	Mgmt	For	For	For
2.15	Elect Director Okiyama, Tomoko	Mgmt	For	For	For
3	Appoint Statutory Auditor Honta, Hisao	Mgmt	For	For	For

Mitsubishi Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 8058

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J43830116

Shares Voted: 25,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 103	Mgmt	For	For	For
2.1	Elect Director Kakiuchi, Takehiko	Mgmt	For	For	For
2.2	Elect Director Nakanishi, Katsuya	Mgmt	For	For	For
2.3	Elect Director Tanaka, Norikazu	Mgmt	For	For	For
2.4	Elect Director Kashiwagi, Yutaka	Mgmt	For	For	For

Mitsubishi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Nochi, Yuzo	Mgmt	For	For	For
2.6	Elect Director Tatsuoka, Tsuneyoshi	Mgmt	For	For	For
2.7	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
2.8	Elect Director Akiyama, Sakie	Mgmt	For	For	For
2.9	Elect Director Sagiya, Mari	Mgmt	For	For	For
3	Appoint Statutory Auditor Murakoshi, Akira	Mgmt	For	For	For
4	Approve Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For	For
5	Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	SH	Against	Abstain	For
6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	SH	Against	Abstain	Against

Mizuho Financial Group, Inc.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 8411

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J4599L102

Shares Voted: 48,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	For	For
1.2	Elect Director Sato, Ryoji	Mgmt	For	For	For
1.3	Elect Director Tsukioka, Takashi	Mgmt	For	For	For
1.4	Elect Director Ono, Kotaro	Mgmt	For	For	For
1.5	Elect Director Shinohara, Hiromichi	Mgmt	For	For	For
1.6	Elect Director Yamamoto, Masami	Mgmt	For	For	For
1.7	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
1.8	Elect Director Noda, Yumiko	Mgmt	For	For	For
1.9	Elect Director Imai, Seiji	Mgmt	For	Refer	For
1.10	Elect Director Hirama, Hisaaki	Mgmt	For	Against	Against
1.11	Elect Director Kihara, Masahiro	Mgmt	For	For	For
1.12	Elect Director Umemiya, Makoto	Mgmt	For	For	For
1.13	Elect Director Wakabayashi, Motonori	Mgmt	For	For	For
1.14	Elect Director Kaminoyama, Nobuhiro	Mgmt	For	For	For

Mizuho Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	SH	Against	Abstain	Against

Nihon M&A Center Holdings Inc.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 2127
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J50883107

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For
2.1	Elect Director Miyake, Suguru	Mgmt	For	For	For
2.2	Elect Director Naraki, Takamaro	Mgmt	For	For	For
2.3	Elect Director Otsuki, Masahiko	Mgmt	For	For	For
2.4	Elect Director Takeuchi, Naoki	Mgmt	For	For	For
2.5	Elect Director Kumagai, Hideyuki	Mgmt	For	For	For
2.6	Elect Director Mori, Tokihiko	Mgmt	For	For	For
2.7	Elect Director Takeuchi, Minako	Mgmt	For	For	For
2.8	Elect Director Kenneth George Smith	Mgmt	For	For	For
2.9	Elect Director Nishikido, Keiichi	Mgmt	For	For	For
2.10	Elect Director Osato, Mariko	Mgmt	For	For	For

Nintendo Co., Ltd.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 7974
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J51699106

Shares Voted: 22,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 123	Mgmt	For	For	For
2.1	Elect Director Furukawa, Shuntaro	Mgmt	For	Refer	Against
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For

Nintendo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For
2.6	Elect Director Chris Meledandri	Mgmt	For	For	For

NIPPON STEEL CORP.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 5401
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J55678106

Shares Voted: 16,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Shindo, Kosei	Mgmt	For	For	For
3.2	Elect Director Hashimoto, Eiji	Mgmt	For	For	For
3.3	Elect Director Sato, Naoki	Mgmt	For	For	For
3.4	Elect Director Mori, Takahiro	Mgmt	For	For	For
3.5	Elect Director Hirose, Takashi	Mgmt	For	For	For
3.6	Elect Director Fukuda, Kazuhisa	Mgmt	For	For	For
3.7	Elect Director Imai, Tadashi	Mgmt	For	For	For
3.8	Elect Director Funakoshi, Hirofumi	Mgmt	For	For	For
3.9	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
3.10	Elect Director Urano, Kuniko	Mgmt	For	For	For

Nitto Denko Corp.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 6988
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J58472119

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For
2.1	Elect Director Takasaki, Hideo	Mgmt	For	For	For
2.2	Elect Director Miki, Yosuke	Mgmt	For	For	For
2.3	Elect Director Iseyama, Yasuhiro	Mgmt	For	For	For

Nitto Denko Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Owaki, Yasuhito	Mgmt	For	For	For
2.5	Elect Director Furuse, Yoichiro	Mgmt	For	For	For
2.6	Elect Director Fukuda, Tamio	Mgmt	For	For	For
2.7	Elect Director Wong Lai Yong	Mgmt	For	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.9	Elect Director Yamada, Yasuhiro	Mgmt	For	For	For
2.10	Elect Director Eto, Mariko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tokuyasu, Shin	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Takayanagi, Toshihiko	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kobashikawa, Yasuko	Mgmt	For	For	For

Nomura Real Estate Holdings, Inc.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 3231
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J5893B104

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kutsukake, Eiji	Mgmt	For	For	For
1.2	Elect Director Arai, Satoshi	Mgmt	For	For	For
1.3	Elect Director Matsuo, Daisaku	Mgmt	For	For	For
1.4	Elect Director Haga, Makoto	Mgmt	For	For	For
1.5	Elect Director Kurokawa, Hiroshi	Mgmt	For	For	For
1.6	Elect Director Takakura, Chiharu	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Kimura, Hiroyuki	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Takayama, Yasushi	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Mogi, Yoshio	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Miyakawa, Akiko	Mgmt	For	For	For

Nomura Research Institute Ltd.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 4307
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J5900F106

Nomura Research Institute Ltd.

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Konomoto, Shingo	Mgmt	For	For	For
1.2	Elect Director Fukami, Yasuo	Mgmt	For	For	For
1.3	Elect Director Akatsuka, Yo	Mgmt	For	For	For
1.4	Elect Director Ebato, Ken	Mgmt	For	For	For
1.5	Elect Director Anzai, Hidenori	Mgmt	For	For	For
1.6	Elect Director Tateno, Shuji	Mgmt	For	For	For
1.7	Elect Director Sakata, Shinoi	Mgmt	For	For	For
1.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
1.9	Elect Director Kobori, Hideki	Mgmt	For	For	For
2	Appoint Statutory Auditor Inada, Yoichi	Mgmt	For	For	For

Osaka Gas Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9532

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J62320130

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Honjo, Takehiro	Mgmt	For	For	For
2.2	Elect Director Fujiwara, Masataka	Mgmt	For	For	For
2.3	Elect Director Miyagawa, Tadashi	Mgmt	For	For	For
2.4	Elect Director Matsui, Takeshi	Mgmt	For	For	For
2.5	Elect Director Tasaka, Takayuki	Mgmt	For	For	For
2.6	Elect Director Takeguchi, Fumitoshi	Mgmt	For	For	For
2.7	Elect Director Muraio, Kazutoshi	Mgmt	For	For	For
2.8	Elect Director Kijima, Tatsuo	Mgmt	For	For	For
2.9	Elect Director Sato, Yumiko	Mgmt	For	For	For
2.10	Elect Director Niizeki, Mikiyo	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Hazama, Ichiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Minami, Chieko	Mgmt	For	For	For

Resona Holdings, Inc.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 8308

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J6448E106

Shares Voted: 43,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minami, Masahiro	Mgmt	For	For	For
1.2	Elect Director Ishida, Shigeki	Mgmt	For	For	For
1.3	Elect Director Noguchi, Mikio	Mgmt	For	For	For
1.4	Elect Director Oikawa, Hisahiko	Mgmt	For	Against	Against
1.5	Elect Director Baba, Chiharu	Mgmt	For	For	For
1.6	Elect Director Iwata, Kimie	Mgmt	For	For	For
1.7	Elect Director Egami, Setsuko	Mgmt	For	For	For
1.8	Elect Director Ike, Fumihiko	Mgmt	For	For	For
1.9	Elect Director Nohara, Sawako	Mgmt	For	For	For
1.10	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
1.11	Elect Director Tanaka, Katsuyuki	Mgmt	For	For	For
1.12	Elect Director Yasuda, Ryuji	Mgmt	For	For	For

Ricoh Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 7752

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J64683105

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For
2.1	Elect Director Yamashita, Yoshinori	Mgmt	For	For	For
2.2	Elect Director Oyama, Akira	Mgmt	For	For	For
2.3	Elect Director Kawaguchi, Takashi	Mgmt	For	For	For
2.4	Elect Director Yoko, Keisuke	Mgmt	For	For	For
2.5	Elect Director Tani, Sadafumi	Mgmt	For	For	For
2.6	Elect Director Ishimura, Kazuhiko	Mgmt	For	For	For
2.7	Elect Director Ishiguro, Shigenao	Mgmt	For	For	For
2.8	Elect Director Takeda, Yoko	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

Ricoh Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

SG Holdings Co., Ltd.

Meeting Date: 06/23/2023 Country: Japan Ticker: 9143
Record Date: 03/31/2023 Meeting Type: Annual
Primary Security ID: J7134P108

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	Mgmt	For	For	For
1.2	Elect Director Matsumoto, Hidekazu	Mgmt	For	For	For
1.3	Elect Director Motomura, Masahide	Mgmt	For	For	For
1.4	Elect Director Kawanago, Katsuhiro	Mgmt	For	For	For
1.5	Elect Director Sasamori, Kimiaki	Mgmt	For	For	For
1.6	Elect Director Takaoka, Mika	Mgmt	For	For	For
1.7	Elect Director Sagisaka, Osami	Mgmt	For	For	For
1.8	Elect Director Akiyama, Masato	Mgmt	For	For	For
2	Appoint Statutory Auditor Niimoto, Tomonari	Mgmt	For	For	For

Square Enix Holdings Co., Ltd.

Meeting Date: 06/23/2023 Country: Japan Ticker: 9684
Record Date: 03/31/2023 Meeting Type: Annual
Primary Security ID: J7659R109

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kiryu, Takashi	Mgmt	For	For	For
1.2	Elect Director Kitase, Yoshinori	Mgmt	For	For	For
1.3	Elect Director Miyake, Yu	Mgmt	For	For	For
1.4	Elect Director Ogawa, Masato	Mgmt	For	For	For
1.5	Elect Director Okamoto, Mitsuko	Mgmt	For	For	For
1.6	Elect Director Abdullah Aldawood	Mgmt	For	For	For
1.7	Elect Director Takano, Naoto	Mgmt	For	For	For

Sumitomo Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 8053

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J77282119

Shares Voted: 22,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57.5	Mgmt	For	For	For
2.1	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For
2.2	Elect Director Hyodo, Masayuki	Mgmt	For	For	For
2.3	Elect Director Seishima, Takayuki	Mgmt	For	For	For
2.4	Elect Director Moroka, Reiji	Mgmt	For	For	For
2.5	Elect Director Higashino, Hirokazu	Mgmt	For	For	For
2.6	Elect Director Ueno, Shingo	Mgmt	For	For	For
2.7	Elect Director Iwata, Kimie	Mgmt	For	For	For
2.8	Elect Director Yamazaki, Hisashi	Mgmt	For	For	For
2.9	Elect Director Ide, Akiko	Mgmt	For	For	For
2.10	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.11	Elect Director Takahara, Takahisa	Mgmt	For	For	For
3	Appoint Statutory Auditor Mikogami, Daisuke	Mgmt	For	For	For
4	Approve Performance Share Plan	Mgmt	For	For	For

Sumitomo Metal Mining Co. Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 5713

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J77712180

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 115	Mgmt	For	For	For
2.1	Elect Director Nakazato, Yoshiaki	Mgmt	For	For	For
2.2	Elect Director Nozaki, Akira	Mgmt	For	For	For
2.3	Elect Director Higo, Toru	Mgmt	For	For	For
2.4	Elect Director Matsumoto, Nobuhiro	Mgmt	For	For	For
2.5	Elect Director Takebayashi, Masaru	Mgmt	For	For	For
2.6	Elect Director Ishii, Taeko	Mgmt	For	For	For

Sumitomo Metal Mining Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Kinoshita, Manabu	Mgmt	For	For	For
2.8	Elect Director Nishiura, Kanji	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Mishina, Kazuhiro	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Sumitomo Mitsui Trust Holdings, Inc.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 8309
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J7772M102

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For	For
2.1	Elect Director Takakura, Toru	Mgmt	For	For	For
2.2	Elect Director Kaibara, Atsushi	Mgmt	For	For	For
2.3	Elect Director Suzuki, Yasuyuki	Mgmt	For	For	For
2.4	Elect Director Oyama, Kazuya	Mgmt	For	For	For
2.5	Elect Director Okubo, Tetsuo	Mgmt	For	Refer	Against
2.6	Elect Director Hashimoto, Masaru	Mgmt	For	Against	Against
2.7	Elect Director Tanaka, Koji	Mgmt	For	Against	Against
2.8	Elect Director Nakano, Toshiaki	Mgmt	For	Against	Against
2.9	Elect Director Matsushita, Isao	Mgmt	For	For	For
2.10	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For
2.11	Elect Director Aso, Mitsuhiro	Mgmt	For	For	For
2.12	Elect Director Kato, Nobuaki	Mgmt	For	For	For
2.13	Elect Director Kashima, Kaoru	Mgmt	For	For	For
2.14	Elect Director Ito, Tomonori	Mgmt	For	For	For
2.15	Elect Director Watanabe, Hajime	Mgmt	For	For	For

Suzuki Motor Corp.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 7269
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J78529138

Suzuki Motor Corp.

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Suzuki, Toshihiro	Mgmt	For	For	For
2.2	Elect Director Nagao, Masahiko	Mgmt	For	For	For
2.3	Elect Director Suzuki, Toshiaki	Mgmt	For	For	For
2.4	Elect Director Saito, Kinji	Mgmt	For	For	For
2.5	Elect Director Ishii, Naomi	Mgmt	For	For	For
2.6	Elect Director Domichi, Hideaki	Mgmt	For	For	For
2.7	Elect Director Egusa, Shun	Mgmt	For	For	For
2.8	Elect Director Takahashi, Naoko	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Sysmex Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 6869

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J7864H102

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 42	Mgmt	For	For	For
2.1	Elect Director Ietsugu, Hisashi	Mgmt	For	For	For
2.2	Elect Director Asano, Kaoru	Mgmt	For	For	For
2.3	Elect Director Tachibana, Kenji	Mgmt	For	For	For
2.4	Elect Director Matsui, Iwane	Mgmt	For	For	For
2.5	Elect Director Yoshida, Tomokazu	Mgmt	For	For	For
2.6	Elect Director Ono, Takashi	Mgmt	For	For	For
2.7	Elect Director Takahashi, Masayo	Mgmt	For	For	For
2.8	Elect Director Ota, Kazuo	Mgmt	For	For	For
2.9	Elect Director Fukumoto, Hidekazu	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Onishi, Koichi	Mgmt	For	For	For

TIS, Inc. (Japan)

Meeting Date: 06/23/2023

Country: Japan

Ticker: 3626

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J8T622102

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For
2.1	Elect Director Kuwano, Toru	Mgmt	For	For	For
2.2	Elect Director Okamoto, Yasushi	Mgmt	For	For	For
2.3	Elect Director Yanai, Josaku	Mgmt	For	For	For
2.4	Elect Director Horiguchi, Shinichi	Mgmt	For	For	For
2.5	Elect Director Kitaoka, Takayuki	Mgmt	For	For	For
2.6	Elect Director Hikida, Shuzo	Mgmt	For	For	For
2.7	Elect Director Sano, Koichi	Mgmt	For	For	For
2.8	Elect Director Tsuchiya, Fumio	Mgmt	For	For	For
2.9	Elect Director Mizukoshi, Naoko	Mgmt	For	For	For
3	Appoint Statutory Auditor Tsujimoto, Makoto	Mgmt	For	For	For

Tobu Railway Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9001

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J84162148

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Nezu, Yoshizumi	Mgmt	For	For	For
2.2	Elect Director Yokota, Yoshimi	Mgmt	For	For	For
2.3	Elect Director Shigeta, Atsushi	Mgmt	For	For	For
2.4	Elect Director Suzuki, Takao	Mgmt	For	For	For
2.5	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For	For
2.6	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.7	Elect Director Yagasaki, Noriko	Mgmt	For	For	For
2.8	Elect Director Yanagi, Masanori	Mgmt	For	For	For
2.9	Elect Director Tsuzuki, Yutaka	Mgmt	For	For	For

Tobu Railway Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Statutory Auditor Yoshida, Tatsuo	Mgmt	For	For	For

Tosoh Corp.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 4042
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J90096132

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuwada, Mamoru	Mgmt	For	Against	Against
1.2	Elect Director Adachi, Toru	Mgmt	For	For	For
1.3	Elect Director Doi, Toru	Mgmt	For	For	For
1.4	Elect Director Yoshimizu, Akihiro	Mgmt	For	For	For
1.5	Elect Director Kamezaki, Takahiko	Mgmt	For	For	For
1.6	Elect Director Abe, Tsutomu	Mgmt	For	For	For
1.7	Elect Director Hombo, Yoshihiro	Mgmt	For	For	For
1.8	Elect Director Hidaka, Mariko	Mgmt	For	For	For
1.9	Elect Director Nakano, Yukimasa	Mgmt	For	For	For
2	Appoint Statutory Auditor Yonezawa, Satoru	Mgmt	For	For	For
3.1	Appoint Alternate Statutory Auditor Takahashi, Yojiro	Mgmt	For	For	For
3.2	Appoint Alternate Statutory Auditor Nagao, Kenta	Mgmt	For	For	For

Toyota Tsusho Corp.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 8015
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J92719111

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 106	Mgmt	For	For	For
2.1	Elect Director Murakami, Nobuhiko	Mgmt	For	For	For
2.2	Elect Director Kashitani, Ichiro	Mgmt	For	For	For
2.3	Elect Director Tominaga, Hiroshi	Mgmt	For	For	For

Toyota Tsusho Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Iwamoto, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Komoto, Kunihiro	Mgmt	For	For	For
2.6	Elect Director Didier Leroy	Mgmt	For	For	For
2.7	Elect Director Inoue, Yukari	Mgmt	For	For	For
2.8	Elect Director Matsuda, Chieko	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

West Japan Railway Co.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9021

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J95094108

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Hasegawa, Kazuaki	Mgmt	For	For	For
2.2	Elect Director Takagi, Hikaru	Mgmt	For	For	For
2.3	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
2.4	Elect Director Nozaki, Haruko	Mgmt	For	For	For
2.5	Elect Director Iino, Kenji	Mgmt	For	For	For
2.6	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For	For
2.7	Elect Director Ogata, Fumito	Mgmt	For	For	For
2.8	Elect Director Kurasaka, Shoji	Mgmt	For	For	For
2.9	Elect Director Nakamura, Keijiro	Mgmt	For	For	For
2.10	Elect Director Tsubone, Eiji	Mgmt	For	For	For
2.11	Elect Director Maeda, Hiroaki	Mgmt	For	For	For
2.12	Elect Director Miwa, Masatoshi	Mgmt	For	For	For
2.13	Elect Director Okuda, Hideo	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Tada, Makiko	Mgmt	For	Against	Against
4	Elect Alternate Director and Audit Committee Member Takagi, Hikaru	Mgmt	For	For	For

Yamaha Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 7951

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J95732103

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	For	For	For
2.1	Elect Director Nakata, Takuya	Mgmt	For	Against	Against
2.2	Elect Director Yamahata, Satoshi	Mgmt	For	For	For
2.3	Elect Director Hidaka, Yoshihiro	Mgmt	For	Against	Against
2.4	Elect Director Fujitsuka, Mikio	Mgmt	For	For	For
2.5	Elect Director Paul Candland	Mgmt	For	For	For
2.6	Elect Director Shinohara, Hiromichi	Mgmt	For	For	For
2.7	Elect Director Yoshizawa, Naoko	Mgmt	For	For	For
2.8	Elect Director Ebata, Naho	Mgmt	For	For	For

Yamato Holdings Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9064

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J96612114

Shares Voted: 5,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nagao, Yutaka	Mgmt	For	For	For
1.2	Elect Director Kurisu, Toshizo	Mgmt	For	For	For
1.3	Elect Director Kosuge, Yasuharu	Mgmt	For	For	For
1.4	Elect Director Tokuno, Mariko	Mgmt	For	For	For
1.5	Elect Director Kobayashi, Yoichi	Mgmt	For	For	For
1.6	Elect Director Sugata, Shiro	Mgmt	For	For	For
1.7	Elect Director Kuga, Noriyuki	Mgmt	For	For	For
1.8	Elect Director Yin Chuanli Charles	Mgmt	For	For	For
2	Appoint Statutory Auditor Shoji, Yoshito	Mgmt	For	For	For

Dai-ichi Life Holdings, Inc.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 8750

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J09748112

Shares Voted: 19,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 86	Mgmt	For	For	For
2.1	Elect Director Inagaki, Seiji	Mgmt	For	For	For
2.2	Elect Director Kikuta, Tetsuya	Mgmt	For	For	For
2.3	Elect Director Shoji, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Sumino, Toshiaki	Mgmt	For	For	For
2.5	Elect Director Sogano, Hidehiko	Mgmt	For	For	For
2.6	Elect Director Yamaguchi, Hitoshi	Mgmt	For	For	For
2.7	Elect Director Maeda, Koichi	Mgmt	For	For	For
2.8	Elect Director Inoue, Yuriko	Mgmt	For	For	For
2.9	Elect Director Shingai, Yasushi	Mgmt	For	For	For
2.10	Elect Director Bruce Miller	Mgmt	For	For	For

Fujitsu Ltd.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 6702

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J15708159

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tokita, Takahito	Mgmt	For	For	For
1.2	Elect Director Furuta, Hidenori	Mgmt	For	For	For
1.3	Elect Director Isobe, Takeshi	Mgmt	For	For	For
1.4	Elect Director Yamamoto, Masami	Mgmt	For	For	For
1.5	Elect Director Mukai, Chiaki	Mgmt	For	For	For
1.6	Elect Director Abe, Atsushi	Mgmt	For	For	For
1.7	Elect Director Kojo, Yoshiko	Mgmt	For	For	For
1.8	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
1.9	Elect Director Byron Gill	Mgmt	For	For	For
2	Appoint Statutory Auditor Hatsukawa, Koji	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

Hitachi Construction Machinery Co., Ltd.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 6305

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J20244109

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oka, Toshiko	Mgmt	For	For	For
1.2	Elect Director Okuhara, Kazushige	Mgmt	For	For	For
1.3	Elect Director Kikuchi, Maoko	Mgmt	For	For	For
1.4	Elect Director Yamamoto, Toshinori	Mgmt	For	For	For
1.5	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
1.6	Elect Director Hayama, Takatoshi	Mgmt	For	For	For
1.7	Elect Director Moe, Hidemi	Mgmt	For	Against	Against
1.8	Elect Director Shiojima, Keiichiro	Mgmt	For	For	For
1.9	Elect Director Senzaki, Masafumi	Mgmt	For	For	For
1.10	Elect Director Hirano, Kotaro	Mgmt	For	Against	Against

MS&AD Insurance Group Holdings, Inc.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 8725

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J4687C105

Shares Voted: 8,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For
2.1	Elect Director Karasawa, Yasuyoshi	Mgmt	For	Refer	Against
2.2	Elect Director Kanasugi, Yasuzo	Mgmt	For	For	For
2.3	Elect Director Hara, Noriyuki	Mgmt	For	For	For
2.4	Elect Director Higuchi, Tetsuji	Mgmt	For	For	For
2.5	Elect Director Shimazu, Tomoyuki	Mgmt	For	For	For
2.6	Elect Director Shirai, Yusuke	Mgmt	For	For	For
2.7	Elect Director Bando, Mariko	Mgmt	For	For	For
2.8	Elect Director Tobimatsu, Junichi	Mgmt	For	For	For
2.9	Elect Director Rochelle Kopp	Mgmt	For	For	For
2.10	Elect Director Ishiwata, Akemi	Mgmt	For	For	For
2.11	Elect Director Suzuki, Jun	Mgmt	For	For	For

MS&AD Insurance Group Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Statutory Auditor Suzuki, Keiji	Mgmt	For	For	For

NGK Insulators, Ltd.

Meeting Date: 06/26/2023 **Country:** Japan **Ticker:** 5333
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J49076110

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	For	For	For
2.1	Elect Director Oshima, Taku	Mgmt	For	For	For
2.2	Elect Director Kobayashi, Shigeru	Mgmt	For	For	For
2.3	Elect Director Niwa, Chiaki	Mgmt	For	For	For
2.4	Elect Director Iwasaki, Ryohei	Mgmt	For	For	For
2.5	Elect Director Yamada, Tadaaki	Mgmt	For	For	For
2.6	Elect Director Shindo, Hideaki	Mgmt	For	For	For
2.7	Elect Director Kamano, Hiroyuki	Mgmt	For	For	For
2.8	Elect Director Hamada, Emiko	Mgmt	For	For	For
2.9	Elect Director Furukawa, Kazuo	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yagi, Naoya	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Sakaguchi, Masayoshi	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Panasonic Holdings Corp.

Meeting Date: 06/26/2023 **Country:** Japan **Ticker:** 6752
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J6354Y104

Shares Voted: 44,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tsuga, Kazuhiro	Mgmt	For	For	For
1.2	Elect Director Kusumi, Yuki	Mgmt	For	For	For
1.3	Elect Director Homma, Tetsuro	Mgmt	For	For	For
1.4	Elect Director Sato, Mototsugu	Mgmt	For	For	For

Panasonic Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Umeda, Hirokazu	Mgmt	For	For	For
1.6	Elect Director Matsui, Shinobu	Mgmt	For	For	For
1.7	Elect Director Noji, Kunio	Mgmt	For	For	For
1.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
1.9	Elect Director Toyama, Kazuhiko	Mgmt	For	For	For
1.10	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
1.11	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For	For
1.12	Elect Director Shotoku, Ayako	Mgmt	For	For	For
1.13	Elect Director Nishiyama, Keita	Mgmt	For	For	For
2	Appoint Statutory Auditor Baba, Hidetoshi	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Recruit Holdings Co., Ltd.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 6098

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J6433A101

Shares Voted: 29,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For	For	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For	For	For
1.3	Elect Director Senaha, Ayano	Mgmt	For	For	For
1.4	Elect Director Rony Kahan	Mgmt	For	For	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For	For	For
1.6	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.7	Elect Director Honda, Keiko	Mgmt	For	For	For
1.8	Elect Director Katrina Lake	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Sompo Holdings, Inc.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 8630

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J7621A101

Shares Voted: 6,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For
2.1	Elect Director Sakurada, Kengo	Mgmt	For	Refer	Against
2.2	Elect Director Okumura, Mikio	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Endo, Isao	Mgmt	For	For	For
2.5	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
2.6	Elect Director Nawa, Takashi	Mgmt	For	For	For
2.7	Elect Director Shibata, Misuzu	Mgmt	For	For	For
2.8	Elect Director Yamada, Meyumi	Mgmt	For	For	For
2.9	Elect Director Ito, Kumi	Mgmt	For	For	For
2.10	Elect Director Waga, Masayuki	Mgmt	For	For	For
2.11	Elect Director Kajikawa, Toru	Mgmt	For	For	For
2.12	Elect Director Kasai, Satoshi	Mgmt	For	Against	Against

Tokio Marine Holdings, Inc.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 8766

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J86298106

Shares Voted: 37,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Nagano, Tsuyoshi	Mgmt	For	Refer	Against
2.2	Elect Director Komiya, Satoru	Mgmt	For	For	For
2.3	Elect Director Okada, Kenji	Mgmt	For	For	For
2.4	Elect Director Moriwaki, Yoichi	Mgmt	For	For	For
2.5	Elect Director Ishii, Yoshinori	Mgmt	For	For	For
2.6	Elect Director Wada, Kiyoshi	Mgmt	For	For	For
2.7	Elect Director Hirose, Shinichi	Mgmt	For	For	For
2.8	Elect Director Mitachi, Takashi	Mgmt	For	For	For

Tokio Marine Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.10	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
2.11	Elect Director Osono, Emi	Mgmt	For	For	For
2.12	Elect Director Shindo, Kosei	Mgmt	For	For	For
2.13	Elect Director Robert Alan Feldman	Mgmt	For	For	For
2.14	Elect Director Yamamoto, Kichiichiro	Mgmt	For	For	For
2.15	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
3	Appoint Statutory Auditor Shimizu, Junko	Mgmt	For	For	For

Advantest Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6857
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J00210104

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Yoshiaki	Mgmt	For	For	For
1.2	Elect Director Douglas Lefever	Mgmt	For	For	For
1.3	Elect Director Tsukui, Koichi	Mgmt	For	For	For
1.4	Elect Director Urabe, Toshimitsu	Mgmt	For	For	For
1.5	Elect Director Nicholas Benes	Mgmt	For	For	For
1.6	Elect Director Nishida, Naoto	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Kurita, Yuichi	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Nakada, Tomoko	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Nicholas Benes	Mgmt	For	For	For

Ajinomoto Co., Inc.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 2802
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J00882126

Ajinomoto Co., Inc.

Shares Voted: 9,500

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

ANA HOLDINGS INC.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 9202

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J0156Q112

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Katanozaka, Shinya	Mgmt	For	Against	Against
1.2	Elect Director Hirako, Yuji	Mgmt	For	For	For
1.3	Elect Director Shibata, Koji	Mgmt	For	For	For
1.4	Elect Director Fukuzawa, Ichiro	Mgmt	For	For	For
1.5	Elect Director Hirasawa, Juichi	Mgmt	For	For	For
1.6	Elect Director Kajita, Emiko	Mgmt	For	For	For
1.7	Elect Director Inoue, Shinichi	Mgmt	For	For	For
1.8	Elect Director Yamamoto, Ado	Mgmt	For	For	For
1.9	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
1.10	Elect Director Katsu, Eijiro	Mgmt	For	For	For
1.11	Elect Director Minegishi, Masumi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Kano, Nozomu	Mgmt	For	Against	Against

ANA HOLDINGS INC.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Appoint Statutory Auditor Mitsuhashi, Yukiko	Mgmt	For	For	For

Asahi Kasei Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 3407
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J0242P110

Shares Voted: 26,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobori, Hideki	Mgmt	For	For	For
1.2	Elect Director Kudo, Koshiro	Mgmt	For	For	For
1.3	Elect Director Kuse, Kazushi	Mgmt	For	For	For
1.4	Elect Director Horie, Toshiyasu	Mgmt	For	For	For
1.5	Elect Director Ideguchi, Hiroki	Mgmt	For	For	For
1.6	Elect Director Kawase, Masatsugu	Mgmt	For	For	For
1.7	Elect Director Tatsuoka, Tsuneyoshi	Mgmt	For	For	For
1.8	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.9	Elect Director Maeda, Yuko	Mgmt	For	For	For
1.10	Elect Director Matsuda, Chieko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Magara, Takuya	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Ochiai, Yoshikazu	Mgmt	For	For	For

Azbil Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6845
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J0370G106

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33.5	Mgmt	For	For	For
2.1	Elect Director Sone, Hirozumi	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Kiyohiro	Mgmt	For	For	For
2.3	Elect Director Yokota, Takayuki	Mgmt	For	Against	Against

Azbil Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Katsuta, Hisaya	Mgmt	For	Against	Against
2.5	Elect Director Ito, Takeshi	Mgmt	For	For	For
2.6	Elect Director Fujiso, Waka	Mgmt	For	For	For
2.7	Elect Director Nagahama, Mitsuhiro	Mgmt	For	Against	Against
2.8	Elect Director Anne Ka Tse Hung	Mgmt	For	For	For
2.9	Elect Director Sakuma, Minoru	Mgmt	For	For	For
2.10	Elect Director Sato, Fumitoshi	Mgmt	For	For	For
2.11	Elect Director Yoshikawa, Shigeaki	Mgmt	For	For	For
2.12	Elect Director Miura, Tomoyasu	Mgmt	For	For	For

Daito Trust Construction Co. Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 1878

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J11151107

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 259	Mgmt	For	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
3.1	Elect Director Takeuchi, Kei	Mgmt	For	For	For
3.2	Elect Director Mori, Yoshihiro	Mgmt	For	For	For
3.3	Elect Director Tate, Masafumi	Mgmt	For	For	For
3.4	Elect Director Okamoto, Tsukasa	Mgmt	For	For	For
3.5	Elect Director Amano, Yutaka	Mgmt	For	For	For
3.6	Elect Director Tanaka, Yoshimasa	Mgmt	For	For	For
3.7	Elect Director Sasaki, Mami	Mgmt	For	For	For
3.8	Elect Director Iritani, Atsushi	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Kawai, Shuji	Mgmt	For	Against	Against
4.2	Elect Director and Audit Committee Member Matsushita, Masa	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Shoda, Takashi	Mgmt	For	For	For

Daito Trust Construction Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Elect Director and Audit Committee Member Kobayashi, Kenji	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Fuji Electric Co., Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 6504

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J14112106

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitazawa, Michihiro	Mgmt	For	For	For
1.2	Elect Director Kondo, Shiro	Mgmt	For	For	For
1.3	Elect Director Abe, Michio	Mgmt	For	For	For
1.4	Elect Director Arai, Junichi	Mgmt	For	For	For
1.5	Elect Director Hosen, Toru	Mgmt	For	For	For
1.6	Elect Director Tetsutani, Hiroshi	Mgmt	For	For	For
1.7	Elect Director Tamba, Toshihito	Mgmt	For	For	For
1.8	Elect Director Tominaga, Yukari	Mgmt	For	For	For
1.9	Elect Director Tachifuji, Yukihiko	Mgmt	For	For	For
1.10	Elect Director Yashiro, Tomonari	Mgmt	For	For	For

Iida Group Holdings Co., Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 3291

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J23426109

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For
2.1	Elect Director Kanei, Masashi	Mgmt	For	For	For

Iida Group Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Nishino, Hiroshi	Mgmt	For	For	For
2.3	Elect Director Horiguchi, Tadayoshi	Mgmt	For	For	For
2.4	Elect Director Matsubayashi, Shigeyuki	Mgmt	For	For	For
2.5	Elect Director Kodera, Kazuhiro	Mgmt	For	For	For
2.6	Elect Director Sasaki, Toshihiko	Mgmt	For	For	For
2.7	Elect Director Murata, Nanako	Mgmt	For	For	For
2.8	Elect Director Sato, Chihiro	Mgmt	For	For	For
2.9	Elect Director Tsukiji, Shigehiko	Mgmt	For	For	For
2.10	Elect Director Sasaki, Shinichi	Mgmt	For	For	For
2.11	Elect Director Imai, Takaya	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Matsumoto, Hajime	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 06/27/2023

Country: United Kingdom

Ticker: JD

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: G5144Y120

Shares Voted: 53,105

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 Regis Schultz as Director	Mgmt	For	For	For
5	Re-elect Neil Greenhalgh as Director	Mgmt	For	For	For
6	Re-elect Andrew Long as Director	Mgmt	For	For	For
7	Re-elect Kath Smith as Director	Mgmt	For	For	For
8	Re-elect Bert Hoyt as Director	Mgmt	For	For	For
9	Re-elect Helen Ashton as Director	Mgmt	For	For	For
10	Re-elect Mahbobeh Sabetnia as Director	Mgmt	For	Against	Against
11	Re-elect Suzi Williams as Director	Mgmt	For	For	For
12	Elect Andrew Higginson as Director	Mgmt	For	Refer	Against
13	Elect Ian Dyson as Director	Mgmt	For	For	For
14	Elect Angela Luger as Director	Mgmt	For	For	For
15	Elect Darren Shapland as Director	Mgmt	For	For	For

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

JFE Holdings, Inc.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 5411
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J2817M100

Shares Voted: 9,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Kakigi, Koji	Mgmt	For	For	For
2.2	Elect Director Kitano, Yoshihisa	Mgmt	For	For	For
2.3	Elect Director Terahata, Masashi	Mgmt	For	For	For
2.4	Elect Director Oshita, Hajime	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Toshinori	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Masami	Mgmt	For	For	For
2.7	Elect Director Kemori, Nobumasa	Mgmt	For	For	For
2.8	Elect Director Ando, Yoshiko	Mgmt	For	For	For
3	Approve Alternative Allocation of Income, with No Final Dividend	SH	Against	Refer	Against

Kikkoman Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 2801
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J32620106

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For	For
2.1	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
2.2	Elect Director Horikiri, Noriaki	Mgmt	For	For	For
2.3	Elect Director Nakano, Shozaburo	Mgmt	For	For	For
2.4	Elect Director Shimada, Masanao	Mgmt	For	For	For
2.5	Elect Director Mogi, Osamu	Mgmt	For	For	For
2.6	Elect Director Matsuyama, Asahi	Mgmt	For	For	For
2.7	Elect Director Kamiyama, Takao	Mgmt	For	For	For
2.8	Elect Director Fukui, Toshihiko	Mgmt	For	For	For
2.9	Elect Director Inokuchi, Takeo	Mgmt	For	For	For
2.10	Elect Director Iino, Masako	Mgmt	For	For	For
2.11	Elect Director Sugiyama, Shinsuke	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Endo, Kazuyoshi	Mgmt	For	For	For

Kingfisher plc

Meeting Date: 06/27/2023

Country: United Kingdom

Ticker: KGF

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: G5256E441

Shares Voted: 41,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Claudia Arney as Director	Mgmt	For	For	For
5	Re-elect Bernard Bot as Director	Mgmt	For	For	For
6	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For
8	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For
9	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
10	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For

Kingfisher plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
12	Re-elect Bill Lennie as Director	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	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Sharesave Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Kintetsu Group Holdings Co., Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 9041

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J3S955116

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Kobayashi, Tetsuya	Mgmt	For	Against	Against
3.2	Elect Director Wakai, Takashi	Mgmt	For	For	For
3.3	Elect Director Hara, Shiro	Mgmt	For	For	For
3.4	Elect Director Hayashi, Nobu	Mgmt	For	For	For
3.5	Elect Director Matsumoto, Akihiko	Mgmt	For	For	For
3.6	Elect Director Yanagi, Masanori	Mgmt	For	For	For
3.7	Elect Director Katayama, Toshiko	Mgmt	For	For	For
3.8	Elect Director Nagaoka, Takashi	Mgmt	For	For	For
3.9	Elect Director Tsuji, Takashi	Mgmt	For	For	For

Kintetsu Group Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Elect Director Kasamatsu, Hiroyuki	Mgmt	For	For	For
3.11	Elect Director Yoneda, Akimasa	Mgmt	For	For	For
3.12	Elect Director Mikasa, Yuji	Mgmt	For	For	For
4	Appoint Statutory Auditor Nishizaki, Hajime	Mgmt	For	For	For

Kyocera Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6971
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J37479110

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 100	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Yamaguchi, Goro	Mgmt	For	Refer	Against
3.2	Elect Director Tanimoto, Hideo	Mgmt	For	For	For
3.3	Elect Director Fure, Hiroshi	Mgmt	For	For	For
3.4	Elect Director Ina, Norihiko	Mgmt	For	For	For
3.5	Elect Director Kano, Koichi	Mgmt	For	For	For
3.6	Elect Director Aoki, Shoichi	Mgmt	For	For	For
3.7	Elect Director Koyano, Akiko	Mgmt	For	For	For
3.8	Elect Director Kakiuchi, Eiji	Mgmt	For	For	For
3.9	Elect Director Maekawa, Shigenobu	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Kida, Minoru	Mgmt	For	For	For
5	Approve Two Types of Restricted Stock Plans	Mgmt	For	For	For

Mazda Motor Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 7261
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J41551110

Mazda Motor Corp.

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Shobuda, Kiyotaka	Mgmt	For	For	For
2.2	Elect Director Ono, Mitsuru	Mgmt	For	For	For
2.3	Elect Director Moro, Masahiro	Mgmt	For	For	For
2.4	Elect Director Aoyama, Yasuhiro	Mgmt	For	For	For
2.5	Elect Director Hirose, Ichiro	Mgmt	For	For	For
2.6	Elect Director Mukai, Takeshi	Mgmt	For	For	For
2.7	Elect Director Jeffrey H. Guyton	Mgmt	For	For	For
2.8	Elect Director Kojima, Takeji	Mgmt	For	For	For
2.9	Elect Director Sato, Kiyoshi	Mgmt	For	For	For
2.10	Elect Director Ogawa, Michiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Watabe, Nobuhiko	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Kitamura, Akira	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Shibasaki, Hiroko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Sugimori, Masato	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Inoue, Hiroshi	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For

Mitsubishi Chemical Group Corp.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 4188

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J44046100

Shares Voted: 27,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Marc Gilson	Mgmt	For	For	For
1.2	Elect Director Fujiwara, Ken	Mgmt	For	For	For
1.3	Elect Director Glenn H. Fredrickson	Mgmt	For	For	For
1.4	Elect Director Fukuda, Nobuo	Mgmt	For	Against	Against
1.5	Elect Director Hashimoto, Takayuki	Mgmt	For	For	For

Mitsubishi Chemical Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Hodo, Chikatomo	Mgmt	For	For	For
1.7	Elect Director Kikuchi, Kiyomi	Mgmt	For	For	For
1.8	Elect Director Yamada, Tatsumi	Mgmt	For	For	For

Mitsubishi HC Capital Inc.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 8593
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J4706D100

Shares Voted: 14,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yanai, Takahiro	Mgmt	For	For	For
1.2	Elect Director Hisai, Taiju	Mgmt	For	For	For
1.3	Elect Director Nishiura, Kanji	Mgmt	For	For	For
1.4	Elect Director Anei, Kazumi	Mgmt	For	For	For
1.5	Elect Director Sato, Haruhiko	Mgmt	For	For	For
1.6	Elect Director Nakata, Hiroyasu	Mgmt	For	For	For
1.7	Elect Director Sasaki, Yuri	Mgmt	For	For	For
1.8	Elect Director Kuga, Takuya	Mgmt	For	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsui Chemicals, Inc.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 4183
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J4466L136

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For
2.1	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
2.2	Elect Director Hashimoto, Osamu	Mgmt	For	For	For
2.3	Elect Director Yoshino, Tadashi	Mgmt	For	For	For
2.4	Elect Director Nakajima, Hajime	Mgmt	For	For	For
2.5	Elect Director Ando, Yoshinori	Mgmt	For	For	For

Mitsui Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.7	Elect Director Mabuchi, Akira	Mgmt	For	For	For
2.8	Elect Director Mimura, Takayoshi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ono, Junshi	Mgmt	For	For	For
4	Approve Cash Compensation Ceiling for Directors and Restricted Stock Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

New World Development Company Limited

Meeting Date: 06/27/2023 **Country:** Hong Kong **Ticker:** 17
Record Date: 06/20/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: Y6266R109

Shares Voted: 28,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the 2023 Services Group Master Services Agreement, Services Group Transactions, Services Group Annual Caps and Related Transactions	Mgmt	For	For	For
2	Approve the Master Construction Services Agreement, Construction Services Group Transactions, Construction Services Group Annual Caps and Related Transactions	Mgmt	For	For	For
3	Elect Law Fan Chiu-Fun, Fanny as Director	Mgmt	For	For	For
4	Elect Lo Wing-Sze, Anthea as Director	Mgmt	For	For	For
5	Elect Wong Yeung-Fong, Fonia as Director	Mgmt	For	For	For
6	Elect Cheng Chi-Ming, Brian as Director	Mgmt	For	For	For

Nissan Motor Co., Ltd.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 7201
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J57160129

Nissan Motor Co., Ltd.

Shares Voted: 48,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2.1	Elect Director Kimura, Yasushi	Mgmt	For	For	For
2.2	Elect Director Jean-Dominique Senard	Mgmt	For	For	For
2.3	Elect Director Ihara, Keiko	Mgmt	For	For	For
2.4	Elect Director Nagai, Moto	Mgmt	For	For	For
2.5	Elect Director Bernard Delmas	Mgmt	For	For	For
2.6	Elect Director Andrew House	Mgmt	For	For	For
2.7	Elect Director Pierre Fleuriot	Mgmt	For	Against	Against
2.8	Elect Director Brenda Harvey	Mgmt	For	For	For
2.9	Elect Director Uchida, Makoto	Mgmt	For	For	For
2.10	Elect Director Sakamoto, Hideyuki	Mgmt	For	For	For
3	Approve Alternative Allocation of Income, with a Final Dividend of JPY 15	SH	Against	Refer	Against

Nomura Holdings, Inc.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 8604

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J58646100

Shares Voted: 62,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nagai, Koji	Mgmt	For	Against	Against
1.2	Elect Director Okuda, Kentaro	Mgmt	For	For	For
1.3	Elect Director Nakajima, Yutaka	Mgmt	For	For	For
1.4	Elect Director Ogawa, Shoji	Mgmt	For	Against	Against
1.5	Elect Director Shimazaki, Noriaki	Mgmt	For	For	For
1.6	Elect Director Ishimura, Kazuhiko	Mgmt	For	For	For
1.7	Elect Director Laura Simone Unger	Mgmt	For	For	For
1.8	Elect Director Victor Chu	Mgmt	For	For	For
1.9	Elect Director J.Christopher Giancarlo	Mgmt	For	For	For
1.10	Elect Director Patricia Mosser	Mgmt	For	For	For
1.11	Elect Director Takahara, Takahisa	Mgmt	For	For	For
1.12	Elect Director Ishiguro, Miyuki	Mgmt	For	For	For

Nomura Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Ishizuka, Masahiro	Mgmt	For	For	For

Olympus Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 7733
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J61240107

Shares Voted: 24,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Refer	Against
2.1	Elect Director Fujita, Sumitaka	Mgmt	For	For	For
2.2	Elect Director Masuda, Yasumasa	Mgmt	For	For	For
2.3	Elect Director David Robert Hale	Mgmt	For	For	For
2.4	Elect Director Jimmy C. Beasley	Mgmt	For	For	For
2.5	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
2.6	Elect Director Shingai, Yasushi	Mgmt	For	For	For
2.7	Elect Director Kan, Kohei	Mgmt	For	For	For
2.8	Elect Director Gary John Pruden	Mgmt	For	For	For
2.9	Elect Director Kosaka, Tatsuro	Mgmt	For	For	For
2.10	Elect Director Luann Marie Pandy	Mgmt	For	For	For
2.11	Elect Director Takeuchi, Yasuo	Mgmt	For	For	For
2.12	Elect Director Stefan Kaufmann	Mgmt	For	For	For
2.13	Elect Director Okubo, Toshihiko	Mgmt	For	Against	Against

ROHM Co., Ltd.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6963
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J65328122

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 100	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Isao	Mgmt	For	For	For
2.2	Elect Director Azuma, Katsumi	Mgmt	For	For	For

ROHM Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Ino, Kazuhide	Mgmt	For	For	For
2.4	Elect Director Tateishi, Tetsuo	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Koji	Mgmt	For	For	For
2.6	Elect Director Nagumo, Tadanobu	Mgmt	For	For	For
2.7	Elect Director Peter Kenevan	Mgmt	For	For	For
2.8	Elect Director Muramatsu, Kuniko	Mgmt	For	For	For
2.9	Elect Director Inoue, Fukuko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yamazaki, Masahiko	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Chimori, Hidero	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Nakagawa, Keita	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Ono, Tomoyuki	Mgmt	For	For	For
4	Approve Restricted Stock Plan	SH	Against	Against	Against

SECOM Co., Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 9735

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J69972107

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For
2.1	Elect Director Nakayama, Yasuo	Mgmt	For	For	For
2.2	Elect Director Ozeki, Ichiro	Mgmt	For	For	For
2.3	Elect Director Yoshida, Yasuyuki	Mgmt	For	For	For
2.4	Elect Director Fuse, Tatsuro	Mgmt	For	For	For
2.5	Elect Director Kurihara, Tatsushi	Mgmt	For	For	For
2.6	Elect Director Hirose, Takaharu	Mgmt	For	For	For
2.7	Elect Director Watanabe, Hajime	Mgmt	For	For	For
2.8	Elect Director Hara, Miri	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ito, Takayuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tsuji, Yasuhiro	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kato, Hideki	Mgmt	For	For	For

SECOM Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Appoint Statutory Auditor Yasuda, Makoto	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Tanaka, Setsuo	Mgmt	For	For	For
4	Initiate Share Repurchase Program	SH	Against	Against	Against
5	Amend Articles to Add Provision concerning Directors' Share Ownership	SH	Against	Refer	Against
6	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against

Seiko Epson Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6724
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J7030F105

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Usui, Minoru	Mgmt	For	For	For
3.2	Elect Director Ogawa, Yasunori	Mgmt	For	For	For
3.3	Elect Director Seki, Tatsuaki	Mgmt	For	For	For
3.4	Elect Director Matsunaga, Mari	Mgmt	For	For	For
3.5	Elect Director Shimamoto, Tadashi	Mgmt	For	For	For
3.6	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Sharp Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6753
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J71434112

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Po-Hsuan Wu	Mgmt	For	Refer	Against
1.2	Elect Director Okitsu, Masahiro	Mgmt	For	Refer	Against
1.3	Elect Director Limin Hu	Mgmt	For	For	For

Sharp Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Steve Shyh Chen	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Hse-Tung Lu	Mgmt	For	Refer	Against
2.2	Elect Director and Audit Committee Member Himeiwa, Yasuo	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Nakagawa, Yutaka	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members and Stock Option Plan	Mgmt	For	For	For
4	Approve Stock Option Plan	Mgmt	For	For	For

TAISEI Corp.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 1801

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J79561148

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For
2.1	Elect Director Tanaka, Shigeyoshi	Mgmt	For	Refer	Against
2.2	Elect Director Aikawa, Yoshiro	Mgmt	For	For	For
2.3	Elect Director Tsuchiya, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Okada, Masahiko	Mgmt	For	For	For
2.5	Elect Director Kimura, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Yamaura, Mayuki	Mgmt	For	For	For
2.7	Elect Director Yoshino, Yuichiro	Mgmt	For	For	For
2.8	Elect Director Tsuji, Toshiyuki	Mgmt	For	For	For
2.9	Elect Director Nishimura, Atsuko	Mgmt	For	For	For
2.10	Elect Director Otsuka, Norio	Mgmt	For	For	For
2.11	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
2.12	Elect Director Kamijo, Tsutomu	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Hayashi, Takashi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Okuda, Shuichi	Mgmt	For	For	For

Terumo Corp.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 4543

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J83173104

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Refer	Against
3.1	Elect Director Takagi, Toshiaki	Mgmt	For	Refer	Against
3.2	Elect Director Sato, Shinjiro	Mgmt	For	For	For
3.3	Elect Director Hatano, Shoji	Mgmt	For	For	For
3.4	Elect Director Hirose, Kazunori	Mgmt	For	For	For
3.5	Elect Director Kunimoto, Norimasa	Mgmt	For	For	For
3.6	Elect Director Kuroda, Yukiko	Mgmt	For	For	For
3.7	Elect Director Nishi, Hidenori	Mgmt	For	For	For
3.8	Elect Director Ozawa, Keiya	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Shibazaki, Takanori	Mgmt	For	Against	Against
4.2	Elect Director and Audit Committee Member Nakamura, Masaichi	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Uno, Soichiro	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	Mgmt	For	For	For

Toray Industries, Inc.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 3402

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J89494116

Shares Voted: 27,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9	Mgmt	For	For	For
2.1	Elect Director Nikkaku, Akihiro	Mgmt	For	Against	Against
2.2	Elect Director Oya, Mitsuo	Mgmt	For	For	For
2.3	Elect Director Hagiwara, Satoru	Mgmt	For	For	For
2.4	Elect Director Adachi, Kazuyuki	Mgmt	For	For	For
2.5	Elect Director Shuto, Kazuhiko	Mgmt	For	For	For

Toray Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Tsunekawa, Tetsuya	Mgmt	For	For	For
2.7	Elect Director Okamoto, Masahiko	Mgmt	For	For	For
2.8	Elect Director Yoshiyama, Takashi	Mgmt	For	For	For
2.9	Elect Director Ito, Kunio	Mgmt	For	For	For
2.10	Elect Director Noyori, Ryoji	Mgmt	For	For	For
2.11	Elect Director Kaminaga, Susumu	Mgmt	For	For	For
2.12	Elect Director Futagawa, Kazuo	Mgmt	For	For	For
2.13	Elect Director Harayama, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Hirabayashi, Hideki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Yoshiyuki	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kumasaka, Hiroyuki	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Takabe, Makiko	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Ogino, Kozo	Mgmt	For	Against	Against
4	Approve Annual Bonus	Mgmt	For	For	For

TOTO Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 5332

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J90268103

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitamura, Madoka	Mgmt	For	Against	Against
1.2	Elect Director Kiyota, Noriaki	Mgmt	For	For	For
1.3	Elect Director Shirakawa, Satoshi	Mgmt	For	For	For
1.4	Elect Director Hayashi, Ryosuke	Mgmt	For	For	For
1.5	Elect Director Taguchi, Tomoyuki	Mgmt	For	For	For
1.6	Elect Director Tamura, Shinya	Mgmt	For	For	For
1.7	Elect Director Kuga, Toshiya	Mgmt	For	For	For
1.8	Elect Director Shimizu, Takayuki	Mgmt	For	For	For
1.9	Elect Director Taketomi, Yojiro	Mgmt	For	For	For
1.10	Elect Director Tsuda, Junji	Mgmt	For	For	For
1.11	Elect Director Yamauchi, Shigenori	Mgmt	For	For	For

Unibail-Rodamco-Westfield NV

Meeting Date: 06/27/2023

Country: Netherlands

Ticker: N/A

Record Date: 05/30/2023

Meeting Type: Annual

Primary Security ID: N96244103

Shares Voted: 11,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
i	Discuss Annual Report	Mgmt			
1	Approve Remuneration Report	Mgmt	For	For	For
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
ii	Receive Explanation on Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7	Grant Board Authority to Issue Shares Up to 3 Percent of Issued Capital	Mgmt	For	For	For
8	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 6	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Mgmt	For	For	For
10	Authorize Repurchase of Shares	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For

Yokogawa Electric Corp.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 6841

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J97272124

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For
2.1	Elect Director Nara, Hitoshi	Mgmt	For	For	For
2.2	Elect Director Anabuki, Junichi	Mgmt	For	For	For
2.3	Elect Director Yu Dai	Mgmt	For	For	For

Yokogawa Electric Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Sugata, Shiro	Mgmt	For	For	For
2.5	Elect Director Uchida, Akira	Mgmt	For	For	For
2.6	Elect Director Urano, Kuniko	Mgmt	For	For	For
2.7	Elect Director Hirano, Takuya	Mgmt	For	For	For
2.8	Elect Director Goto, Yujiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Hasegawa, Kenji	Mgmt	For	For	For

Chubu Electric Power Co., Inc.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 9502
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J06510101

Shares Voted: 14,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
3.1	Elect Director Katsuno, Satoru	Mgmt	For	Refer	Against
3.2	Elect Director Hayashi, Kingo	Mgmt	For	Refer	For
3.3	Elect Director Mizutani, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Ito, Hisanori	Mgmt	For	For	For
3.5	Elect Director Ihara, Ichiro	Mgmt	For	For	For
3.6	Elect Director Hashimoto, Takayuki	Mgmt	For	For	For
3.7	Elect Director Shimao, Tadashi	Mgmt	For	For	For
3.8	Elect Director Kurihara, Mitsue	Mgmt	For	For	For
3.9	Elect Director Kudo, Yoko	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Sawayanagi, Tomoyuki	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Nakagawa, Seimei	Mgmt	For	For	For
5	Amend Articles to Require Individual Compensation Disclosure for Directors and Statutory Auditors	SH	Against	Refer	For
6	Amend Articles to Establish Third-Party Committee	SH	Against	Against	Against

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Articles to Dispose of Shares in Electric Transmission and Distribution Operation Subsidiary	SH	Against	Against	Against
8	Amend Articles to Decommission Hamaoka Nuclear Power Station	SH	Against	Against	Against
9	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
10	Amend Articles to Require Disclosure of Capital Allocation Policy Aligned with a Net Zero by 2050 Pathway	SH	Against	Abstain	Against

CyberArk Software Ltd.

Meeting Date: 06/28/2023

Country: Israel

Ticker: CYBR

Record Date: 05/19/2023

Meeting Type: Annual

Primary Security ID: M2682V108

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Ron Gutler as Director	Mgmt	For	For	For
1b.	Reelect Kim Perdikou as Director	Mgmt	For	For	For
1c.	Reelect Ehud (Udi) Mokady as Director	Mgmt	For	For	For
1d.	Reelect Matthew Cohen as Director	Mgmt	For	For	For
2	Approve Employment Terms of Matthew Cohen, CEO	Mgmt	For	For	For
3	Approve Employment Terms of Ehud (Udi) Mokady, Chairman	Mgmt	For	For	For
4	Amend Articles	Mgmt	For	Refer	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Discuss Financial Statements and the Report of the Board	Mgmt			

Daiwa Securities Group, Inc.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 8601

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J11718111

Shares Voted: 25,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hibino, Takashi	Mgmt	For	Against	Against

Daiwa Securities Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Nakata, Seiji	Mgmt	For	Against	Against
1.3	Elect Director Matsui, Toshihiro	Mgmt	For	For	For
1.4	Elect Director Tashiro, Keiko	Mgmt	For	For	For
1.5	Elect Director Ogino, Akihiko	Mgmt	For	For	For
1.6	Elect Director Hanaoka, Sachiko	Mgmt	For	Against	Against
1.7	Elect Director Kawashima, Hiromasa	Mgmt	For	Against	Against
1.8	Elect Director Takeuchi, Hirotaka	Mgmt	For	For	For
1.9	Elect Director Nishikawa, Ikuo	Mgmt	For	For	For
1.10	Elect Director Kawai, Eriko	Mgmt	For	For	For
1.11	Elect Director Nishikawa, Katsuyuki	Mgmt	For	For	For
1.12	Elect Director Iwamoto, Toshio	Mgmt	For	For	For
1.13	Elect Director Murakami, Yumiko	Mgmt	For	For	For
1.14	Elect Director Iki, Noriko	Mgmt	For	For	For

ENEOS Holdings, Inc.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 5020

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J29699105

Shares Voted: 65,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 11	Mgmt	For	For	For
2.1	Elect Director Ota, Katsuyuki	Mgmt	For	For	For
2.2	Elect Director Saito, Takeshi	Mgmt	For	For	For
2.3	Elect Director Yatabe, Yasushi	Mgmt	For	For	For
2.4	Elect Director Miyata, Tomohide	Mgmt	For	For	For
2.5	Elect Director Shiina, Hideki	Mgmt	For	For	For
2.6	Elect Director Inoue, Keitaro	Mgmt	For	For	For
2.7	Elect Director Nakahara, Toshiya	Mgmt	For	For	For
2.8	Elect Director Murayama, Seiichi	Mgmt	For	For	For
2.9	Elect Director Kudo, Yasumi	Mgmt	For	For	For
2.10	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
2.11	Elect Director Oka, Toshiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Nishimura, Shingo	Mgmt	For	Against	Against

ENEOS Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Shiota, Tomo	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Mitsuya, Yuko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Kawasaki, Hiroko	Mgmt	For	For	For

Isuzu Motors Ltd.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 7202
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J24994113

Shares Voted: 12,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43	Mgmt	For	For	For
2.1	Elect Director Katayama, Masanori	Mgmt	For	Against	Against
2.2	Elect Director Minami, Shinsuke	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinichi	Mgmt	For	For	For
2.4	Elect Director Fujimori, Shun	Mgmt	For	For	For
2.5	Elect Director Ikemoto, Tetsuya	Mgmt	For	For	For
2.6	Elect Director Yamaguchi, Naohiro	Mgmt	For	For	For
2.7	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For	For
2.8	Elect Director Nakayama, Kozue	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Miyazaki, Kenji	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Kawamura, Kanji	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Sakuragi, Kimie	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Watanabe, Masao	Mgmt	For	Against	Against
3.5	Elect Director and Audit Committee Member Anayama, Makoto	Mgmt	For	Against	Against

Kajima Corp.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 1812
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J29223120

Kajima Corp.

Shares Voted: 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2.1	Elect Director Oshimi, Yoshikazu	Mgmt	For	For	For
2.2	Elect Director Amano, Hiromasa	Mgmt	For	For	For
2.3	Elect Director Koshijima, Keisuke	Mgmt	For	For	For
2.4	Elect Director Ishikawa, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Katsumi, Takeshi	Mgmt	For	For	For
2.6	Elect Director Uchida, Ken	Mgmt	For	For	For
2.7	Elect Director Kazama, Masaru	Mgmt	For	For	For
2.8	Elect Director Saito, Kiyomi	Mgmt	For	For	For
2.9	Elect Director Suzuki, Yoichi	Mgmt	For	For	For
2.10	Elect Director Saito, Tamotsu	Mgmt	For	For	For
2.11	Elect Director Iijima, Masami	Mgmt	For	For	For
2.12	Elect Director Terawaki, Kazumine	Mgmt	For	For	For
3	Appoint Statutory Auditor Takeishi, Emiko	Mgmt	For	For	For
4	Approve Annual Bonus Ceiling for Directors	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

KONAMI Group Corp.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 9766

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J3600L101

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kozuki, Kagemasa	Mgmt	For	For	For
1.2	Elect Director Higashio, Kimihiko	Mgmt	For	For	For
1.3	Elect Director Hayakawa, Hideki	Mgmt	For	For	For
1.4	Elect Director Okita, Katsunori	Mgmt	For	For	For
1.5	Elect Director Matsura, Yoshihiro	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Yamaguchi, Kaori	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Kubo, Kimito	Mgmt	For	For	For

KONAMI Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director and Audit Committee Member Higuchi, Yasushi	Mgmt	For	For	For

M3, Inc.

Meeting Date: 06/28/2023 Country: Japan Ticker: 2413
Record Date: 03/31/2023 Meeting Type: Annual
Primary Security ID: J4697J108

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanimura, Itaru	Mgmt	For	Refer	Against
1.2	Elect Director Tomaru, Akihiko	Mgmt	For	For	For
1.3	Elect Director Tsuchiya, Eiji	Mgmt	For	For	For
1.4	Elect Director Izumiya, Kazuyuki	Mgmt	For	For	For
1.5	Elect Director Nakamura, Rie	Mgmt	For	For	For
1.6	Elect Director Tanaka, Yoshinao	Mgmt	For	For	For
1.7	Elect Director Yamazaki, Satoshi	Mgmt	For	For	For
1.8	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.9	Elect Director Tsugawa, Yusuke	Mgmt	For	For	For

Makita Corp.

Meeting Date: 06/28/2023 Country: Japan Ticker: 6586
Record Date: 03/31/2023 Meeting Type: Annual
Primary Security ID: J39584107

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For	For	For
2.1	Elect Director Goto, Masahiko	Mgmt	For	For	For
2.2	Elect Director Goto, Munetoshi	Mgmt	For	For	For
2.3	Elect Director Tomita, Shinichiro	Mgmt	For	For	For
2.4	Elect Director Kaneko, Tetsuhisa	Mgmt	For	For	For
2.5	Elect Director Ota, Tomoyuki	Mgmt	For	For	For
2.6	Elect Director Tsuchiya, Takashi	Mgmt	For	For	For
2.7	Elect Director Yoshida, Masaki	Mgmt	For	For	For

Makita Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Omote, Takashi	Mgmt	For	For	For
2.9	Elect Director Otsu, Yukihiro	Mgmt	For	For	For
2.10	Elect Director Sugino, Masahiro	Mgmt	For	For	For
2.11	Elect Director Iwase, Takahiro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Wakayama, Mitsuhiro	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Inoue, Shoji	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Nishikawa, Koji	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Ujihara, Ayumi	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Nissan Chemical Corp.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 4021

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J56988108

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 94	Mgmt	For	For	For
2.1	Elect Director Kinoshita, Kojiro	Mgmt	For	For	For
2.2	Elect Director Yagi, Shinsuke	Mgmt	For	For	For
2.3	Elect Director Honda, Takashi	Mgmt	For	For	For
2.4	Elect Director Ishikawa, Motoaki	Mgmt	For	For	For
2.5	Elect Director Daimon, Hideki	Mgmt	For	For	For
2.6	Elect Director Matsuoka, Takeshi	Mgmt	For	For	For
2.7	Elect Director Obayashi, Hidehito	Mgmt	For	For	For
2.8	Elect Director Kataoka, Kazunori	Mgmt	For	For	For
2.9	Elect Director Nakagawa, Miyuki	Mgmt	For	For	For
2.10	Elect Director Takeoka, Yuko	Mgmt	For	For	For

Nisshin Seifun Group, Inc.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 2002

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J57633109

Nisshin Seifun Group, Inc.

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 21	Mgmt	For	For	For
2.1	Elect Director Takihara, Kenji	Mgmt	For	For	For
2.2	Elect Director Masujima, Naoto	Mgmt	For	For	For
2.3	Elect Director Yamada, Takao	Mgmt	For	For	For
2.4	Elect Director Iwasaki, Koichi	Mgmt	For	For	For
2.5	Elect Director Fushiya, Kazuhiko	Mgmt	For	For	For
2.6	Elect Director Nagai, Moto	Mgmt	For	For	For
2.7	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.8	Elect Director Ito, Yasuo	Mgmt	For	For	For
2.9	Elect Director Suzuki, Eiichi	Mgmt	For	For	For
2.10	Elect Director Iwahashi, Takahiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ouchi, Sho	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Tomita, Mieko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kaneko, Hiroto	Mgmt	For	For	For

Nissin Foods Holdings Co., Ltd.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 2897

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J58063124

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2	Amend Articles to Reflect Changes in Law	Mgmt	For	For	For
3.1	Elect Director Ando, Koki	Mgmt	For	For	For
3.2	Elect Director Ando, Noritaka	Mgmt	For	For	For
3.3	Elect Director Yokoyama, Yukio	Mgmt	For	For	For
3.4	Elect Director Kobayashi, Ken	Mgmt	For	For	For
3.5	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
3.6	Elect Director Mizuno, Masato	Mgmt	For	For	For
3.7	Elect Director Nakagawa, Yukiko	Mgmt	For	For	For

Nissin Foods Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.8	Elect Director Sakuraba, Eietsu	Mgmt	For	For	For
3.9	Elect Director Ogasawara, Yuka	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Kamei, Naohiro	Mgmt	For	Against	Against
4.2	Appoint Statutory Auditor Michi, Ayumi	Mgmt	For	For	For
5	Appoint Alternate Statutory Auditor Sugiura, Tetsuro	Mgmt	For	Against	Against
6	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For

Obayashi Corp.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 1802

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J59826107

Shares Voted: 14,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Obayashi, Takeo	Mgmt	For	Refer	For
3.2	Elect Director Hasuwa, Kenji	Mgmt	For	For	For
3.3	Elect Director Sasagawa, Atsushi	Mgmt	For	For	For
3.4	Elect Director Nohira, Akinobu	Mgmt	For	For	For
3.5	Elect Director Murata, Toshihiko	Mgmt	For	For	For
3.6	Elect Director Sato, Toshimi	Mgmt	For	For	For
3.7	Elect Director Izumiya, Naoki	Mgmt	For	For	For
3.8	Elect Director Kobayashi, Yoko	Mgmt	For	For	For
3.9	Elect Director Orii, Masako	Mgmt	For	For	For
3.10	Elect Director Kato, Hiroyuki	Mgmt	For	For	For
3.11	Elect Director Kuroda, Yukiko	Mgmt	For	For	For
4	Appoint Statutory Auditor Kuwayama, Shinya	Mgmt	For	For	For
5	Approve Additional Special Dividend of JPY 12	SH	Against	Refer	Against

Shimadzu Corp.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 7701

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J72165129

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 32	Mgmt	For	For	For
2.1	Elect Director Ueda, Teruhisa	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Yasunori	Mgmt	For	For	For
2.3	Elect Director Watanabe, Akira	Mgmt	For	For	For
2.4	Elect Director Maruyama, Shuzo	Mgmt	For	For	For
2.5	Elect Director Wada, Hiroko	Mgmt	For	For	For
2.6	Elect Director Hanai, Nobuo	Mgmt	For	For	For
2.7	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For	For
2.8	Elect Director Hamada, Nami	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Koyazaki, Makoto	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hayashi, Yuka	Mgmt	For	For	For

Sumitomo Electric Industries Ltd.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 5802

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J77411114

Shares Voted: 15,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Masayoshi	Mgmt	For	Against	Against
2.2	Elect Director Inoue, Osamu	Mgmt	For	For	For
2.3	Elect Director Nishida, Mitsuo	Mgmt	For	For	For
2.4	Elect Director Hato, Hideo	Mgmt	For	For	For
2.5	Elect Director Nishimura, Akira	Mgmt	For	For	For
2.6	Elect Director Shirayama, Masaki	Mgmt	For	For	For
2.7	Elect Director Miyata, Yasuhiro	Mgmt	For	For	For
2.8	Elect Director Sahashi, Toshiyuki	Mgmt	For	For	For
2.9	Elect Director Nakajima, Shigeru	Mgmt	For	For	For

Sumitomo Electric Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Sato, Hiroshi	Mgmt	For	For	For
2.11	Elect Director Tsuchiya, Michihiro	Mgmt	For	For	For
2.12	Elect Director Christina Ahmadjian	Mgmt	For	For	For
2.13	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
2.14	Elect Director Horiba, Atsushi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kasui, Yoshitomo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hayashi, Akira	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

T&D Holdings, Inc.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 8795
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J86796109

Shares Voted: 11,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	Mgmt	For	For	For
2.1	Elect Director Uehara, Hirohisa	Mgmt	For	Refer	For
2.2	Elect Director Moriyama, Masahiko	Mgmt	For	For	For
2.3	Elect Director Nagai, Hotaka	Mgmt	For	For	For
2.4	Elect Director Ogo, Naoki	Mgmt	For	For	For
2.5	Elect Director Watanabe, Kensaku	Mgmt	For	For	For
2.6	Elect Director Soejima, Naoki	Mgmt	For	For	For
2.7	Elect Director Kitahara, Mutsuro	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 4502
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J8129E108

Shares Voted: 30,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Christophe Weber	Mgmt	For	For	For
2.2	Elect Director Andrew Plump	Mgmt	For	For	For
2.3	Elect Director Constantine Saroukos	Mgmt	For	For	For
2.4	Elect Director Iijima, Masami	Mgmt	For	For	For
2.5	Elect Director Olivier Bohuon	Mgmt	For	For	For
2.6	Elect Director Jean-Luc Butel	Mgmt	For	For	For
2.7	Elect Director Ian Clark	Mgmt	For	For	For
2.8	Elect Director Steven Gillis	Mgmt	For	For	For
2.9	Elect Director John Maraganore	Mgmt	For	For	For
2.10	Elect Director Michel Orsinger	Mgmt	For	For	For
2.11	Elect Director Tsusaka, Miki	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

The Chiba Bank, Ltd.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 8331

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J05670104

Shares Voted: 10,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Sakuma, Hidetoshi	Mgmt	For	Against	Against
2.2	Elect Director Yonemoto, Tsutomu	Mgmt	For	For	For
2.3	Elect Director Yamazaki, Kiyomi	Mgmt	For	For	For
2.4	Elect Director Awaji, Mutsumi	Mgmt	For	For	For
2.5	Elect Director Makinose, Takashi	Mgmt	For	For	For
2.6	Elect Director Ono, Masayasu	Mgmt	For	For	For
2.7	Elect Director Tashima, Yuko	Mgmt	For	For	For
2.8	Elect Director Takayama, Yasuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fukuo, Hironaga	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Saito, Chigusa	Mgmt	For	For	For

The Kansai Electric Power Co., Inc.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 9503

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J30169106

Shares Voted: 13,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
2.2	Elect Director Okihara, Takamune	Mgmt	For	Against	Against
2.3	Elect Director Kaga, Atsuko	Mgmt	For	For	For
2.4	Elect Director Tomono, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takamatsu, Kazuko	Mgmt	For	For	For
2.6	Elect Director Naito, Fumio	Mgmt	For	For	For
2.7	Elect Director Manabe, Seiji	Mgmt	For	For	For
2.8	Elect Director Tanaka, Motoko	Mgmt	For	For	For
2.9	Elect Director Mori, Nozomu	Mgmt	For	Refer	For
2.10	Elect Director Inada, Koji	Mgmt	For	For	Against
2.11	Elect Director Araki, Makoto	Mgmt	For	For	For
2.12	Elect Director Shimamoto, Yasuji	Mgmt	For	Against	Against
2.13	Elect Director Nishizawa, Nobuhiro	Mgmt	For	Against	Against
3	Amend Articles to Add Provision that Utility will Operate to Promote Nuclear Phase-Out, Decarbonization and Renewal Energy	SH	Against	Abstain	Against
4	Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	SH	Against	Against	Against
5	Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	SH	Against	Against	Against
6	Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	SH	Against	Against	Against
7	Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Coal-Fired Power Generation Business)	SH	Against	Abstain	Against
8	Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	SH	Against	Refer	Against
9	Remove Incumbent Director Mori, Nozomu	SH	Against	Against	Against
10	Remove Incumbent Director Sasaki, Shigeo	SH	Against	Against	Against

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Amend Articles to Require Individual Compensation Disclosure for Directors, Executive Officers, and Advisors	SH	Against	Refer	For
12	Amend Articles to Establish Industry Organization to Cope with Changing Management Environment	SH	Against	Against	Against
13	Amend Articles to Launch Study Group on Evacuation Plan in the Event of Nuclear Accident	SH	Against	Against	Against
14	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
15	Amend Articles to Stop Nuclear Power Generation	SH	Against	Against	Against
16	Amend Articles to Dispose of Shares in Kansai Transmission and Distribution, Inc	SH	Against	Against	Against
17	Amend Articles to Promote Maximum Disclosure to Gain Trust from Society	SH	Against	Against	Against
18	Amend Articles to Encourage Dispersed Renewable Energy	SH	Against	Abstain	Against
19	Amend Articles to Develop Alternative Energy Sources in place of Nuclear Power to Stabilize Electricity Rate	SH	Against	Against	Against
20	Amend Articles to Realize Zero Carbon Emissions by 2050	SH	Against	Abstain	Against
21	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers, Including Those Who Retire During Tenure, as well as Individual Disclosure Concerning Advisory Contracts with Retired Directors and Executive Officers	SH	Against	Refer	For
22	Amend Articles to Demolish All Nuclear Power Plants	SH	Against	Against	Against
23	Amend Articles to Establish Work Environment where Employees Think About Safety of Nuclear Power Generation	SH	Against	Against	Against
24	Amend Articles to Ban Hiring or Service on the Board or at the Company by Former Government Officials	SH	Against	Against	Against
25	Amend Articles to Reduce Maximum Board Size and Require Majority Outsider Board	SH	Against	Against	Against
26	Amend Articles to Establish Electricity Supply System Based on Renewable Energies	SH	Against	Abstain	Against
27	Amend Articles to Ban Conclusion of Agreements to Purchase Coal Power Generated Electricity	SH	Against	Abstain	Against
28	Amend Articles to Disclose Transition Plan through 2050 Aligned with Goals of Paris Agreement	SH	Against	Abstain	Against

Tokyo Electric Power Co. Holdings, Inc.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 9501

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J86914108

Shares Voted: 31,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	Against	Against
1.2	Elect Director Oyagi, Shigeo	Mgmt	For	For	For
1.3	Elect Director Onishi, Shoichiro	Mgmt	For	For	For
1.4	Elect Director Shinkawa, Asa	Mgmt	For	For	For
1.5	Elect Director Okawa, Junko	Mgmt	For	For	For
1.6	Elect Director Nagata, Takashi	Mgmt	For	For	For
1.7	Elect Director Kobayakawa, Tomoaki	Mgmt	For	For	For
1.8	Elect Director Yamaguchi, Hiroyuki	Mgmt	For	For	For
1.9	Elect Director Sakai, Daisuke	Mgmt	For	For	For
1.10	Elect Director Kojima, Chikara	Mgmt	For	For	For
1.11	Elect Director Fukuda, Toshihiko	Mgmt	For	For	For
1.12	Elect Director Yoshino, Shigehiro	Mgmt	For	For	For
1.13	Elect Director Moriya, Seiji	Mgmt	For	For	For
2	Amend Articles to Require Disclosure of Asset Resilience to a Net Zero by 2050 Pathway	SH	Against	Abstain	Against
3	Amend Articles to Withdraw from Nuclear Power Generation	SH	Against	Against	Against
4	Amend Articles to Exclude Nuclear Power Generations from Decarbonization Initiatives	SH	Against	Against	Against
5	Amend Articles to Add Provision on Contaminated Water Treatment at Fukushima Daiichi Nuclear Power Station	SH	Against	Against	Against
6	Amend Articles to Use Natural Energy as Core Power Source	SH	Against	Abstain	Against
7	Amend Articles to Not to Position Nuclear Power Generation as Global Warming Mitigation Measures	SH	Against	Against	Against
8	Amend Articles to Add Provisions on Audit Committee	SH	Against	Against	Against
9	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers	SH	Against	Refer	For
10	Amend Articles to Add Provisions on Shareholder Derivative Lawsuits	SH	Against	Against	Against
11	Amend Articles to Dispose of Shares in TEPCO Power Grid, Inc	SH	Against	Against	Against

ZOZO, Inc.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 3092

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J9893A108

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
3.1	Elect Director Sawada, Kotaro	Mgmt	For	For	For
3.2	Elect Director Yanagisawa, Koji	Mgmt	For	For	For
3.3	Elect Director Hirose, Fuminori	Mgmt	For	For	For
3.4	Elect Director Ozawa, Takao	Mgmt	For	For	For
3.5	Elect Director Nagata, Yuko	Mgmt	For	For	For
3.6	Elect Director Hotta, Kazunori	Mgmt	For	For	For
3.7	Elect Director Saito, Taro	Mgmt	For	For	For
3.8	Elect Director Kansai, Takako	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Igarashi, Hiroko	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Utsunomiya, Junko	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Nishiyama, Kumiko	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Hattori, Shichiro	Mgmt	For	Against	Against
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For	For

3i Group PLC

Meeting Date: 06/29/2023

Country: United Kingdom

Ticker: III

Record Date: 06/27/2023

Meeting Type: Annual

Primary Security ID: G88473148

Shares Voted: 20,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
5	Approve Dividend	Mgmt	For	For	For
6	Re-elect Simon Borrows as Director	Mgmt	For	For	For
7	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
8	Re-elect Jasi Halai as Director	Mgmt	For	For	For
9	Re-elect James Hatchley as Director	Mgmt	For	For	For
10	Re-elect David Hutchison as Director	Mgmt	For	For	For
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For
12	Re-elect Coline McConville as Director	Mgmt	For	For	For
13	Re-elect Peter McKellar as Director	Mgmt	For	For	For
14	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

ABN AMRO Bank NV

Meeting Date: 06/29/2023

Country: Netherlands

Ticker: ABN

Record Date: 06/01/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0162C102

Shares Voted: 7,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Announcement to the General Meeting of the Supervisory Board's Nomination	Mgmt			
2b	Explanation and Motivation by Femke de Vries for her Appointment to the Supervisory Board	Mgmt			
2c	Elect Femke de Vries to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Adevinta ASA
Meeting Date: 06/29/2023

Country: Norway

Ticker: ADE

Record Date: 06/28/2023

Meeting Type: Annual

Primary Security ID: R0000V110

Shares Voted: 7,154

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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Company's Corporate Governance Statement	Mgmt			
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
7	Approve Remuneration Statement	Mgmt	For	Against	Against
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Elect Directors	Mgmt	For	Against	Against
10	Approve Remuneration of Directors; Approve Committee Fees	Mgmt	For	For	For
11	Elect Members of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
13	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For

Adevinta ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Amend Articles Re: Prior Registration of Attendance to General Meetings	Mgmt	For	For	For

BOC Hong Kong (Holdings) Limited

Meeting Date: 06/29/2023 **Country:** Hong Kong **Ticker:** 2388
Record Date: 06/23/2023 **Meeting Type:** Annual
Primary Security ID: Y0920U103

Shares Voted: 73,500

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 Ge Haijiao as Director	Mgmt	For	For	For
3b	Elect Sun Yu as Director	Mgmt	For	For	For
3c	Elect Cheng Eva as Director	Mgmt	For	For	For
3d	Elect Lee Sunny Wai Kwong as Director	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board or Duly Authorized Committee of the 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 Continuing Connected Transactions and the New Caps	Mgmt	For	For	For

Dai Nippon Printing Co., Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 7912
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J10584142

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For
2.1	Elect Director Kitajima, Yoshitoshi	Mgmt	For	For	For

Dai Nippon Printing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Kitajima, Yoshinari	Mgmt	For	For	For
2.3	Elect Director Miya, Kenji	Mgmt	For	For	For
2.4	Elect Director Yamaguchi, Masato	Mgmt	For	For	For
2.5	Elect Director Hashimoto, Hirofumi	Mgmt	For	For	For
2.6	Elect Director Kuroyanagi, Masafumi	Mgmt	For	For	For
2.7	Elect Director Miyake, Toru	Mgmt	For	For	For
2.8	Elect Director Miyama, Minako	Mgmt	For	For	For
2.9	Elect Director Miyajima, Tsukasa	Mgmt	For	For	For
2.10	Elect Director Sasajima, Kazuyuki	Mgmt	For	For	For
2.11	Elect Director Tamura, Yoshiaki	Mgmt	For	For	For
2.12	Elect Director Shirakawa, Hiroshi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Minemura, Ryuji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hisakura, Tatsuya	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Morigayama, Kazuhisa	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Ichikawa, Yasuyoshi	Mgmt	For	For	For

DAIKIN INDUSTRIES Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6367

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J10038115

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 140	Mgmt	For	For	For
2	Amend Articles to Amend Provisions on Number of Statutory Auditors	Mgmt	For	For	For
3.1	Elect Director Inoue, Noriyuki	Mgmt	For	For	For
3.2	Elect Director Togawa, Masanori	Mgmt	For	For	For
3.3	Elect Director Kawada, Tatsuo	Mgmt	For	For	For
3.4	Elect Director Makino, Akiji	Mgmt	For	For	For
3.5	Elect Director Torii, Shingo	Mgmt	For	For	For
3.6	Elect Director Arai, Yuko	Mgmt	For	For	For
3.7	Elect Director Tayano, Ken	Mgmt	For	For	For
3.8	Elect Director Minaka, Masatsugu	Mgmt	For	For	For

DAIKIN INDUSTRIES Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.9	Elect Director Matsuzaki, Takashi	Mgmt	For	For	For
3.10	Elect Director Kanwal Jeet Jawa	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Kitamoto, Kaeko	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Uematsu, Kosei	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Tamori, Hisao	Mgmt	For	For	For
5	Appoint Alternate Statutory Auditor Ono, Ichiro	Mgmt	For	For	For

Daiwa House Industry Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 1925

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J11508124

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Yoshii, Keiichi	Mgmt	For	Against	Against
2.2	Elect Director Kosokabe, Takeshi	Mgmt	For	For	For
2.3	Elect Director Murata, Yoshiyuki	Mgmt	For	For	For
2.4	Elect Director Shimonishi, Keisuke	Mgmt	For	For	For
2.5	Elect Director Otomo, Hirotsugu	Mgmt	For	For	For
2.6	Elect Director Dekura, Kazuhito	Mgmt	For	For	For
2.7	Elect Director Ariyoshi, Yoshinori	Mgmt	For	For	For
2.8	Elect Director Nagase, Toshiya	Mgmt	For	For	For
2.9	Elect Director Yabu, Yukiko	Mgmt	For	For	For
2.10	Elect Director Kuwano, Yukinori	Mgmt	For	For	For
2.11	Elect Director Seki, Miwa	Mgmt	For	For	For
2.12	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For
2.13	Elect Director Ito, Yujiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Maruyama, Takashi	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

DISCO Corp.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6146

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J12327102

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 634	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Sekiya, Kazuma	Mgmt	For	Against	Against
3.2	Elect Director Yoshinaga, Noboru	Mgmt	For	For	For
3.3	Elect Director Tamura, Takao	Mgmt	For	For	For
3.4	Elect Director Inasaki, Ichiro	Mgmt	For	For	For
3.5	Elect Director Tamura, Shinichi	Mgmt	For	For	For
3.6	Elect Director Mimata, Tsutomu	Mgmt	For	For	For
3.7	Elect Director Yamaguchi, Yusei	Mgmt	For	For	For
3.8	Elect Director Tokimaru, Kazuyoshi	Mgmt	For	For	For
3.9	Elect Director Oki, Noriko	Mgmt	For	For	For
3.10	Elect Director Matsuo, Akiko	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0245V108

Shares Voted: 3,532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
5	Transact Other Business (Voting)	Mgmt	For	Against	Against

FANUC Corp.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 6954
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J13440102

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 271.64	Mgmt	For	For	For
2.1	Elect Director Inaba, Yoshiharu	Mgmt	For	For	For
2.2	Elect Director Yamaguchi, Kenji	Mgmt	For	For	For
2.3	Elect Director Sasuga, Ryuji	Mgmt	For	For	For
2.4	Elect Director Michael J. Cicco	Mgmt	For	For	For
2.5	Elect Director Yamazaki, Naoko	Mgmt	For	For	For
2.6	Elect Director Uozumi, Hiroto	Mgmt	For	For	For
2.7	Elect Director Takeda, Yoko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Okada, Toshiya	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Yokoi, Hidetoshi	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Tomita, Mieko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Igashima, Shigeo	Mgmt	For	For	For

FUJIFILM Holdings Corp.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 4901
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J14208102

Shares Voted: 7,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 70	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For

FUJIFILM Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Director Sukeno, Kenji	Mgmt	For	Refer	For
3.2	Elect Director Goto, Teiichi	Mgmt	For	For	For
3.3	Elect Director Higuchi, Masayuki	Mgmt	For	For	For
3.4	Elect Director Hama, Naoki	Mgmt	For	For	For
3.5	Elect Director Yoshizawa, Chisato	Mgmt	For	For	For
3.6	Elect Director Ito, Yoji	Mgmt	For	For	For
3.7	Elect Director Kitamura, Kunitaro	Mgmt	For	For	For
3.8	Elect Director Eda, Makiko	Mgmt	For	For	For
3.9	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
3.10	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
4	Appoint Statutory Auditor Mitsuhashi, Masataka	Mgmt	For	For	For

Hakuhodo DY Holdings, Inc.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 2433

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J19174101

Shares Voted: 4,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For
2.1	Elect Director Toda, Hirokazu	Mgmt	For	Refer	Against
2.2	Elect Director Mizushima, Masayuki	Mgmt	For	Refer	For
2.3	Elect Director Yajima, Hirotake	Mgmt	For	For	Against
2.4	Elect Director Nishioka, Masanori	Mgmt	For	For	For
2.5	Elect Director Ebana, Akihiko	Mgmt	For	For	For
2.6	Elect Director Ando, Motohiro	Mgmt	For	For	For
2.7	Elect Director Matsuda, Noboru	Mgmt	For	For	For
2.8	Elect Director Hattori, Nobumichi	Mgmt	For	For	For
2.9	Elect Director Yamashita, Toru	Mgmt	For	For	For
2.10	Elect Director Arimatsu, Ikuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Nishimura, Osamu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Yabuki, Kimitoshi	Mgmt	For	For	For

Keio Corp.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 9008

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J32190126

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Komura, Yasushi	Mgmt	For	Against	Against
2.2	Elect Director Tsumura, Satoshi	Mgmt	For	For	For
2.3	Elect Director Minami, Yoshitaka	Mgmt	For	For	For
2.4	Elect Director Yamagishi, Masaya	Mgmt	For	For	For
2.5	Elect Director Ono, Masahiro	Mgmt	For	For	For
2.6	Elect Director Inoue, Shinichi	Mgmt	For	For	For
2.7	Elect Director Furuichi, Takeshi	Mgmt	For	For	For
2.8	Elect Director Nakaoka, Kazunori	Mgmt	For	For	For
2.9	Elect Director Wakabayashi, Katsuyoshi	Mgmt	For	For	For
2.10	Elect Director Miyasaka, Shuji	Mgmt	For	For	For
2.11	Elect Director Tsunekage, Hitoshi	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Yamauchi, Aki	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Harada, Kimie	Mgmt	For	For	For

Keisei Electric Railway Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 9009

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J32233108

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11.5	Mgmt	For	For	For
2.1	Elect Director Kobayashi, Toshiya	Mgmt	For	Against	Against
2.2	Elect Director Amano, Takao	Mgmt	For	For	For
2.3	Elect Director Tanaka, Tsuguo	Mgmt	For	For	For
2.4	Elect Director Kaneko, Shokichi	Mgmt	For	For	For
2.5	Elect Director Yamada, Koji	Mgmt	For	For	For
2.6	Elect Director Mochinaga, Hideki	Mgmt	For	For	For

Keisei Electric Railway Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Oka, Tadakazu	Mgmt	For	For	For
2.8	Elect Director Shimizu, Takeshi	Mgmt	For	For	For
2.9	Elect Director Furukawa, Yasunobu	Mgmt	For	For	For
2.10	Elect Director Tochigi, Shotaro	Mgmt	For	For	For
2.11	Elect Director Kikuchi, Misao	Mgmt	For	For	For
2.12	Elect Director Ashizaki, Takeshi	Mgmt	For	For	For
2.13	Elect Director Emmei, Makoto	Mgmt	For	For	For
2.14	Elect Director Amitani, Takako	Mgmt	For	For	For
2.15	Elect Director Taguchi, Kazumi	Mgmt	For	For	For
3	Appoint Statutory Auditor Kobayashi, Takeshi	Mgmt	For	Against	Against
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For

Koito Manufacturing Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 7276

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J34899104

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For
2.1	Elect Director Otake, Masahiro	Mgmt	For	Against	Against
2.2	Elect Director Kato, Michiaki	Mgmt	For	For	For
2.3	Elect Director Uchiyama, Masami	Mgmt	For	For	For
2.4	Elect Director Konagaya, Hideharu	Mgmt	For	For	For
2.5	Elect Director Kusakawa, Katsuyuki	Mgmt	For	For	For
2.6	Elect Director Toyota, Jun	Mgmt	For	For	For
2.7	Elect Director Uehara, Haruya	Mgmt	For	For	For
2.8	Elect Director Sakurai, Kingo	Mgmt	For	For	For
2.9	Elect Director Igarashi, Chika	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kimeda, Hiroshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Yamaguchi, Hidemi	Mgmt	For	Against	Against

Kurita Water Industries Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6370

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J37221116

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Kadota, Michiya	Mgmt	For	Against	Against
3.2	Elect Director Ejiri, Hirohiko	Mgmt	For	Against	Against
3.3	Elect Director Shirode, Shuji	Mgmt	For	For	For
3.4	Elect Director Muto, Yukihiro	Mgmt	For	Against	Against
3.5	Elect Director Kobayashi, Kenjiro	Mgmt	For	For	For
3.6	Elect Director Tanaka, Keiko	Mgmt	For	For	For
3.7	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For
3.8	Elect Director Takayama, Yoshiko	Mgmt	For	For	For

Meiji Holdings Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 2269

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J41729104

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawamura, Kazuo	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Daikichiro	Mgmt	For	For	For
1.3	Elect Director Matsuda, Katsunari	Mgmt	For	For	For
1.4	Elect Director Shiozaki, Koichiro	Mgmt	For	For	For
1.5	Elect Director Furuta, Jun	Mgmt	For	For	For
1.6	Elect Director Matsumura, Mariko	Mgmt	For	For	For
1.7	Elect Director Kawata, Masaya	Mgmt	For	For	For
1.8	Elect Director Kuboyama, Michiko	Mgmt	For	For	For
1.9	Elect Director Peter D. Pedersen	Mgmt	For	For	For

Meiji Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Appoint Alternate Statutory Auditor Komatsu, Masakazu	Mgmt	For	For	For

Minebea Mitsumi, Inc.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 6479
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J42884130

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Kainuma, Yoshihisa	Mgmt	For	For	For
2.2	Elect Director Moribe, Shigeru	Mgmt	For	For	For
2.3	Elect Director Yoshida, Katsuhiko	Mgmt	For	For	For
2.4	Elect Director Iwaya, Ryoza	Mgmt	For	For	For
2.5	Elect Director None, Shigeru	Mgmt	For	For	For
2.6	Elect Director Mizuma, Satoshi	Mgmt	For	For	For
2.7	Elect Director Suzuki, Katsutoshi	Mgmt	For	For	For
2.8	Elect Director Miyazaki, Yuko	Mgmt	For	For	For
2.9	Elect Director Matsumura, Atsuko	Mgmt	For	For	For
2.10	Elect Director Haga, Yuko	Mgmt	For	For	For
2.11	Elect Director Katase, Hirofumi	Mgmt	For	For	For
2.12	Elect Director Matsuoka, Takashi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tsukagoshi, Masahiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Yamamoto, Hiroshi	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Hoshino, Makoto	Mgmt	For	For	For

Mitsubishi Electric Corp.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 6503
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J43873116

Mitsubishi Electric Corp.

Shares Voted: 39,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yabunaka, Mitoji	Mgmt	For	For	For
1.2	Elect Director Watanabe, Kazunori	Mgmt	For	For	For
1.3	Elect Director Koide, Hiroko	Mgmt	For	For	For
1.4	Elect Director Kosaka, Tatsuro	Mgmt	For	For	For
1.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
1.6	Elect Director Egawa, Masako	Mgmt	For	For	For
1.7	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
1.8	Elect Director Uruma, Kei	Mgmt	For	For	For
1.9	Elect Director Kawagoishi, Tadashi	Mgmt	For	Against	Against
1.10	Elect Director Masuda, Kuniaki	Mgmt	For	Against	Against
1.11	Elect Director Nagasawa, Jun	Mgmt	For	Against	Against
1.12	Elect Director Takeda, Satoshi	Mgmt	For	For	For

Mitsubishi Estate Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 8802

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J43916113

Shares Voted: 23,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For	For
2.1	Elect Director Yoshida, Junichi	Mgmt	For	Refer	Against
2.2	Elect Director Nakajima, Atsushi	Mgmt	For	For	For
2.3	Elect Director Naganuma, Bunroku	Mgmt	For	For	For
2.4	Elect Director Umeda, Naoki	Mgmt	For	For	For
2.5	Elect Director Hirai, Mikhito	Mgmt	For	For	For
2.6	Elect Director Nishigai, Noboru	Mgmt	For	Against	Against
2.7	Elect Director Katayama, Hiroshi	Mgmt	For	Against	Against
2.8	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
2.9	Elect Director Narukawa, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Shirakawa, Masaaki	Mgmt	For	For	For
2.11	Elect Director Nagase, Shin	Mgmt	For	For	For
2.12	Elect Director Sueyoshi, Wataru	Mgmt	For	For	For

Mitsubishi Estate Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.13	Elect Director Sonoda, Ayako	Mgmt	For	For	For
2.14	Elect Director Melanie Brock	Mgmt	For	For	For

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 7011
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J44002178

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For
2.3	Elect Director Kaguchi, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Kozawa, Hisato	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.6	Elect Director Hirano, Nobuyuki	Mgmt	For	For	For
2.7	Elect Director Furusawa, Mitsuhiro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Tokunaga, Setsuo	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Unora, Hiro	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Morikawa, Noriko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Ii, Masako	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Oka, Nobuhiro	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 8306
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J44497105

Shares Voted: 244,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.2	Elect Director Honda, Keiko	Mgmt	For	For	For
2.3	Elect Director Kato, Kaoru	Mgmt	For	For	For
2.4	Elect Director Kuwabara, Satoko	Mgmt	For	For	For
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	For	For
2.6	Elect Director David A. Sneider	Mgmt	For	For	For
2.7	Elect Director Tsuji, Koichi	Mgmt	For	For	For
2.8	Elect Director Tarisa Watanagase	Mgmt	For	For	For
2.9	Elect Director Miyanaga, Kenichi	Mgmt	For	Against	Against
2.10	Elect Director Shinke, Ryoichi	Mgmt	For	Against	Against
2.11	Elect Director Mike, Kanetsugu	Mgmt	For	Refer	For
2.12	Elect Director Kamezawa, Hironori	Mgmt	For	Against	Against
2.13	Elect Director Nagashima, Iwao	Mgmt	For	For	For
2.14	Elect Director Hanzawa, Junichi	Mgmt	For	For	For
2.15	Elect Director Kobayashi, Makoto	Mgmt	For	For	For
3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	SH	Against	Abstain	Against
4	Amend Articles to Prohibit Transactions with Defamatory Companies	SH	Against	Against	Against
5	Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies	SH	Against	Against	Against
6	Amend Articles to Prohibit Deletion of IR Contents from Company Websites	SH	Against	Against	Against

Mitsui Fudosan Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 8801

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J4509L101

Shares Voted: 18,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For
2.1	Elect Director Komoda, Masanobu	Mgmt	For	Against	Against
2.2	Elect Director Ueda, Takashi	Mgmt	For	For	For
2.3	Elect Director Yamamoto, Takashi	Mgmt	For	For	For

Mitsui Fudosan Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Miki, Takayuki	Mgmt	For	For	For
2.5	Elect Director Hirokawa, Yoshihiro	Mgmt	For	For	For
2.6	Elect Director Suzuki, Shingo	Mgmt	For	For	For
2.7	Elect Director Tokuda, Makoto	Mgmt	For	For	For
2.8	Elect Director Osawa, Hisashi	Mgmt	For	For	For
2.9	Elect Director Nakayama, Tsunehiro	Mgmt	For	For	For
2.10	Elect Director Ito, Shinichiro	Mgmt	For	For	For
2.11	Elect Director Kawai, Eriko	Mgmt	For	For	For
2.12	Elect Director Indo, Mami	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Hamamoto, Wataru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakazato, Minoru	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Mita, Mayo	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Murata Manufacturing Co. Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6981

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J46840104

Shares Voted: 11,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Murata, Tsuneo	Mgmt	For	For	For
2.2	Elect Director Nakajima, Norio	Mgmt	For	For	For
2.3	Elect Director Iwatsubo, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Minamide, Masanori	Mgmt	For	For	For
2.5	Elect Director Yasuda, Yuko	Mgmt	For	For	For
2.6	Elect Director Nishijima, Takashi	Mgmt	For	For	For

Nippon Shinyaku Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 4516

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J55784102

Nippon Shinyaku Co., Ltd.

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	For
2.1	Elect Director Maekawa, Shigenobu	Mgmt	For	For	For
2.2	Elect Director Nakai, Toru	Mgmt	For	For	For
2.3	Elect Director Sano, Shozo	Mgmt	For	For	For
2.4	Elect Director Takaya, Takashi	Mgmt	For	For	For
2.5	Elect Director Edamitsu, Takanori	Mgmt	For	For	For
2.6	Elect Director Takagaki, Kazuchika	Mgmt	For	For	For
2.7	Elect Director Ishizawa, Hitoshi	Mgmt	For	For	For
2.8	Elect Director Kimura, Hitomi	Mgmt	For	For	For
2.9	Elect Director Sakurai, Miyuki	Mgmt	For	For	For
2.10	Elect Director Wada, Yoshinao	Mgmt	For	For	For
2.11	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.12	Elect Director Nishi, Mayumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ito, Hirotsugu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hara, Hiroharu	Mgmt	For	For	For

OBIC Co. Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 4684

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J5946V107

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 140	Mgmt	For	For	For
2.1	Elect Director Noda, Masahiro	Mgmt	For	Against	Against
2.2	Elect Director Tachibana, Shoichi	Mgmt	For	For	For
2.3	Elect Director Kawanishi, Atsushi	Mgmt	For	For	For
2.4	Elect Director Fujimoto, Takao	Mgmt	For	For	For
2.5	Elect Director Okada, Takeshi	Mgmt	For	For	For
2.6	Elect Director Gomi, Yasumasa	Mgmt	For	For	For
2.7	Elect Director Ejiri, Takashi	Mgmt	For	For	For

OBIC Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Egami, Mime	Mgmt	For	For	For
3	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Restricted Stock Plan	Mgmt	For	For	For

Odakyu Electric Railway Co., Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 9007
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J59568139

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For	For
2.1	Elect Director Hoshino, Koji	Mgmt	For	Against	Against
2.2	Elect Director Arakawa, Isamu	Mgmt	For	For	For
2.3	Elect Director Hayama, Takashi	Mgmt	For	For	For
2.4	Elect Director Tateyama, Akinori	Mgmt	For	For	For
2.5	Elect Director Kuroda, Satoshi	Mgmt	For	For	For
2.6	Elect Director Suzuki, Shigeru	Mgmt	For	For	For
2.7	Elect Director Nakayama, Hiroko	Mgmt	For	For	For
2.8	Elect Director Ohara, Toru	Mgmt	For	For	For
2.9	Elect Director Itonaga, Takehide	Mgmt	For	For	For
2.10	Elect Director Kondo, Shiro	Mgmt	For	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Oji Holdings Corp.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 3861
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J6031N109

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kaku, Masatoshi	Mgmt	For	For	For
1.2	Elect Director Isono, Hiroyuki	Mgmt	For	For	For
1.3	Elect Director Shindo, Fumio	Mgmt	For	For	For

Oji Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kamada, Kazuhiko	Mgmt	For	For	For
1.5	Elect Director Aoki, Shigeki	Mgmt	For	For	For
1.6	Elect Director Hasebe, Akio	Mgmt	For	For	For
1.7	Elect Director Moridaira, Takayuki	Mgmt	For	For	For
1.8	Elect Director Onuki, Yuji	Mgmt	For	For	For
1.9	Elect Director Nara, Michihiro	Mgmt	For	For	For
1.10	Elect Director Ai, Sachiko	Mgmt	For	For	For
1.11	Elect Director Nagai, Seiko	Mgmt	For	For	For
1.12	Elect Director Ogawa, Hiromichi	Mgmt	For	For	For
2	Appoint Statutory Auditor Yamazaki, Teruo	Mgmt	For	For	For

Oriental Land Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 4661

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J6174U100

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For
3.1	Elect Director Kagami, Toshio	Mgmt	For	For	For
3.2	Elect Director Yoshida, Kenji	Mgmt	For	For	For
3.3	Elect Director Takano, Yumiko	Mgmt	For	Against	Against
3.4	Elect Director Katayama, Yuichi	Mgmt	For	For	For
3.5	Elect Director Takahashi, Wataru	Mgmt	For	For	For
3.6	Elect Director Kaneki, Yuichi	Mgmt	For	For	For
3.7	Elect Director Kambara, Rika	Mgmt	For	For	For
3.8	Elect Director Hanada, Tsutomu	Mgmt	For	For	For
3.9	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
3.10	Elect Director Tajiri, Kunio	Mgmt	For	For	For
3.11	Elect Director Kikuchi, Misao	Mgmt	For	For	For

SBI Holdings, Inc.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 8473

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J6991H100

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Increase Authorized Capital	Mgmt	For	For	For
2.1	Elect Director Kitao, Yoshitaka	Mgmt	For	For	For
2.2	Elect Director Takamura, Masato	Mgmt	For	For	For
2.3	Elect Director Asakura, Tomoya	Mgmt	For	For	For
2.4	Elect Director Morita, Shumpei	Mgmt	For	For	For
2.5	Elect Director Kusakabe, Satoe	Mgmt	For	For	For
2.6	Elect Director Yamada, Masayuki	Mgmt	For	For	For
2.7	Elect Director Sato, Teruhide	Mgmt	For	For	For
2.8	Elect Director Takenaka, Heizo	Mgmt	For	For	For
2.9	Elect Director Suzuki, Yasuhiro	Mgmt	For	For	For
2.10	Elect Director Ito, Hiroshi	Mgmt	For	For	For
2.11	Elect Director Takeuchi, Kanae	Mgmt	For	For	For
2.12	Elect Director Fukuda, Junichi	Mgmt	For	For	For
2.13	Elect Director Suematsu, Hiroyuki	Mgmt	For	For	For
2.14	Elect Director Matsui, Shinji	Mgmt	For	For	For
2.15	Elect Director Shiino, Motoaki	Mgmt	For	For	For
3	Appoint Statutory Auditor Yoshida, Takahiro	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Wakatsuki, Tetsutaro	Mgmt	For	For	For
5	Approve Director Retirement Bonus	Mgmt	For	For	For

Shimizu Corp.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 1803

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J72445117

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10.5	Mgmt	For	For	For
2.1	Elect Director Miyamoto, Yoichi	Mgmt	For	Refer	Against

Shimizu Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Inoue, Kazuyuki	Mgmt	For	For	For
2.3	Elect Director Fujimura, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Ikeda, Kentaro	Mgmt	For	For	For
2.5	Elect Director Sekiguchi, Takeshi	Mgmt	For	For	For
2.6	Elect Director Higashi, Yoshiki	Mgmt	For	For	For
2.7	Elect Director Shimizu, Noriaki	Mgmt	For	For	For
2.8	Elect Director Iwamoto, Tamotsu	Mgmt	For	For	For
2.9	Elect Director Kawada, Junichi	Mgmt	For	For	For
2.10	Elect Director Tamura, Mayumi	Mgmt	For	For	For
2.11	Elect Director Jozuka, Yumiko	Mgmt	For	For	For

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 4063

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J72810120

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 275	Mgmt	For	For	For
2.1	Elect Director Akiya, Fumio	Mgmt	For	For	For
2.2	Elect Director Saito, Yasuhiko	Mgmt	For	For	For
2.3	Elect Director Ueno, Susumu	Mgmt	For	For	For
2.4	Elect Director Todoroki, Masahiko	Mgmt	For	For	For
2.5	Elect Director Fukui, Toshihiko	Mgmt	For	For	For
2.6	Elect Director Komiyama, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For
2.8	Elect Director Michael H. McGarry	Mgmt	For	For	For
2.9	Elect Director Hasegawa, Mariko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Onezawa, Hidenori	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kaneko, Hiroko	Mgmt	For	Against	Against
4	Approve Stock Option Plan	Mgmt	For	For	For

SMC Corp. (Japan)

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6273

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J75734103

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 450	Mgmt	For	For	For
2.1	Elect Director Takada, Yoshiki	Mgmt	For	Refer	Against
2.2	Elect Director Doi, Yoshitada	Mgmt	For	For	For
2.3	Elect Director Isoe, Toshio	Mgmt	For	For	For
2.4	Elect Director Ota, Masahiro	Mgmt	For	For	For
2.5	Elect Director Maruyama, Susumu	Mgmt	For	For	For
2.6	Elect Director Samuel Neff	Mgmt	For	For	For
2.7	Elect Director Ogura, Koji	Mgmt	For	For	For
2.8	Elect Director Kelley Stacy	Mgmt	For	For	For
2.9	Elect Director Kaizu, Masanobu	Mgmt	For	For	For
2.10	Elect Director Kagawa, Toshiharu	Mgmt	For	For	For
2.11	Elect Director Iwata, Yoshiko	Mgmt	For	For	For
2.12	Elect Director Miyazaki, Kyoichi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Chiba, Takemasa	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Toyoshi, Arata	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Uchikawa, Haruya	Mgmt	For	For	For
4	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 8316

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J7771X109

Shares Voted: 26,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 125	Mgmt	For	For	For
2.1	Elect Director Kunibe, Takeshi	Mgmt	For	Refer	Against

Sumitomo Mitsui Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Ota, Jun	Mgmt	For	Refer	Against
2.3	Elect Director Fukutome, Akihiro	Mgmt	For	For	For
2.4	Elect Director Kudo, Teiko	Mgmt	For	For	For
2.5	Elect Director Ito, Fumihiko	Mgmt	For	For	For
2.6	Elect Director Isshiki, Toshihiro	Mgmt	For	Against	Against
2.7	Elect Director Gono, Yoshiyuki	Mgmt	For	Against	Against
2.8	Elect Director Kawasaki, Yasuyuki	Mgmt	For	Refer	Against
2.9	Elect Director Matsumoto, Masayuki	Mgmt	For	For	For
2.10	Elect Director Yamazaki, Shozo	Mgmt	For	For	For
2.11	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
2.12	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For
2.13	Elect Director Sakurai, Eriko	Mgmt	For	For	For
2.14	Elect Director Charles D. Lake II	Mgmt	For	For	For
2.15	Elect Director Jenifer Rogers	Mgmt	For	For	For
3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	SH	Against	Abstain	Against

Sumitomo Realty & Development Co., Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 8830
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J77841112

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For
2.1	Elect Director Onodera, Kenichi	Mgmt	For	Refer	Against
2.2	Elect Director Nishima, Kojun	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Masato	Mgmt	For	For	For
2.4	Elect Director Odai, Yoshiyuki	Mgmt	For	For	For
2.5	Elect Director Kato, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Katayama, Hisatoshi	Mgmt	For	For	For
2.7	Elect Director Izuhara, Yoza	Mgmt	For	For	For
2.8	Elect Director Kemori, Nobumasa	Mgmt	For	For	For
2.9	Elect Director Terada, Chiyono	Mgmt	For	For	For

Sumitomo Realty & Development Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Nakamura, Yoshifumi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Toshikazu	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Sakai, Takashi	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Hasegawa, Naoko	Mgmt	For	Against	Against
4	Appoint Alternate Statutory Auditor Nakamura, Setsuya	Mgmt	For	For	For

Tokyo Gas Co., Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 9531
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J87000113

Shares Voted: 8,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Uchida, Takashi	Mgmt	For	Against	Against
1.2	Elect Director Sasayama, Shinichi	Mgmt	For	For	For
1.3	Elect Director Higo, Takashi	Mgmt	For	For	For
1.4	Elect Director Takami, Kazunori	Mgmt	For	For	For
1.5	Elect Director Edahiro, Junko	Mgmt	For	For	For
1.6	Elect Director Indo, Mami	Mgmt	For	For	For
1.7	Elect Director Ono, Hiromichi	Mgmt	For	For	For
1.8	Elect Director Sekiguchi, Hiroyuki	Mgmt	For	For	For
1.9	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For

Tokyu Corp.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 9005
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J88720149

Shares Voted: 11,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 7.5	Mgmt	For	For	For
2.1	Elect Director Nomoto, Hirofumi	Mgmt	For	Refer	Against
2.2	Elect Director Takahashi, Kazuo	Mgmt	For	Refer	Against

Tokyu Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Horie, Masahiro	Mgmt	For	For	For
2.4	Elect Director Fujiwara, Hirohisa	Mgmt	For	For	For
2.5	Elect Director Takahashi, Toshiyuki	Mgmt	For	For	For
2.6	Elect Director Hamana, Setsu	Mgmt	For	For	For
2.7	Elect Director Kanazashi, Kiyoshi	Mgmt	For	For	For
2.8	Elect Director Shimada, Kunio	Mgmt	For	For	For
2.9	Elect Director Kanise, Reiko	Mgmt	For	For	For
2.10	Elect Director Miyazaki, Midori	Mgmt	For	For	For
2.11	Elect Director Shimizu, Hiroshi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Matsumoto, Taku	Mgmt	For	For	For

Toppan, Inc.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 7911

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 890747108

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	Mgmt	For	Refer	For
2	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Kaneko, Shingo	Mgmt	For	Against	Against
3.2	Elect Director Maro, Hideharu	Mgmt	For	For	For
3.3	Elect Director Sakai, Kazunori	Mgmt	For	For	For
3.4	Elect Director Kurobe, Takashi	Mgmt	For	For	For
3.5	Elect Director Saito, Masanori	Mgmt	For	For	For
3.6	Elect Director Soeda, Hideki	Mgmt	For	For	For
3.7	Elect Director Noma, Yoshinobu	Mgmt	For	For	For
3.8	Elect Director Toyama, Ryoko	Mgmt	For	For	For
3.9	Elect Director Nakabayashi, Mieko	Mgmt	For	For	For
4	Appoint Statutory Auditor Kubozono, Itaru	Mgmt	For	For	For

Meeting Date: 06/29/2023**Country:** Japan**Ticker:** 6502**Record Date:** 03/31/2023**Meeting Type:** Annual**Primary Security ID:** J89752117**Shares Voted:** 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Watanabe, Akihiro	Mgmt	For	For	For
1.2	Elect Director Shimada, Taro	Mgmt	For	For	For
1.3	Elect Director Paul J. Brough	Mgmt	For	For	For
1.4	Elect Director Ayako Hirota Weissman	Mgmt	For	For	For
1.5	Elect Director Jerome Thomas Black	Mgmt	For	For	For
1.6	Elect Director George Raymond Zage III	Mgmt	For	For	For
1.7	Elect Director Hashimoto, Katsunori	Mgmt	For	For	For
1.8	Elect Director Mochizuki, Mikio	Mgmt	For	For	For
1.9	Elect Director Uzawa, Ayumi	Mgmt	For	For	For
1.10	Elect Director Imai, Eijiro	Mgmt	For	Against	Against
1.11	Elect Director Nabeel Bhanji	Mgmt	For	For	For