

# VOTE SUMMARY REPORT

REPORTING PERIOD: 03/01/2023 to 03/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## 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: 13,439

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	Abstain	Abstain
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			

# 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: 45,156

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	For	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. Vincierra	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: 23,130

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: 17,032

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	For	For
6	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

## 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: 4,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
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: 828

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	Withhold	Withhold
1.4	Elect Director Michael Graff	Mgmt	For	Withhold	Withhold
1.5	Elect Director Sean Hennessy	Mgmt	For	Withhold	Withhold
1.6	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.7	Elect Director Gary E. McCullough	Mgmt	For	For	For

## TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Michele Santana	Mgmt	For	For	For
1.9	Elect Director Robert Small	Mgmt	For	Withhold	Withhold
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
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:** 330,883

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	For	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	For	For

## Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Proxy Access Right	SH	Against	For	For

## Ritchie Bros. Auctioneers Incorporated

**Meeting Date:** 03/14/2023      **Country:** Canada      **Ticker:** RBA  
**Record Date:** 01/25/2023      **Meeting Type:** Proxy Contest  
**Primary Security ID:** 767744105

Shares Voted: 2,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt			
1	Issue Shares in Connection with Acquisition	Mgmt	For	Do Not Vote	Do Not Vote
2	Adjourn Meeting	Mgmt	For	Do Not Vote	Do Not Vote
	Dissident Proxy (Green Proxy Card)	Mgmt			
1	Issue Shares in Connection with Acquisition	Mgmt	Against	Against	Against
2	Adjourn Meeting	Mgmt	Against	Against	Against

## Roche Holding AG

**Meeting Date:** 03/14/2023      **Country:** Switzerland      **Ticker:** ROG  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H69293217

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
3.1	Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022	Mgmt	For	For	Do Not Vote
3.2	Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022	Mgmt	For	Against	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For	For	Do Not Vote
6.1	Elect Severin Schwan as Director and Board Chair	Mgmt	For	For	Do Not Vote

# Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Do Not Vote
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Richard Lifton as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Jemilah Mahmood as Director	Mgmt	For	For	Do Not Vote
6.8	Reelect Bernard Poussot as Director	Mgmt	For	For	Do Not Vote
6.9	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	Do Not Vote
6.10	Elect Akiko Iwasaki as Director	Mgmt	For	For	Do Not Vote
6.11	Elect Mark Schneider as Director	Mgmt	For	For	Do Not Vote
6.12	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.14	Reappoint Bernard Poussot as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.15	Appoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.16	Appoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
7.1	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote
7.2	Amend Articles Re: General Meeting	Mgmt	For	Against	Do Not Vote
7.3	Amend Articles of Association	Mgmt	For	For	Do Not Vote
8	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	Do Not Vote
9	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	Do Not Vote
10	Designate Testaris AG as Independent Proxy	Mgmt	For	For	Do Not Vote
11	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote
12	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## 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: 18,391

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
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: 5,137

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	For	For
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

# TE Connectivity Ltd.

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

# 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: 174,447

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
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

# 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: 9,253

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

## DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Jorgen Moller as Director	Mgmt	For	Abstain	Abstain
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	For	For
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			

## 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: 2,910

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

## Stora Enso Oyj

Meeting Date: 03/16/2023

Country: Finland

Ticker: STERV

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: X8T9CM113

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
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	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 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	For	For
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:** 213

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	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	For	For
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
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

## Swiss Prime Site AG

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

## 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:** 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 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
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

**Meeting Date:** 03/23/2023

**Country:** Switzerland

**Ticker:** GIVN

**Record Date:**
**Meeting Type:** Annual

**Primary Security ID:** H3238Q102

**Shares Voted:** 394

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	For	For
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	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2	Elect Roberto Guidetti as Director	Mgmt	For	For	For
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	For	For
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

## Givaudan SA

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

## 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: 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 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: 26,782

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			

# Nordea Bank Abp

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

Shares Voted: 36,368

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	Abstain	Abstain
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
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			

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Product Pricing Proposal	SH	Against	Against	Against
9	Other Business	Mgmt			

## Starbucks Corporation

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

Shares Voted: 18,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Melody 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	Against	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	For	For
9	Establish Committee on Corporate Sustainability	SH	Against	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: 17,900

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
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

## 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: 1,733

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

## Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
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 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:** 25

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	Against	Against

## A.P. Moller-Maersk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Share Repurchase Program	Mgmt	For	Against	Against
8.1	Reelect Bernard Bot as Director	Mgmt	For	For	For
8.2	Reelect Marc Engel as Director	Mgmt	For	Abstain	Abstain
8.3	Reelect Arne Karlsson as Director	Mgmt	For	Abstain	Abstain
8.4	Reelect Amparo Moraleda as Director	Mgmt	For	For	For
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	For	For
	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	Against	Against
10.9	Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	SH	Against	Against	Against

## 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:** 35,400

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

## Asahi Group Holdings Ltd.

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

## Holmen AB

**Meeting Date:** 03/28/2023

**Country:** Sweden

**Ticker:** HOLM.B

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** W4R00P201

**Shares Voted:** 4,154

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

## Holmen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 141,700

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

## INPEX Corp.

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

## Neste Corp.

**Meeting Date:** 03/28/2023      **Country:** Finland      **Ticker:** NESTE  
**Record Date:** 03/16/2023      **Meeting Type:** Annual  
**Primary Security ID:** X5688A109

Shares Voted: 45,998

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 Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For

## Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	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: 149,700

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	For	For
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	For	For
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: 61,760

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			

## Randstad NV

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

## Sika AG

**Meeting Date:** 03/28/2023

**Country:** Switzerland

**Ticker:** SIKA

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7631K273

**Shares Voted:** 3,949

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	Against	Against
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	Against	Against
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
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	For	For
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

## Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 6,592

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
4.8	Reelect Michael Rechsteiner as Director	Mgmt	For	Against	Against
4.9	Reelect Michael Rechsteiner as Board Chair	Mgmt	For	Against	Against
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	Against	Against
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

## Swisscom AG

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

## 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:** 29,550

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

## Enagas SA

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

## 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: 900

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	For	For
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
3.5	Elect Director Wada, Hiromi	Mgmt	For	For	For
4	Approve Restricted Stock 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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
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 Baksaas	Mgmt	For	Against	Against
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against	Against
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

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Baksas 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	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For	For
11.10	Elect Christy Wyatt as New Director	Mgmt	For	For	For
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

## Telefonaktiebolaget LM Ericsson

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

## 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:** 88,836

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 Rotaeché as Director	Mgmt	For	For	For
6.2	Reelect Cristina Garmendia Mendizabal as Director	Mgmt	For	For	For
6.3	Reelect Amparo Moraleda Martínez 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
9	Approve 2023 Variable Remuneration Scheme	Mgmt	For	For	For
10	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For

## CaixaBank SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	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: 706

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
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: 33,100

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

## Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Appoint Statutory Auditor Waseda, Yumiko	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: 19,188

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	Against	Against
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

## Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## 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: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Kobayashi, Kazutoshi	Mgmt	For	For	For
2.2	Elect Director Kobayashi, Takao	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Masanori	Mgmt	For	For	For
2.4	Elect Director Shibusawa, Koichi	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Yusuke	Mgmt	For	For	For
2.6	Elect Director 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

## 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

## Nippon Express Holdings, Inc.

Shares Voted: 10,000

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
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

## 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: 8,800

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
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

## Rakuten Group, Inc.

Shares Voted: 174,195

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

## 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: 9,266

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	For	For	For
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	For	For	For

# Svenska Cellulosa AB SCA

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

## Svenska Cellulosa AB SCA

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

## 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:** 34,827

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

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