

## VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Orsted A/S

**Meeting Date:** 03/05/2024      **Country:** Denmark      **Ticker:** ORSTED  
**Record Date:** 02/27/2024      **Meeting Type:** Annual  
**Primary Security ID:** K7653Q105

Shares Voted: 8,598

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 Treatment of Net Loss	Mgmt	For	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	For	For
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For	For
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For	For
6.4D	Reelect Annica Bresky as 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
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
9	Other Business	Mgmt			

### QUALCOMM Incorporated

**Meeting Date:** 03/05/2024      **Country:** USA      **Ticker:** QCOM  
**Record Date:** 01/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 747525103

Shares Voted: 54,227

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. Vinciquerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

**Applied Materials, Inc.**

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 18,105

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

## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

## Hologic, Inc.

**Meeting Date:** 03/07/2024      **Country:** USA      **Ticker:** HOLX  
**Record Date:** 01/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 436440101

**Shares Voted:** 5,960

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 Nanaz Mohtashami	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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## TransDigm Group Incorporated

**Meeting Date:** 03/07/2024      **Country:** USA      **Ticker:** TDG  
**Record Date:** 01/12/2024      **Meeting Type:** Annual  
**Primary Security ID:** 893641100

# TransDigm Group Incorporated

Shares Voted: 1,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	For	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For
1.3	Elect Director Michael Graff	Mgmt	For	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	For	For
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	For	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For
1.10	Elect Director Jorge L. Valladares, 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	Against	Against

# Wartsila Oyj Abp

Meeting Date: 03/07/2024

Country: Finland

Ticker: WRT1V

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: X98155116

Shares Voted: 73

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 0.32 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For

## Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
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, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Cencora, Inc.

**Meeting Date:** 03/12/2024      **Country:** USA      **Ticker:** COR  
**Record Date:** 01/16/2024      **Meeting Type:** Annual  
**Primary Security ID:** 03073E105

**Shares Voted:** 30,387

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

## Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
1k	Elect Director Lauren M. Tyler	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 Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against

## Roche Holding AG

**Meeting Date:** 03/12/2024      **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
2.1	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
2.2	Approve Sustainability Report	Mgmt	For	For	Do Not Vote
3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Mgmt	For	Against	Do Not Vote
3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	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 9.60 per Share	Mgmt	For	For	Do Not Vote
6.1	Reelect Severin Schwan as Director and Board Chair	Mgmt	For	For	Do Not Vote
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Do Not Vote
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	Against	Do Not Vote
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	Do Not Vote

## Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Akiko Iwasaki as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Richard Lifton as Director	Mgmt	For	For	Do Not Vote
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	For	Do Not Vote
6.9	Reelect Mark Schneider as Director	Mgmt	For	For	Do Not Vote
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	Do Not Vote
6.11	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.12	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.13	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.14	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Against	Do Not Vote
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	Do Not Vote
9	Designate Testaris AG as Independent Proxy	Mgmt	For	For	Do Not Vote
10	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## Roche Holding AG

**Meeting Date:** 03/12/2024

**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
	Broadridge Only Meeting	Mgmt			
1	Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	Mgmt	None	Refer	Do Not Vote

## Analog Devices, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: ADI

Record Date: 01/09/2024

Meeting Type: Annual

Primary Security ID: 032654105

Shares Voted: 231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	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 Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	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	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

## Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 31,506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Melody Hobson	Mgmt	For	Withhold	Withhold
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For



## Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Daniel Servitje	Mgmt	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
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 Plant-Based Milk Pricing	SH	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

## TE Connectivity Ltd.

**Meeting Date:** 03/13/2024

**Country:** Switzerland

**Ticker:** TEL

**Record Date:** 02/22/2024

**Meeting Type:** Annual

**Primary Security ID:** H84989104

**Shares Voted:** 5,664

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 Heath A. Mitts	Mgmt	For	For	For
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	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 Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	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	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For

## TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Agilent Technologies, Inc.

**Meeting Date:** 03/14/2024      **Country:** USA      **Ticker:** A  
**Record Date:** 01/23/2024      **Meeting Type:** Annual  
**Primary Security ID:** 00846U101

Shares Voted: 20,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

## Banco Bilbao Vizcaya Argentaria SA

**Meeting Date:** 03/14/2024      **Country:** Spain      **Ticker:** BBVA  
**Record Date:** 03/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** E11805103

Shares Voted: 196,014

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 Jose Miguel Andres Torrecillas as Director	Mgmt	For	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For	For

## Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For

## DSV A/S

**Meeting Date:** 03/14/2024

**Country:** Denmark

**Ticker:** DSV

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** K31864117

**Shares Voted:** 10,631

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 7 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For
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	Abstain	Abstain
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For

## DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For	For
9	Other Business	Mgmt			

## Swiss Prime Site AG

**Meeting Date:** 03/19/2024

**Country:** Switzerland

**Ticker:** SPSN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8403W107

Shares Voted: 1,694

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	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
6.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.1.2	Reelect Reto Conrad as Director	Mgmt	For	For	For
6.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
6.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
6.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
6.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
6.1.7	Elect Dettel Trefzger as Director	Mgmt	For	For	For
6.2	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
6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
6.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Stora Enso Oyj

**Meeting Date:** 03/20/2024

**Country:** Finland

**Ticker:** STERV

**Record Date:** 03/08/2024

**Meeting Type:** Annual

**Primary Security ID:** X8T9CM113

**Shares Voted:** 128,053

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 0.10 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	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

## Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuhne and Richard Nilsson as Directors; Elect Reima Rytsoola as New Director	Mgmt	For	Abstain	Abstain
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	Decision on Making Order	Mgmt			
19	Close Meeting	Mgmt			

## Banco Santander SA

**Meeting Date:** 03/21/2024

**Country:** Spain

**Ticker:** SAN

**Record Date:** 03/15/2024

**Meeting Type:** Annual

**Primary Security ID:** E19790109

**Shares Voted:** 11,530

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	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For	For

## Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	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
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	Against	Against
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

## Givaudan SA

**Meeting Date:** 03/21/2024      **Country:** Switzerland      **Ticker:** GIVN  
**Record Date:**                      **Meeting Type:** Annual  
**Primary Security ID:** H3238Q102

Shares Voted: 871

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	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



## Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.4	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 4.4 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Keysight Technologies, Inc.

**Meeting Date:** 03/21/2024

**Country:** USA

**Ticker:** KEYS

**Record Date:** 01/22/2024

**Meeting Type:** Annual

**Primary Security ID:** 49338L103

**Shares Voted:** 3,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	For	For
1.3	Elect Director Robert A. Rango	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

Meeting Date: 03/21/2024

Country: Finland

Ticker: NDA.SE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: X5S8VL105

Shares Voted: 1,532

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 President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For

## Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellempfolkeligt Samvirke / Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

## Novo Nordisk A/S

**Meeting Date:** 03/21/2024

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 03/14/2024

**Meeting Type:** Annual

**Primary Security ID:** K72807140

**Shares Voted:** 81,540

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 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
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	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 4.5 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 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

## Kyowa Kirin Co., Ltd.

**Meeting Date:** 03/22/2024

**Country:** Japan

**Ticker:** 4151

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** J38296117

Shares Voted: 36,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For
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 Akieda, Shinjiro	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 Kobayashi, Hajime	Mgmt	For	Against	Against
4	Approve Performance Share Plan	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/22/2024

Country: Sweden

Ticker: SCA.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: W90152120

Shares Voted: 5,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; 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 2.75 Per Share	Mgmt	For	For	For

# Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) 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 2.1 Million for Chairman and SEK 715,000 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 Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	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
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	Against
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm 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 2024-2026) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## INPEX Corp.

**Meeting Date:** 03/26/2024      **Country:** Japan      **Ticker:** 1605  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J2467E101

**Shares Voted:** 142,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14,800 for Class Ko Shares, and JPY 37 for Ordinary Shares	Mgmt	For	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	Against	Against
2.2	Elect Director Kawano, Kenji	Mgmt	For	For	For
2.3	Elect Director Okawa, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Yamada, Daisuke	Mgmt	For	For	For
2.5	Elect Director Takimoto, Toshiaki	Mgmt	For	For	For
2.6	Elect Director Yanai, Jun	Mgmt	For	For	For
2.7	Elect Director Iio, Norinao	Mgmt	For	For	For
2.8	Elect Director Nishimura, Atsuko	Mgmt	For	Against	Against
2.9	Elect Director Nishikawa, Tomo	Mgmt	For	For	For
2.10	Elect Director Morimoto, Hideka	Mgmt	For	Against	Against

Meeting Date: 03/26/2024

Country: Finland

Ticker: KESKOB

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: X44874109

Shares Voted: 42,638

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 1.02 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
13	Approve Remuneration of Directors in the Amount of EUR 107,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Fix Number of Directors at Seven	Mgmt	For	For	For
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For	For
18	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
19	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
20	Amend Articles	Mgmt	For	For	For



## Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Share Repurchase Program	Mgmt	For	For	For
22	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
23	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
24	Close Meeting	Mgmt			

## Randstad NV

**Meeting Date:** 03/26/2024

**Country:** Netherlands

**Ticker:** RAND

**Record Date:** 02/27/2024

**Meeting Type:** Annual

**Primary Security ID:** N7291Y137

**Shares Voted:** 55,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Reports of Executive Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	For	For
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2f	Approve Dividend	Mgmt	For	For	For
2g	Approve Special Dividend	Mgmt	For	For	For
3a	Approve Discharge of Executive Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Elect Dimitra Manis to Supervisory Board	Mgmt	For	For	For
4b	Elect Philippe Vimard to Supervisory Board	Mgmt	For	For	For
5a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
5b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Other Business (Non-Voting)	Mgmt			

## Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Close Meeting	Mgmt			

## Shiseido Co., Ltd.

**Meeting Date:** 03/26/2024      **Country:** Japan      **Ticker:** 4911  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J74358144

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 30	Mgmt	For	For	For
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For
3.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
3.3	Elect Director Anno, Hiromi	Mgmt	For	For	For
3.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	For
3.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
3.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
3.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
3.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.9	Elect Director Ozu, Hiroshi	Mgmt	For	For	For
3.10	Elect Director Goto, Yasuko	Mgmt	For	For	For
3.11	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For

## Sika AG

**Meeting Date:** 03/26/2024      **Country:** Switzerland      **Ticker:** SIKA  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H7631K273

Shares Voted: 3,045

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

## Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.2	Reelect Lucrece Fofopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Elect Thomas Aebischer as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Volvo Car AB

**Meeting Date:** 03/26/2024

**Country:** Sweden

**Ticker:** VOLCAR.B

**Record Date:** 03/18/2024

**Meeting Type:** Annual

**Primary Security ID:** W9835L159

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.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	Mgmt	For	For	For
9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
9.c3	Approve Discharge of Thomas Johnstone	Mgmt	For	For	For
9.c4	Approve Discharge of Daniel Li (Li Donghui)	Mgmt	For	For	For
9.c5	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
9.c6	Approve Discharge of Diarmuid O'Connell	Mgmt	For	For	For
9.c7	Approve Discharge of Jim Rowan	Mgmt	For	For	For
9.c8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.c9	Approve Discharge of Lila Tretikov	Mgmt	For	For	For
9.c10	Approve Discharge of Winfried Vahland	Mgmt	For	For	For
9.c11	Approve Discharge of Ruby Lu	Mgmt	For	For	For
9.c12	Approve Discharge of Adrian Avdullahu	Mgmt	For	For	For
9.c13	Approve Discharge of Bjorn Olsson	Mgmt	For	For	For
9.c14	Approve Discharge of Jorgen Olsson	Mgmt	For	For	For
9.c15	Approve Discharge of Anna Margitin	Mgmt	For	For	For

# Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c16	Approve Discharge of Marie Stenqvist	Mgmt	For	For	For
9.c17	Approve Discharge of Jim Rowan as CEO	Mgmt	For	For	For
10.a	Determine Number of Members (9) 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 2.84 Million to Chairman and SEK 1.2 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 Li (Li Shufu) as Director	Mgmt	For	For	For
12.b	Reelect Lone Fonss Schroder as Director	Mgmt	For	Against	Against
12.c	Reelect Daniel Li (Li Donghui) as Director	Mgmt	For	Against	Against
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 Ruby Lu as Director	Mgmt	For	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	Mgmt	For	For	For
12.k	Reelect Lone Fonss Schroder as Vice Chair	Mgmt	For	Against	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15.A2	Approve Performance Share Plan 2024 for Key Employees	Mgmt	For	For	For
15.A3	Approve Share Matching Plan 2024 for Key Employees	Mgmt	For	For	For
15.B1	Approve Equity Plan Financing	Mgmt	For	For	For
15.B2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	Mgmt	For	For	For
16.C1	Approve Equity Plan Financing	Mgmt	For	For	For
16.C2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For

## Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve 2:1 Stock Split; Approve SEK 30.5 Million Reduction in Share Capital; Approve SEK 30 Million Increase in Share Capital through a Bonus Issue	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## HOSHIZAKI Corp.

**Meeting Date:** 03/27/2024      **Country:** Japan      **Ticker:** 6465  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J23254105

Shares Voted: 7,700

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
2.1	Elect Director and Audit Committee Member Mizutani, Tadashi	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Horinishi, Yoshimi	Mgmt	For	For	For
3.1	Elect Alternate Director and Audit Committee Member Kawashima, Masami	Mgmt	For	For	For
3.2	Elect Alternate Director and Audit Committee Member Suzuki, Tachio	Mgmt	For	For	For

## Neste Corp.

**Meeting Date:** 03/27/2024      **Country:** Finland      **Ticker:** NESTE  
**Record Date:** 03/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** X5688A109

Shares Voted: 61,593

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	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 1.20 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 135,000 for Chairman, EUR 75,000 for Vice Chairman, and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify KPMG as Auditor	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles Re: Sustainability Reporting Assurer; Annual General Meetings	Mgmt	For	For	For
22	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
23	Close Meeting	Mgmt			

## Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4612

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J55053128

Shares Voted: 209,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	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

## Shimano, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 7309

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J72262108

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 142.5	Mgmt	For	For	For
2.1	Elect Director Shimano, Yozo	Mgmt	For	For	For
2.2	Elect Director Shimano, Taizo	Mgmt	For	For	For
2.3	Elect Director Toyoshima, Takashi	Mgmt	For	For	For
2.4	Elect Director Tsuzaki, Masahiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Yoshimoto, Masayoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Kondo, Yukihiko	Mgmt	For	For	For



Meeting Date: 03/27/2024

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 8,175

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	Against	Against
1.3	Approve Non-Financial Report	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 Michael Rechsteiner as Director and Board Chair	Mgmt	For	Against	Against
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin 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	Elect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint 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
5.5	Appoint Fritz Zurbruegg 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 10.9 Million	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	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4519

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J06930101

Shares Voted: 114,300

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 Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Okuda, Osamu	Mgmt	For	For	For
3.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
3.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Momoi, Mariko	Mgmt	For	For	For
3.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
3.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For
3.7	Elect Director Christoph Franz	Mgmt	For	For	For
3.8	Elect Director James H. Sabry	Mgmt	For	For	For
3.9	Elect Director Teresa A. Graham	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Masuda, Kenichi	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Yunoki, Mami	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

## DBS Group Holdings Ltd.

Meeting Date: 03/28/2024

Country: Singapore

Ticker: D05

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 2,200

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
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Piyush Gupta as Director	Mgmt	For	For	For

## DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Chng Kai Fong as Director	Mgmt	For	For	For
7	Elect Judy Lee as Director	Mgmt	For	For	For
8	Elect David Ho Hing-Yuen 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 DBSH Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

## KOSÉ Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4922

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J3622S100

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 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 Ogura, Atsuko	Mgmt	For	For	For
2.7	Elect Director Haratani, Yoshinori	Mgmt	For	For	For
2.8	Elect Director Tanaka, Shinji	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 Suto, Miwa	Mgmt	For	For	For
2.12	Elect Director Kobayashi, Kumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Mochizuki, Shinichi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Takagi, Nobuko	Mgmt	For	For	For

## Nippon Express Holdings, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 9147

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J53377107

Shares Voted: 9,400

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 Audit Committee - Amend Provisions on Director Titles - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
2.1	Elect Director Saito, Mitsuru	Mgmt	For	For	For
2.2	Elect Director Horikiri, Satoshi	Mgmt	For	For	For
2.3	Elect Director Akaishi, Mamoru	Mgmt	For	For	For
2.4	Elect Director Abe, Sachiko	Mgmt	For	For	For
2.5	Elect Director Shiba, Yojiro	Mgmt	For	For	For
2.6	Elect Director Ito, Yumiko	Mgmt	For	For	For
2.7	Elect Director Tsukahara, Tsukiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Nakamoto, Takashi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Aoki, Yoshio	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Sanui, Nobuko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Masuno, Ryuji	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

## Rakuten Group, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4755

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J64264104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Create Bond-Type Class Shares - Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against	Against
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 Ando, Takaharu	Mgmt	For	For	For
2.7	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.8	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.9	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.10	Elect Director Habuka, Shigeki	Mgmt	For	For	For
2.11	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.12	Elect Director Murai, Jun	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamaguchi, Katsuyuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakamura, Futoshi	Mgmt	For	For	For