

VOTE SUMMARY REPORT

Date range covered : 03/01/2025 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Mizrahi Tefahot Bank Ltd.

Meeting Date: 03/03/2025Country: IsraelTicker: MZTF

Record Date: 02/02/2025Meeting Type: Special

Primary Security ID: M7031A135

Shares Voted: 4,203					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Gilad Rabinovich as External Director	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

Kone Oyj

Meeting Date: 03/05/2025Country: FinlandTicker: KNEBV

Record Date: 02/21/2025Meeting Type: Annual

Primary Security ID: X4551T105

Shares Voted: 6,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
13.f	Reelect Iris Herlin as Director	Mgmt	For	For	For
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.h	Reelect Timo Ihmuotila as Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Fix Number of Auditors at One	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
21	Close Meeting	Mgmt			

Cencora, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: COR

Record Date: 01/10/2025

Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 32,210

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 Frank K. Clyburn	Mgmt	For	For	For
1d	Elect Director Steven H. Collis	Mgmt	For	For	For
1e	Elect Director D. Mark Durcan	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
1h	Elect Director Robert P. Mauch	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

ICL Group Ltd.

Meeting Date: 03/06/2025

Record Date: 01/27/2025

Primary Security ID: M53213100

Country: Israel

Meeting Type: Special

Ticker: ICL

Shares Voted: 68,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Compensation Terms of Elad Aharonson, CEO	Mgmt	For	For	For
2	Approve Grant of Options to Elad Aharonson, CEO	Mgmt	For	For	For
3	Approve Renewal of Compensation Terms of Yoav Doppelt, Chairman	Mgmt	For	For	For
4	Approve Grant of Options to Yoav Doppelt, Chairman	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025

Record Date: 01/10/2025

Primary Security ID: 893641100

Country: USA

Meeting Type: Annual

Ticker: TDG

Shares Voted: 2,133

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	For	For

Meeting Date: 03/07/2025	Country: Switzerland	Ticker: NOVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H5820Q150		

Shares Voted: 57,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.11	Reelect John Young as Director	Mgmt	For	For	For
8.12	Elect Elizabeth McNally as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Appoint John Young as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

PT Bank Central Asia Tbk

Meeting Date: 03/12/2025

Record Date: 02/11/2025

Primary Security ID: Y7123P138

Country: Indonesia

Meeting Type: Annual

Ticker: BBKA

Shares Voted: 904,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Changes in the Boards of the Company	Mgmt	For	For	For
4	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For
5	Approve KAP Rintis, Jumadi, Rianto & Rekan and Eddy Rintis as Auditors	Mgmt	For	For	For
6	Approve Payment of Interim Dividends	Mgmt	For	For	For
7	Approve Revised Recovery Plan	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/12/2025

Country: USA

Ticker: SBUX

Record Date: 01/10/2025

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 55,486

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	Against	Against
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1e	Elect Director Neal Mohan	Mgmt	For	For	For
1f	Elect Director Brian Niccol	Mgmt	For	For	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	For	For
1h	Elect Director Michael Sievert	Mgmt	For	For	For
1i	Elect Director Wei Zhang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Against	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against	Against

TE Connectivity Plc

Meeting Date: 03/12/2025

Country: Ireland

Ticker: TEL

Record Date: 01/13/2025

Meeting Type: Annual

Primary Security ID: G87052109

Shares Voted: 8,254

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 Sam Eldessouky	Mgmt	For	For	For
1f	Elect Director William A. Jeffrey	Mgmt	For	For	For
1g	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For
1i	Elect Director Abhjit 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	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/13/2025Country: USATicker: A

Record Date: 01/23/2025Meeting Type: Annual

Primary Security ID: 00846U101

Shares Voted: 19,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.2	Elect Director Mikael Dolsten	Mgmt	For	For	For

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Declassify the Board of Directors	SH	None	For	For

Bank Leumi Le-Israel B.M.

Meeting Date: 03/13/2025

Record Date: 02/05/2025

Primary Security ID: M16043107

Country: Israel

Meeting Type: Special

Ticker: LUMI

Shares Voted: 147,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Uri Alon, Chairman	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

Meeting Date: 03/13/2025	Country: Switzerland	Ticker: SPSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8403W107		

Shares Voted: 1,379

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 (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
7.1.2	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
7.1.3	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
7.1.4	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
7.1.5	Reelect Brigitte Walter as Director	Mgmt	For	For	For
7.1.6	Reelect Reto Conrad as Director	Mgmt	For	For	For
7.1.7	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
7.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Wartsila Oyj Abp

Meeting Date: 03/13/2025

Record Date: 03/03/2025

Primary Security ID: X98155116

Country: Finland

Meeting Type: Annual

Ticker: WRT1V

Shares Voted: 14,158

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 0.44 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 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Kia Corp.

Meeting Date: 03/14/2025

Record Date: 12/31/2024

Primary Security ID: Y47601102

Country: South Korea

Meeting Type: Annual

Ticker: 000270

Shares Voted: 1,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Song Ho-seong as Inside Director	Mgmt	For	For	For
3.2	Elect Jeong Ui-seon as Inside Director	Mgmt	For	For	For
3.3	Elect Kim Seung-jun as Inside Director	Mgmt	For	For	For
3.4	Elect Shin Hyeon-jeong as Outside Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Kuwait Finance House KSC

Meeting Date: 03/16/2025	Country: Kuwait	Ticker: KFH
Record Date: 03/06/2025	Meeting Type: Annual	
Primary Security ID: M64176106		

Shares Voted: 225,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For
3	Approve Fatwa and Shariah Supervisory Board Report for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For
4	Approve External Shariah Auditor Report for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For
5	Approve Special Report in Financial and Non-Financial Penalties	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For
7	Approve the Second Portion of Dividend of KWD 0.012 per Share for the Fiscal Year Ended 31/12/2024 Noting that Semi-annual Dividends of KWD 0.010 per Share were Distributed on 19/08/2024	Mgmt	For	For	For
8	Authorize Distribution of Bonus Shares of 8 Percent of the Issued and Paid Up Capital for the Fiscal Year Ended 31/12/2024 and Authorize the Board to Dispose Shares Fractions	Mgmt	For	For	For
9	Approve Transfer of 10 Percent of Net Income to Statutory Reserve and 10 Percent of Net Income to Optional Reserve	Mgmt	For	For	For

Kuwait Finance House KSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration of Directors and Its Committees of KWD 1,317,382.500 for FY 2024	Mgmt	For	For	For
11	Approve Financing Directors and Related Parties, and Approve Transactions with Related Parties for FY 2025	Mgmt	For	Against	Against
12	Authorize Issuance of Capital or Funding Sukuk or Other Shariah Compliant Debt Funding Instruments and Authorize Board to Set Terms of Issuance	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	Mgmt	For	Against	Against
15	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	Mgmt	For	For	For
16	Elect or Reelect Fatwa and Shariah Supervisory Board Members and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	Mgmt	For	For	For
17	Appoint or Reappoint External Shariah Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	Mgmt	For	For	For
18	Authorize Board to Distribute Semi Annual Dividends for FY 2025	Mgmt	For	For	For

Kuwait Finance House KSC

Meeting Date: 03/16/2025

Record Date: 03/06/2025

Primary Security ID: M64176106

Country: Kuwait

Meeting Type: Extraordinary Shareholders

Ticker: KFH

Shares Voted: 225,400

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

Kuwait Finance House KSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Increase of Authorized, Issued, and Paid Up Capital By Issuing Bonus Shares Representing 8 Percent of Capital and Authorize the Board to Dispose Shares Fractions and Amend Timeline	Mgmt	For	For	For
2	Amend Articles 9 of Memorandum of Association and Article 5 of Articles of Association to Reflect Changes in Capital	Mgmt	For	For	For

Mabanee Co. SAK

Meeting Date: 03/16/2025

Record Date: 03/06/2025

Primary Security ID: M6782J113

Country: Kuwait

Meeting Type: Annual

Ticker: MABANEE

Shares Voted: 75,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For
3	Approve Corporate Governance, Remuneration, and Audit Committee Reports for FY 2024	Mgmt	For	Against	Against
4	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
5	Approve Special Report on Penalties and Violations for FY 2024	Mgmt	For	For	For
6	Ratify Related Party Transactions for FY 2024 and Approve Related Party Transactions for FY 2025	Mgmt	For	Against	Against
7	Approve Transfer of 10 Percent of Net Income of FY 2024 to Statutory Reserve	Mgmt	For	For	For
8	Approve Transfer of 10 Percent of Net Income of FY 2024 to Optional Reserve	Mgmt	For	For	For
9	Approve Dividends of KWD 0.014 Per Share of FY 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorize Distribution of Bonus Shares Representing 6 Percent of the Share Capital for FY 2024	Mgmt	For	For	For
11	Approve the Timetable of Allocation of Cash Dividend and Bonus Shares for FY 2024 and Authorize Board to Distribute Bonus Share and Dispose of Fraction Shares	Mgmt	For	For	For
12	Approve Remuneration of Directors of KWD 724,000 for FY 2024	Mgmt	For	For	For
13	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Approve Charitable Donations up to KWD 50,000	Mgmt	For	For	For
15	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For
16	Approve Resignation of the Current Board of Directors	Mgmt	For	For	For
17.1	Elect Mohammed Abdulazeez Al Shayiea as Non-Executive Director	Mgmt	None	For	For
17.2	Elect Mohammed Abdulateef Al Shayiea as Non-Executive Director	Mgmt	None	For	For
17.3	Elect Abdullah Al Shayiea as Non-Executive Director	Mgmt	None	For	For
17.4	Elect Ayman Al Shayiea as Non-Executive Director	Mgmt	None	For	For
17.5	Elect Azzam Al Faleej as Independent Director	Mgmt	None	For	For
17.6	Elect Mohammed Al Muteeri as Non-Executive Director	Mgmt	None	Abstain	Abstain
17.7	Elect Rana Al Faris as Independent Director	Mgmt	None	For	For
17.8	Elect Sara Al Shayiea as Non-Executive Director	Mgmt	None	Abstain	Abstain
17.9	Elect Hamoud Al Shayiea as Non-Executive Director	Mgmt	None	Abstain	Abstain
17.10	Elect Nasir Boursli as Independent Director	Mgmt	None	Abstain	Abstain
17.11	Elect Fawaz Al Maneea as Independent Director	Mgmt	None	Abstain	Abstain
17.12	Elect Mohammed Al Sabaa as Independent Director	Mgmt	None	For	For
17.13	Elect Ibtihal Al Shihab as Independent Director	Mgmt	None	Abstain	Abstain

Mabanee Co. SAK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for FY 2025	Mgmt	For	For	For

Omnicom Group Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: OMC
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 681919106		

Shares Voted: 3,479

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

QUALCOMM Incorporated

Meeting Date: 03/18/2025	Country: USA	Ticker: QCOM
Record Date: 01/17/2025	Meeting Type: Annual	
Primary Security ID: 747525103		

Shares Voted: 71,833

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 Ann M. Livermore	Mgmt	For	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For	For
1h	Elect Director Marie Myers	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Jean-Pascal Tricoire	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	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: IPG
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 460690100		

Shares Voted: 7,183

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

Kyowa Kirin Co., Ltd.

Meeting Date: 03/19/2025	Country: Japan	Ticker: 4151
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J38296117		

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
3.2	Elect Director Abdul Mullick	Mgmt	For	For	For
3.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For

Kyowa Kirin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Elect Director Fujiwara, Daisuke	Mgmt	For	For	For
3.5	Elect Director Oyamada, Takashi	Mgmt	For	For	For
3.6	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
3.7	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3.8	Elect Director Kanno, Hiroshi	Mgmt	For	For	For
3.9	Elect Director Ito, Yukiko	Mgmt	For	For	For
4	Appoint Statutory Auditor Wachi, Yoko	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/20/2025

Record Date: 03/16/2025

Primary Security ID: E11805103

Country: Spain

Meeting Type: Annual

Ticker: BBVA

Shares Voted: 95,154

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 Carlos Torres Vila as Director	Mgmt	For	For	For
2.2	Reelect Onur Genc as Director	Mgmt	For	For	For
2.3	Reelect Connie Hedegaard Koksbang as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	Mgmt	For	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Danske Bank A/S

Meeting Date: 03/20/2025	Country: Denmark	Ticker: DANSKE
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: K22272114		

Shares Voted: 2,622

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 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
7.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
7.b	Reelect Martin Norkjaer Larsen as Director	Mgmt	For	Abstain	Abstain
7.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For	For
7.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
7.e	Reelect Lieve Mostrey as Director	Mgmt	For	For	For
7.f	Reelect Allan Polack as Director	Mgmt	For	For	For
7.g	Reelect Helle Valentin as Director	Mgmt	For	For	For
7.h	Elect Rafael Salinas as New Director	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.i	Elect Marianne Sorensen as New Director	Mgmt	For	For	For
8	Ratify Deloitte as Auditors	Mgmt	For	For	For
9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.e	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Henrik Rosengaard Jensen	Mgmt			
11.a	Change Dividend Policy	SH	Against	Against	Against
	Management Proposals	Mgmt			
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

DSV A/S

Meeting Date: 03/20/2025

Record Date: 03/13/2025

Primary Security ID: K31864117

Country: Denmark

Meeting Type: Annual

Ticker: DSV

Shares Voted: 22,556

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

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
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 Beat Walti as Director	Mgmt	For	For	For
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Abstain
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For	For
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	For	Against	Against
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
9	Other Business	Mgmt			

Givaudan SA

Meeting Date: 03/20/2025

Record Date:

Primary Security ID: H3238Q102

Country: Switzerland

Meeting Type: Annual

Ticker: GIVN

Shares Voted: 771					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 70.00 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 Sophie Gasperment as Director	Mgmt	For	For	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	For	For
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	For	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Gjensidige Forsikring ASA

Meeting Date: 03/20/2025

Record Date: 03/13/2025

Primary Security ID: R2763X101

Country: Norway

Meeting Type: Annual

Ticker: GJF

Shares Voted: 3,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement	Mgmt	For	Against	Against
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
10.a	Authorize Board to Distribute Dividends	Mgmt	For	For	For
10.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against	Against

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	Mgmt	For	For	For
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
11.b4	Reelect Inger Grogard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
11.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/20/2025Country: USATicker: KEYS

Record Date: 01/22/2025Meeting Type: Annual

Primary Security ID: 49338L103

Shares Voted: 4,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	For	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For	For
1.3	Elect Director Jean M. Nye	Mgmt	For	For	For
1.4	Elect Director Joanne B. Olsen	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	SH	Against	For	For

Moncler SpA

Meeting Date: 03/20/2025

Record Date: 03/11/2025

Primary Security ID: T6730E110

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: MONC

Shares Voted: 87,273

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	Mgmt	For	For	For

Nordea Bank Abp

Meeting Date: 03/20/2025

Record Date: 03/10/2025

Primary Security ID: X5S8VL105

Country: Finland

Meeting Type: Annual

Ticker: NDA.FI

Shares Voted: 106,903

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 0.94 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	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 Risto Murto as Director	Mgmt	For	For	For
13.e	Reelect Lars Rohde as Director	Mgmt	For	For	For
13.f	Reelect Lene Skole as Director	Mgmt	For	For	For
13.g	Reelect Per Stromberg as Director	Mgmt	For	For	For
13.h	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.i	Reelect Arja Talma as Director	Mgmt	For	For	For
13.j	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Amend Charter for the Shareholders Nomination Board	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

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

POSCO Holdings, Inc.

Meeting Date: 03/20/2025

Record Date: 12/31/2024

Primary Security ID: Y70750115

Country: South Korea

Meeting Type: Annual

Ticker: 005490

Shares Voted: 371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Issuance of Bond)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Appointment of CEO)	Mgmt	For	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For	For
2.4	Amend Articles of Incorporation (Record date for Dividends)	Mgmt	For	For	For
3.1	Elect Lee Ju-tae as Inside Director	Mgmt	For	For	For
3.2	Elect Cheon Seong-rae as Inside Director	Mgmt	For	For	For
3.3	Elect Kim Gi-su as Inside Director	Mgmt	For	Against	Against
4.1	Elect Yoo Jin-nyeong as Outside Director	Mgmt	For	Against	Against
4.2	Elect Son Seong-gyu as Outside Director	Mgmt	For	Against	Against
5.1	Elect Son Seong-gyu as a Member of Audit Committee	Mgmt	For	Against	Against

POSCO Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Elect Kim Jun-gi as a Member of Audit Committee	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Stora Enso Oyj

Meeting Date: 03/20/2025Country: FinlandTicker: STERV

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: X8T9CM113

Shares Voted: 115,665

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 0.25 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 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Rytsoila as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	Mgmt	For	Abstain	Abstain
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles	Mgmt	For	For	For
22	Decision on Making Order	Mgmt			
23	Close Meeting	Mgmt			

Kesko Oyj

Meeting Date: 03/24/2025	Country: Finland	Ticker: KESKOB
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: X44874109		

Shares Voted: 37,943

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 0.90 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 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Arca Continental SAB de CV

Meeting Date: 03/25/2025	Country: Mexico	Ticker: AC
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: P0448R103		

Arca Continental SAB de CV

Shares Voted: 177,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve CEO's Report on Results and Operations of Company, Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	Mgmt	For	For	For
2	Approve Allocation of Income and Cash Dividends of MXN 4.12 Per Share	Mgmt	For	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For	For
4	Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Mgmt	For	Against	Against
5	Elect Chair of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	Mgmt	For	For	For
6	Appoint Legal Representatives	Mgmt	For	For	For
7	Approve Minutes of Meeting	Mgmt	For	For	For

Emaar Properties PJSC

Meeting Date: 03/25/2025Country: United Arab EmiratesTicker: EMAAR

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: M4025S107

Shares Voted: 183,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
4	Approve Dividends of AED 1 per Share	Mgmt	For	For	For

Emaar Properties PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration of Directors	Mgmt	For	Against	Against
6	Approve Discharge of Directors for FY 2024	Mgmt	For	Against	Against
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For
8	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	Against	Against
9	Allow Directors to Carry on Activities Included in the Objects of the Company	Mgmt	For	For	For

LG Electronics, Inc.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y5275H177

Country: South Korea

Meeting Type: Annual

Ticker: 066570

Shares Voted: 1,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	Mgmt	For	For	For
3.2	Elect Cho Ju-wan as Inside Director	Mgmt	For	For	For
3.3	Elect Ryu Chung-ryeol as Outside Director	Mgmt	For	For	For
3.4	Elect Kang Seong-chun as Outside Director	Mgmt	For	For	For
4.1	Elect Ryu Chung-ryeol as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect Kang Seong-chun as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Neste Corp.

Meeting Date: 03/25/2025

Record Date: 03/13/2025

Primary Security ID: X5688A109

Country: Finland

Meeting Type: Annual

Ticker: NESTE

Shares Voted: 1,680

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 0.20 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 of Directors in the Amount of EUR 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

PT Bank Mandiri (Persero) Tbk

Meeting Date: 03/25/2025Country: IndonesiaTicker: BMRI

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: Y7123S108

Shares Voted: 206,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Consolidated Financial Statements, Statutory Reports, Financial Statements of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For
4	Appoint Purwantono, Sungkoro & Surja as Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For
5	Approve Company's Recovery Plan Update	Mgmt	For	For	For
6	Amend Articles of Association	Mgmt	For	Against	Against
7	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	Mgmt	For	Against	Against
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against

Roche Holding AG

Meeting Date: 03/25/2025Country: SwitzerlandTicker: ROG

Record Date:Meeting Type: Annual

Primary Security ID: H69293217

Shares Voted: 6,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Remuneration Report	Mgmt	For	Against	Against
2.2	Approve Sustainability Report	Mgmt	For	For	For
3	Approve CHF 10.2 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2024	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 9.70 per Share	Mgmt	For	For	For
6.1	Reelect Severin Schwan as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Against
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	Against	Against
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	For
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	For
6.6	Reelect Akiko Iwasaki as Director	Mgmt	For	For	For
6.7	Reelect Richard Lifton as Director	Mgmt	For	For	For
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	For	For
6.9	Reelect Mark Schneider as Director	Mgmt	For	For	For
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6.11	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Against
6.12	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Against	Against

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	Against	Against
9	Designate Testaris AG as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Roche Holding AG

Meeting Date: 03/25/2025

Record Date:

Primary Security ID: H69293217

Country: Switzerland

Meeting Type: Annual

Ticker: ROG

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Broadridge Only Meeting 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

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/25/2025

Record Date: 03/17/2025

Primary Security ID: W26049119

Country: Sweden

Meeting Type: Annual

Ticker: ERIC.B

Shares Voted: 353,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair 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			

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive President and CEO Report; Allow Questions	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 Member Jan Carlson	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
8.3.f	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.i	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For
8.3.j	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For
8.3.k	Approve Discharge of Board Member Karl Aberg	Mgmt	For	For	For
8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	Mgmt	For	For	For
8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Determine Number Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
11.3	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.4	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.5	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.6	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
11.7	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
11.8	Reelect Christy Wyatt as Director	Mgmt	For	For	For
11.9	Reelect Karl Aberg as Director	Mgmt	For	Against	Against
11.10	Elect Christian Cederholm as New Director	Mgmt	For	Against	Against
11.11	Elect Marachel Knight as New Director	Mgmt	For	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	Against	Against
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For	For
18	Approve Equity Plan Financing of LTV 2024	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
20	Shareholder Proposals Submitted by Christopher Neitzert	Mgmt			
	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against	Against

HOSHIZAKI Corp.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 6465
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J23254105		

Shares Voted: 50,500

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 Seki, Ryuichiro	Mgmt	For	For	For
1.8	Elect Director Tanjima, Toshikazu	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Tsuge, Satoe	Mgmt	For	For	For

Hulic Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 3003
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J23594112		

Shares Voted: 4,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For

Randstad NV

Meeting Date: 03/26/2025Country: NetherlandsTicker: RAND
Record Date: 02/26/2025Meeting Type: Annual
Primary Security ID: N7291Y137

Shares Voted: 545

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	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2e	Approve 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	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
4b	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
5	Elect Jesus Echevarria to Executive 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

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7a	Appoint Jos Beerepoot as Board Member of Stichting Administratiekantoor Preferente Aandelen Randstad	Mgmt	For	For	For
7b	Proposal to Reappoint PricewaterhouseCoopers Accountants NV as External Auditor to Audit the Financial Statements 2026	Mgmt	For	For	For
7c	Proposal to Appoint PricewaterhouseCoopers Accountants NV as External Auditor to Perform a Limited Assurance Engagement on the Sustainability Statements 2025 and 2026	Mgmt	For	For	For
8	Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

Shiseido Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 4911
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J74358144		

Shares Voted: 111,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2.1	Elect Director Fujiwara, Kentaro	Mgmt	For	Against	Against
2.2	Elect Director Hirofujii, Ayako	Mgmt	For	For	For
2.3	Elect Director Anno, Hiromi	Mgmt	For	For	For
2.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	For
2.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
2.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
2.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
2.9	Elect Director Goto, Yasuko	Mgmt	For	For	For
2.10	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For
2.11	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For

SK Biopharmaceuticals Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y806MN108

Country: South Korea

Meeting Type: Annual

Ticker: 326030

Shares Voted: 903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Kim Yong-jin as Outside Director	Mgmt	For	For	For
3	Elect Kim Yong-jin as a Member of Audit Committee	Mgmt	For	For	For
4	Elect Cho Gyeong-seon as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J78186103

Country: Japan

Meeting Type: Annual

Ticker: 2587

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Naiki, Hachiro	Mgmt	For	For	For
2.3	Elect Director Peter Harding	Mgmt	For	For	For
2.4	Elect Director Miyanaga, Toru	Mgmt	For	For	For
2.5	Elect Director Nakamura, Maki	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Masuyama, Mika	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Mimura, Mariko	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Meeting Date: 03/26/2025

Record Date: 03/18/2025

Primary Security ID: W94232100

Country: Sweden

Meeting Type: Annual

Ticker: SWED.A

Shares Voted: 6,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 21.70 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.b	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.c	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.d	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
10.e	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
10.f	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.g	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.h	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.i	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.j	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.k	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.l	Approve Discharge of Jens Henriksson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.m	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.n	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.o	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.p	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For	For
13.k	Elect Rasmus Roos as New Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chair	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	Mgmt	For	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	Mgmt	For	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For	For
21	Approve Remuneration Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against	Against
23	Approve Proposal Regarding Improving the Security of BankID Usage	SH	None	Against	Against
24	Close Meeting	Mgmt			

Swisscom AG

Meeting Date: 03/26/2025Country: SwitzerlandTicker: SCMN

Record Date:Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 7,879

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
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	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	Elect Laura Cioli as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.6	Reelect Frank Esser as Director	Mgmt	For	For	For
4.7	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.8	Reelect Anna Mossberg as Director	Mgmt	For	For	For
4.9	Reelect 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	For	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	Mgmt	For	For	For
7	Reelect 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

ABB Ltd.

Meeting Date: 03/27/2025	Country: Switzerland	Ticker: ABBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0010V101		

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 Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Johan Forssell as Director	Mgmt	For	For	For
7.4	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.7	Reelect David Meline as Director	Mgmt	For	For	For
7.8	Elect Claudia Nemat as Director	Mgmt	For	For	For
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Banco de Chile SA

Meeting Date: 03/27/2025	Country: Chile	Ticker: CHILE
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: P0939W108		

Shares Voted: 3,960,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
a	Approve Financial Statements and Statutory Reports	Mgmt	For	Against	Against
b	Approve Allocation of Income and Dividends of CLP 9.85 Per Share	Mgmt	For	For	For
c	Approve Remuneration of Directors	Mgmt	For	For	For
d	Approve Remuneration and Budget of Directors and Audit Committee	Mgmt	For	For	For
e	Appoint Auditors	Mgmt	For	For	For
f	Designate Risk Assessment Companies	Mgmt	For	For	For
g	Present Directors and Audit Committee's Report	Mgmt			
h	Receive Report Regarding Related-Party Transactions	Mgmt			
i	Other Business	Mgmt			

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4519
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J06930101		

Shares Voted: 92,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	For
2.1	Elect Director Okuda, Osamu	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
2.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Momoi, Mariko	Mgmt	For	For	For
2.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
2.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For
2.7	Elect Director Thomas Schinecker	Mgmt	For	For	For
2.8	Elect Director Teresa A. Graham	Mgmt	For	For	For
2.9	Elect Director Boris L. Zaitra	Mgmt	For	For	For
3	Appoint Statutory Auditor Higuchi, Masayoshi	Mgmt	For	For	For

Credicorp Ltd.

Meeting Date: 03/27/2025	Country: Bermuda	Ticker: BAP
Record Date: 02/14/2025	Meeting Type: Annual	
Primary Security ID: G2519Y108		

Shares Voted: 1,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt			
2	Present Audited Individual and Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2024, Including External Auditors' Report	Mgmt			
3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4612
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J55053128		

Nippon Paint Holdings Co., Ltd.

Shares Voted: 238,600

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 Andrew Larke	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

Novo Nordisk A/S

Meeting Date: 03/27/2025Country: DenmarkTicker: NOVO.B

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: K72807140

Shares Voted: 103,482

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 7.9 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	For
5.2	Approve Remuneration Level of Directors for 2025	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

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	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
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Against
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

Shimano, Inc.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J72262108

Country: Japan

Meeting Type: Annual

Ticker: 7309

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 154.5	Mgmt	For	For	For
2.1	Elect Director Chia Chin Seng	Mgmt	For	For	For

Shimano, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Ichijo, Kazuo	Mgmt	For	For	For
2.3	Elect Director Katsumaru, Mitsuhiro	Mgmt	For	For	For
2.4	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
2.5	Elect Director Wada, Hiromi	Mgmt	For	For	For
2.6	Elect Director Eguchi, Atsumi	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

TIM SA

Meeting Date: 03/27/2025	Country: Brazil	Ticker: TIMS3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P9153B104		

Shares Voted: 1,304,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Prolonging of Cooperation and Support Agreement between Telecom Italia S.p.A and TIM S.A.	Mgmt	For	For	For
2	Approve 100-for-1 Reverse Stock Split, Followed by 100-for-1 Stock Split	Mgmt	For	For	For
3	Authorize Executives to Define Start Date and Execute Proposed Operation	Mgmt	For	For	For
4	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	For

TIM SA

Meeting Date: 03/27/2025	Country: Brazil	Ticker: TIMS3
Record Date:	Meeting Type: Annual	
Primary Security ID: P9153B104		

Shares Voted: 1,304,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Fix Number of Directors at 10	Mgmt	For	For	For
4	Approve Classification of Flavia Maria Bittencourt, Gesner Jose de Oliveira Filho, Herculano Anibal Alves, and Nicandro Durante as Independent Directors	Mgmt	For	For	For
5	Elect Directors	Mgmt	For	Against	Against
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt			
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain
8.1	Percentage of Votes to Be Assigned - Elect Adrian Calaza as Director	Mgmt	None	Abstain	Abstain
8.2	Percentage of Votes to Be Assigned - Elect Alberto Mario Griselli as Director	Mgmt	None	Abstain	Abstain
8.3	Percentage of Votes to Be Assigned - Elect Alessandra Michelini as Director	Mgmt	None	Abstain	Abstain
8.4	Percentage of Votes to Be Assigned - Elect Claudio Giovanni Ezio Ongaro as Director	Mgmt	None	Abstain	Abstain
8.5	Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as Independent Director	Mgmt	None	Abstain	Abstain
8.6	Percentage of Votes to Be Assigned - Elect Gesner Jose de Oliveira Filho as Independent Director	Mgmt	None	Abstain	Abstain
8.7	Percentage of Votes to Be Assigned - Elect Gigliola Bonino as Director	Mgmt	None	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.8	Percentage of Votes to Be Assigned - Elect Herculano Anibal Alves as Independent Director	Mgmt	None	Abstain	Abstain
8.9	Percentage of Votes to Be Assigned - Elect Leonardo de Carvalho Capdeville as Director	Mgmt	None	Abstain	Abstain
8.10	Percentage of Votes to Be Assigned - Elect Nicandro Durante as Independent Director	Mgmt	None	Abstain	Abstain
9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
10	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For
11	Elect Fiscal Council Members	Mgmt	For	For	For
12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against
13	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
14	Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	Mgmt	For	Against	Against

UniCredit SpA

Meeting Date: 03/27/2025

Country: Italy

Ticker: UCG

Record Date: 03/18/2025

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Shares Voted: 82,636

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

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Elect Doris Honold as Director	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
8	Approve 2025 Group Incentive System	Mgmt	For	Against	Against
1	Extraordinary Business	Mgmt			
	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	For	For	For
	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	Against	Against
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For

UPM-Kymmene Oyj

Meeting Date: 03/27/2025	Country: Finland	Ticker: UPM
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: X9518S108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For
21	Authorize Charitable Donations	Mgmt	For	For	For
22	Close Meeting	Mgmt			

ASICS Corp.

Meeting Date: 03/28/2025Country: JapanTicker: 7936

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J03234150

Shares Voted: 20,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Hirota, Yasuhito	Mgmt	For	For	For
3.2	Elect Director Tominaga, Mitsuyuki	Mgmt	For	For	For
3.3	Elect Director Murai, Mitsuru	Mgmt	For	For	For
3.4	Elect Director Suto, Miwa	Mgmt	For	For	For
3.5	Elect Director Kumanomido, Tomoko	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 Restricted Stock Plan	Mgmt	For	For	For
7	Approve Donation of Treasury Shares to ASICS Foundation	Mgmt	For	Against	Against

Daifuku Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 6383

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J08988107

Daifuku Co., Ltd.

Shares Voted: 91,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Geshiro, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Terai, Tomoaki	Mgmt	For	For	For
1.3	Elect Director Sato, Seiji	Mgmt	For	For	For
1.4	Elect Director Takubo, Hideaki	Mgmt	For	For	For
1.5	Elect Director Hibi, Tetsuya	Mgmt	For	For	For
1.6	Elect Director Ozawa, Yoshiaki	Mgmt	For	For	For
1.7	Elect Director Kato, Kaku	Mgmt	For	For	For
1.8	Elect Director Kaneko, Keiko	Mgmt	For	For	For
1.9	Elect Director Gideon Franklin	Mgmt	For	For	For
1.10	Elect Director Yoshida, Haruyuki	Mgmt	For	For	For
1.11	Elect Director Kanzaki, Yuki	Mgmt	For	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2025Country: SingaporeTicker: D05

Record Date:Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 85,720

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' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For	For
6	Elect Bonghan Cho as Director	Mgmt	For	For	For
7	Elect Tham Sai Choy as Director	Mgmt	For	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Tan Su Shan 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

INPEX Corp.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J2467E101

Country: Japan

Meeting Type: Annual

Ticker: 1605

Shares Voted: 89,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17,200 for Class Ko Shares, and JPY 43 for Ordinary Shares	Mgmt	For	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	Against	Against
2.2	Elect Director Fujii, Hiroshi	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	For	For
2.9	Elect Director Morimoto, Hideka	Mgmt	For	For	For
2.10	Elect Director Bruce Miller	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Kawasaki Kisen Kaisha, Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 9107

Record Date: 12/31/2024Meeting Type: Special

Primary Security ID: J31588148

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Three Committees - Limit Rights of Odd-Lot Holders - Clarify Director Authority on Shareholder Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
2.1	Elect Director Myochin, Yukikazu	Mgmt	For	For	For
2.2	Elect Director Arai, Kunihiko	Mgmt	For	For	For
2.3	Elect Director Igarashi, Takenori	Mgmt	For	For	For
2.4	Elect Director Yamada, Keiji	Mgmt	For	For	For
2.5	Elect Director Uchida, Ryuhei	Mgmt	For	For	For
2.6	Elect Director Kotaka, Koji	Mgmt	For	For	For
2.7	Elect Director Maki, Hiroyuki	Mgmt	For	For	For
2.8	Elect Director Masai, Takako	Mgmt	For	For	For
2.9	Elect Director Harasawa, Atsumi	Mgmt	For	For	For
2.10	Elect Director Kubo, Shinsuke	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/28/2025Country: JapanTicker: 4755

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J64264104

Shares Voted: 407,700

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	Against	Against
2.2	Elect Director Hyakuno, Kentaro	Mgmt	For	For	For
2.3	Elect Director Hirose, Kenji	Mgmt	For	For	For
2.4	Elect Director Ando, Takaharu	Mgmt	For	For	For

Rakuten Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.6	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.7	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.8	Elect Director Habuka, Shigeki	Mgmt	For	For	For
2.9	Elect Director Mitachi, Takashi	Mgmt	For	For	For
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Holmen AB

Meeting Date: 03/31/2025

Record Date: 03/21/2025

Primary Security ID: W4R00P201

Country: Sweden

Meeting Type: Annual

Ticker: HOLM.B

Shares Voted: 14,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	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 12.00 Per Share; Approve Record Date for Dividend Payment	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair and SEK 455,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For
14	Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
17.b1	Approve Equity Plan Financing	Mgmt	For	For	For
17.b2	Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			