

## VOTE SUMMARY REPORT

Date range covered : 04/01/2025 to 04/30/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION  
ACCOUNTS

**Fortum Oyj**

**Meeting Date:** 04/01/2025

**Country:** Finland

**Ticker:** FORTUM

**Record Date:** 03/20/2025

**Meeting Type:** Annual

**Primary Security ID:** X2978Z118

**Shares Voted:** 62,157

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 1.40 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President and CEO	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 155,000 for Chair, EUR 85,000 for Deputy Chair and EUR 68,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Deputy Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Stefanie Kesting as New Director;	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Deloitte as Auditors for the Term of Office 2025; Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2025	Mgmt	For	For	For
17	Ratify KPMG as Auditors for the Term of Office 2026; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For	For
18	Authorize Charitable Donations	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Elisa Oyj

Meeting Date: 04/02/2025

Record Date: 03/21/2025

Primary Security ID: X1949T102

Country: Finland

Meeting Type: Annual

Ticker: ELISA

Shares Voted: 2,302

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 2.35 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 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice-Chair), Pia Kall, Eva-Lotta Sjostedt and Christoph Vitthum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young Oy as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Amend Articles Re: Auditor for Sustainability Reporting	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Hewlett Packard Enterprise Company

Meeting Date: 04/02/2025	Country: USA	Ticker: HPE
Record Date: 02/03/2025	Meeting Type: Annual	
Primary Security ID: 42824C109		

Hewlett Packard Enterprise Company

Shares Voted: 139,089

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

Schlumberger N.V.

Meeting Date: 04/02/2025Country: CuracaoTicker: SLB

Record Date: 02/05/2025Meeting Type: Annual

Primary Security ID: 806857108

Shares Voted: 44,706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For

Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Jim Hackett	Mgmt	For	Against	Against
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.8	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.9	Elect Director Jeff Sheets	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Volvo AB

Meeting Date: 04/02/2025

Country: Sweden

Ticker: VOLV.B

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: 928856301

Shares Voted: 46,001

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 Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For
11.3	Approve Discharge of Par Boman	Mgmt	For	For	For
11.4	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.5	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.6	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.7	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.8	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.9	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.10	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Urban Spannar (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	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 4.3 Million for Chair and SEK 1.28 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Reelect Par Boman as Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	Against	Against
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson as Member of Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg as Member of Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson as Member of Nominating Committee	Mgmt	For	For	For
18.5	Elect Chair of the Board as Member of Nominating Committee	Mgmt	For	Against	Against
19	Approve Remuneration Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	SH	None	Against	Against

Banco Santander SA

Meeting Date: 04/03/2025

Record Date: 03/28/2025

Primary Security ID: E19790109

Country: Spain

Meeting Type: Annual

Ticker: SAN

Shares Voted: 491,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3A	Fix Number of Directors at 15	Mgmt	For	For	For
3B	Reelect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For
3C	Reelect Hector Blas Grisi Checa as Director	Mgmt	For	For	For
3D	Reelect Glenn Hogan Hutchins as Director	Mgmt	For	For	For
3E	Reelect Pamela Ann Walkden as Director	Mgmt	For	For	For
3F	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For
6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
6B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
7A	Approve Remuneration Policy	Mgmt	For	For	For



Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7B	Approve Remuneration of Directors	Mgmt	For	For	For
7C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
7E	Approve Buy-out Policy	Mgmt	For	For	For
7F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Canadian Imperial Bank of Commerce

Meeting Date: 04/03/2025

Record Date: 02/03/2025

Primary Security ID: 136069101

Country: Canada

Meeting Type: Annual/Special

Ticker: CM

Shares Voted: 34,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ammar Aljoundi	Mgmt	For	For	For
1b	Elect Director Nanci E. Caldwell	Mgmt	For	For	For
1c	Elect Director Michelle L. Collins	Mgmt	For	For	For
1d	Elect Director Victor G. Dodig	Mgmt	For	For	For
1e	Elect Director Kevin J. Kelly	Mgmt	For	For	For
1f	Elect Director Christine E. Larsen	Mgmt	For	For	For
1g	Elect Director Mary Lou Maher	Mgmt	For	For	For
1h	Elect Director William F. Morneau	Mgmt	For	For	For
1i	Elect Director Mark W. Podlasly	Mgmt	For	For	For
1j	Elect Director Francois L. Poirier	Mgmt	For	For	For
1k	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1l	Elect Director Martine Turcotte	Mgmt	For	For	For
1m	Elect Director Barry L. Zubrow	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Canadian Imperial Bank of Commerce

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Director Aggregate Annual Remuneration	Mgmt	For	For	For
5	Amend By-law No. 1 Re: Administrative Matters	Mgmt	For	For	For
6	SP 1: Disclose the Corporation's Energy Supply Ratio Annually	SH	Against	For	For
7	SP 2: Report on Fighting Against Forced Labour and Child Labour in Loan Portfolios	SH	Against	For	For
8	SP 3: Disclosure of Language Fluency of Employees	SH	Against	Against	Against
9	SP 4: Advisory Vote on Environmental Policies	SH	Against	For	For
10	SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
11	SP 6: Disclose Industry-Specific Carbon Risk Scoring/Transition Plans	SH	Against	For	For
12	SP 7: Disclosure of Internal Pay Metrics Used For Executive Compensation	SH	Against	Against	Against

EDP Renovaveis SA

**Meeting Date:** 04/03/2025

**Country:** Spain

**Ticker:** EDPR

**Record Date:** 03/27/2025

**Meeting Type:** Annual

**Primary Security ID:** E3847K101

Shares Voted: 18,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.A	Ratify Appointment of and Elect Laurie Lee Fitch as Director	Mgmt	For	For	For
7.B	Ratify Appointment of and Elect Gioia Maria Ghezzi as Director	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9.A	Amend Article 23 Re: Limitations to Be a Director, Vacancies	Mgmt	For	For	For
9.B	Amend Article 28 Re: Audit, Control and Related-Parties Committee	Mgmt	For	For	For
9.C	Amend Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 500 Million	Mgmt	For	Against	Against
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Indutrade AB

Meeting Date: 04/03/2025

Record Date: 03/26/2025

Primary Security ID: W4939U106

Country: Sweden

Meeting Type: Annual

Ticker: INDТ

Shares Voted: 90,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's and Board Committee's Reports	Mgmt			

## Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik (President)	Mgmt	For	For	For
10d.2	Approve Discharge of Pia Brantgarde Linder	Mgmt	For	For	For
10d.3	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.4	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
13.1b	Reelect Pia Brantgarde Linder as Director	Mgmt	For	For	For
13.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against	Against
13.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against	Against
13.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
13.1g	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
13.1h	Elect Martin Lindqvist as New Director	Mgmt	For	For	For
13.2	Reelect Katarina Martinson as Board Chair	Mgmt	For	Against	Against
14	Ratify KPMG AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
16.b	Approve Equity Plan Financing	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Orsted A/S

Meeting Date: 04/03/2025

Record Date: 03/27/2025

Primary Security ID: K7653Q105

Country: Denmark

Meeting Type: Annual

Ticker: ORSTED

Shares Voted: 75,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
6	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
7.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
7.2	Elect Lene Skole (Chair) as Director	Mgmt	For	For	For
7.3	Elect Andrew Brown (Vice Chair) as Director	Mgmt	For	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4A	Reelect Julia King as Director	Mgmt	For	For	For
7.4B	Reelect Annica Bresky as Director	Mgmt	For	For	For
7.4C	Elect Judith Hartmann as New Director	Mgmt	For	For	For
7.4D	Elect Julian David Waldron as New Director	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Deputy Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
10	Other Business	Mgmt			

Svenska Cellulosa AB SCA

Meeting Date: 04/04/2025Country: SwedenTicker: SCA.B

Record Date: 03/27/2025Meeting Type: Annual

Primary Security ID: W90152120

Shares Voted: 133,967

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c.1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
8c.3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8c.4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8c.5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8c.6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8c.7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
8c.9	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8c.10	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8c.11	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8c.12	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8c.13	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8c.14	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8c.15	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8c.16	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8c.17	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8c.18	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.7	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

True Corporation Public Company Limited

Meeting Date: 04/04/2025	Country: Thailand	Ticker: TRUE
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: Y3187S274		

Shares Voted: 21

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Operating Result	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For



True Corporation Public Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Omission of Dividend Payment	Mgmt	For	For	For
4.1	Elect Suphachai Chearavanont as Director	Mgmt	For	For	For
4.2	Elect Arnstein Sletmoe as Director	Mgmt	For	For	For
4.3	Elect Kittipong Kittayarak as Director	Mgmt	For	For	For
4.4	Elect Pratana Mongkolkul as Director	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

SIG Group AG

Meeting Date: 04/08/2025Country: SwitzerlandTicker: SIGN

Record Date:Meeting Type: Annual

Primary Security ID: H76406117

Shares Voted: 67,397

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 Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Dividends of CHF 0.49 per Share from Capital Contribution Reserves	Mgmt	For	For	For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
7.1.1	Reelect Werner Bauer as Director	Mgmt	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.2	Reelect Thomas Dittrich as Director	Mgmt	For	For	For
7.1.3	Reelect Mariel Hoch as Director	Mgmt	For	Against	Against
7.1.4	Reelect Florence Jeantet as Director	Mgmt	For	For	For
7.1.5	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
7.1.6	Reelect Martine Snels as Director	Mgmt	For	For	For
7.2.1	Elect Ola Rollen as Director	Mgmt	For	For	For
7.2.2	Elect Niren Chaudhary as Director	Mgmt	For	For	For
7.2.3	Elect Urs Riedener as Director	Mgmt	For	For	For
7.3	Elect Ola Rollen as Board Chair	Mgmt	For	For	For
7.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
7.4.2	Appoint Niren Chaudhary as Member of the Compensation Committee	Mgmt	For	For	For
7.4.3	Appoint Urs Riedener as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Bank of Nova Scotia

Meeting Date: 04/08/2025

Record Date: 02/11/2025

Primary Security ID: 064149107

Country: Canada

Meeting Type: Annual

Ticker: BNS

Shares Voted: 77,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1.2	Elect Director Guillermo E. Babatz	Mgmt	For	For	For
1.3	Elect Director Daniel (Don) H. Callahan	Mgmt	For	For	For
1.4	Elect Director W. Dave Dowrich	Mgmt	For	For	For

## The Bank of Nova Scotia

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael B. Medline	Mgmt	For	For	For
1.6	Elect Director Lynn K. Patterson	Mgmt	For	For	For
1.7	Elect Director Una M. Power	Mgmt	For	For	For
1.8	Elect Director Aaron W. Regent	Mgmt	For	For	For
1.9	Elect Director Sandra J. Stuart	Mgmt	For	For	For
1.10	Elect Director L. Scott Thomson	Mgmt	For	For	For
1.11	Elect Director Steven C. Van Wyk	Mgmt	For	For	For
1.12	Elect Director Benita M. Warmbold	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Publish a Third-Party Racial Equity Audit	SH	Against	For	For
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	For	For
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Against	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	For	For
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For

## Vestas Wind Systems A/S

Meeting Date: 04/08/2025	Country: Denmark	Ticker: VWS
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: K9773J201		

Shares Voted: 54,786

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

# Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 0.55 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Erik Runevad as Director	Mgmt	For	For	For
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.d	Reelect Henriette Hallberg Thygesen as Director	Mgmt	For	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.f	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.g	Elect Bruno Stephane Emmanuel Bensasson as New Director	Mgmt	For	For	For
6.h	Elect Claudio Facchin as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

# Aena S.M.E. SA

Meeting Date: 04/09/2025	Country: Spain	Ticker: AENA
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: E526K0106		

Shares Voted: 1,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Reclassification of Capitalization Reserves to Voluntary Reserves	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Approve Discharge of Board	Mgmt	For	For	For
7.1	Elect Ramon Tremosa i Balcells as Director	Mgmt	For	For	For
7.2	Reelect Francisco Javier Marin San Andres as Director	Mgmt	For	For	For
7.3	Reelect Jaime Terceiro Lomba as Director	Mgmt	For	For	For
7.4	Reelect Amancio Lopez Seijas as Director	Mgmt	For	For	For
7.5	Reelect Juan Rio Cortes as Director	Mgmt	For	For	For
8	Approve Stock Split	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Advisory Vote on Company's 2024 Updated Report on Climate Action Plan	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Carrier Global Corporation

Meeting Date: 04/09/2025

Record Date: 02/13/2025

Primary Security ID: 14448C104

Country: USA

Meeting Type: Annual

Ticker: CARR

# Carrier Global Corporation

Shares Voted: 160,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Amy E. Miles	Mgmt	For	For	For
1g	Elect Director Susan N. Story	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For	For
1i	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1j	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For

# Deutsche Telekom AG

Meeting Date: 04/09/2025Country: GermanyTicker: DTE

Record Date: 04/04/2025Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 106,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	Mgmt	For	For	For
7.a	Elect Stefan Ränge to the Supervisory Board	Mgmt	For	For	For
7.b	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	For
7.c	Elect Natalie Knight the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For

Scentre Group

Meeting Date: 04/09/2025

Record Date: 04/07/2025

Primary Security ID: Q8351E109

Country: Australia

Meeting Type: Annual

Ticker: SCG

Shares Voted: 248,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Ilana Atlas as a Director as Director	Mgmt	For	For	For
3	Elect Catherine Brenner as Director	Mgmt	For	For	For
4	Elect Michael Ihlein as Director	Mgmt	For	For	For
5	Elect Craig Mitchell as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Scentre Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Grant of Performance Rights to Elliott Rusanow	Mgmt	For	For	For
8	Approve the Spill Resolution	Mgmt	Against	Against	Against

Spotify Technology SA

Meeting Date: 04/09/2025

Record Date: 02/13/2025

Primary Security ID: L8681T102

Country: Luxembourg

Meeting Type: Annual

Ticker: SPOT

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4a	Elect Daniel Ek as Director	Mgmt	For	Against	Against
4b	Elect Martin Lorentzon as Director	Mgmt	For	Against	Against
4c	Elect Shishir Samir Mehrotra as Director	Mgmt	For	For	For
4d	Elect Christopher Marshall as Director	Mgmt	For	For	For
4e	Elect Barry McCarthy as Director	Mgmt	For	For	For
4f	Elect Heidi O'Neill as Director	Mgmt	For	For	For
4g	Elect Ted Sarandos as Director	Mgmt	For	For	For
4h	Elect Thomas Owen Staggs as Director	Mgmt	For	For	For
4i	Elect Mona Sutphen as Director	Mgmt	For	For	For
4j	Elect Padmasree Warrior as Director	Mgmt	For	For	For
5	Appoint Ernst & Young S.A. (Luxembourg) as Auditor	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	Against	Against



## Spotify Technology SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	Mgmt	For	For	For

## Telefonica SA

Meeting Date: 04/09/2025	Country: Spain	Ticker: TEF
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 879382109		

Shares Voted: 60,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	Mgmt	For	Against	Against
4.2	Ratify Appointment of and Elect Emilio Gayo Rodriguez as Director	Mgmt	For	For	For
4.3	Ratify Appointment of and Elect Carlos Ocana Orbis as Director	Mgmt	For	For	For
4.4	Ratify Appointment of and Elect Olayan M. Alwetaid as Director	Mgmt	For	For	For
4.5	Ratify Appointment of and Elect Ana Maria Sala Andres as Director	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For

Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against

Zurich Insurance Group AG

Meeting Date: 04/09/2025Country: SwitzerlandTicker: ZURN

Record Date:Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 7,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For

# Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect Thomas Jordan as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Against	Against
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## EDP SA

Meeting Date: 04/10/2025	Country: Portugal	Ticker: EDP
Record Date: 04/03/2025	Meeting Type: Annual	
Primary Security ID: X67925119		

Shares Voted: 84,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends	Mgmt	For	For	For
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	SH	None	For	For
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	SH	None	For	For
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	SH	None	For	For
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For	For

Fairfax Financial Holdings Limited

Meeting Date: 04/10/2025Country: CanadaTicker: FFH

Record Date: 03/07/2025Meeting Type: Annual

Primary Security ID: 303901102

Shares Voted: 1,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Gunn	Mgmt	For	For	For
1.2	Elect Director David L. Johnston	Mgmt	For	For	For
1.3	Elect Director Karen L. Jurjevich	Mgmt	For	For	For
1.4	Elect Director Christine A. Magee	Mgmt	For	For	For
1.5	Elect Director R. William McFarland	Mgmt	For	For	For
1.6	Elect Director Christine N. McLean	Mgmt	For	For	For

Fairfax Financial Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Brian J. Porter	Mgmt	For	For	For
1.8	Elect Director Timothy R. Price	Mgmt	For	For	For
1.9	Elect Director Lauren C. Templeton	Mgmt	For	For	For
1.10	Elect Director Benjamin P. Watsa	Mgmt	For	For	For
1.11	Elect Director V. Prem Watsa	Mgmt	For	Against	Against
1.12	Elect Director William C. Weldon	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
3	Financed Emissions Disclosure	SH	Against	For	For

Industrivarden AB

Meeting Date: 04/10/2025

Country: Sweden

Ticker: INDU.A

Record Date: 04/02/2025

Meeting Type: Annual

Primary Security ID: W45430100

Shares Voted: 13,201					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
9c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
9c.3	Approve Discharge of Christian Caspar	Mgmt	For	For	For
9c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
9c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
9c.6	Approve Discharge of Katarina Martinso	Mgmt	For	For	For
9c.7	Approve Discharge of Fredrik Persson	Mgmt	For	For	For
9c.8	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
9c.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
9c.10	Approve Discharge of CEO Helena Stjernholm	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 740,000 for Other Directors	Mgmt	For	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against	Against
12.b	Reelect Christian Caspar as Director	Mgmt	For	Against	Against
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
12.d	Reelect Bengt Kjell as Director	Mgmt	For	For	For
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
12.g	Reelect Fredrik Persson as Director	Mgmt	For	For	For
12.h	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
12.i	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
12.j	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against	Against

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17	Approve Performance Share Matching Plan	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Royal Bank of Canada

Meeting Date: 04/10/2025

Country: Canada

Ticker: RY

Record Date: 02/11/2025

Meeting Type: Annual/Special

Primary Security ID: 780087102

Shares Voted: 69,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Amanda Norton	Mgmt	For	For	For
1.9	Elect Director Barry Perry	Mgmt	For	For	For
1.10	Elect Director Maryann Turcke	Mgmt	For	For	For
1.11	Elect Director Thierry Vandal	Mgmt	For	For	For
1.12	Elect Director Frank Vettese	Mgmt	For	For	For
1.13	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	SP 1: Disclosure of Internal Pay Metrics Used For Executive Compensation	SH	Against	Against	Against
7	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	For	For
8	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
9	SP 4: Employee Language Skills Disclosure	SH	Against	Against	Against
10	SP 5: Advisory Vote on Environmental Policies	SH	Against	For	For
11	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
12	SP 7: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	For	For
13	SP 8: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For

Saab AB

Meeting Date: 04/10/2025

Record Date: 04/02/2025

Primary Security ID: W72838175

Country: Sweden

Meeting Type: Annual

Ticker: SAAB.B

Shares Voted: 305					
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	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Lena Erixon	Mgmt	For	For	For
8.c2	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
8.c3	Approve Discharge of Micael Johansson	Mgmt	For	For	For
8.c4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For	For
8.c5	Approve Discharge of Sara Mazur	Mgmt	For	For	For
8.c6	Approve Discharge of Johan Menckel	Mgmt	For	For	For
8.c7	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c8	Approve Discharge of Erika Soderberg Johnson	Mgmt	For	For	For
8.c9	Approve Discharge of Sebastian Tham	Mgmt	For	For	For
8.c10	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
8.c11	Approve Discharge of Joakim Westh	Mgmt	For	For	For
8.c12	Approve Discharge of Anders Ynnerman	Mgmt	For	For	For
8.c13	Approve Discharge of Goran Andersson	Mgmt	For	For	For
8.c14	Approve Discharge of Stefan Andersson	Mgmt	For	For	For
8.c15	Approve Discharge of Magnus Gustafsson	Mgmt	For	For	For
8.c16	Approve Discharge of Robert Hellgren	Mgmt	For	For	For
8.c17	Approve Discharge of Tina Mikkelsen	Mgmt	For	For	For
8.c18	Approve Discharge of Lars Svensson	Mgmt	For	For	For
8.c19	Approve Discharge of CEO Micael Johansson	Mgmt	For	For	For
9.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
9.2	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
10.1	Approve Remuneration of Directors in the Amount of SEK 2.45 Million to Chair, SEK 925,000 for Vice Chair and SEK 810,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Lena Erixon as Director	Mgmt	For	For	For
11.b	Reelect Henrik Henriksson as Director	Mgmt	For	For	For
11.c	Reelect Micael Johansson as Director	Mgmt	For	For	For
11.d	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
11.e	Reelect Johan Menckel as Director	Mgmt	For	Against	Against
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For
11.g	Reelect Erika Soderberg Johnson as Director	Mgmt	For	For	For
11.h	Reelect Sebastian Tham as Director	Mgmt	For	Against	Against
11.i	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
11.j	Reelect Joakim Westh as Director	Mgmt	For	Against	Against
11.k	Reelect Anders Ynnerman as Director	Mgmt	For	For	For
11.l	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15.a	Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Mgmt	For	Against	Against
15.b	Approve Equity Plan Financing	Mgmt	For	Against	Against
15.c	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Mgmt	For	Against	Against
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For

Saab AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Straumann Holding AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: STMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8300N127		

Shares Voted: 31,613

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
1.3	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	Mgmt	For	For	For
2.2	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.4	Reelect Marco Gadola as Director	Mgmt	For	For	For

## Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Reelect Stefan Meister as Director	Mgmt	For	For	For
6.6	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
7.1	Reappoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## The Toronto-Dominion Bank

Meeting Date: 04/10/2025

Record Date: 02/10/2025

Primary Security ID: 891160509

Country: Canada

Meeting Type: Annual

Ticker: TD

Shares Voted: 65,991

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Ana Arsov	Mgmt	For	For	For
1.3	Elect Director Cherie L. Brant	Mgmt	For	Withhold	Withhold
1.4	Elect Director Raymond Chun	Mgmt	For	For	For
1.5	Elect Director Elio R. Luongo	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	Withhold	Withhold
1.7	Elect Director John B. MacIntyre	Mgmt	For	For	For
1.8	Elect Director Keith G. Martell	Mgmt	For	For	For
1.9	Elect Director Nathalie M. Palladitcheff	Mgmt	For	For	For

# The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director S. Jane Rowe	Mgmt	For	Withhold	Withhold
1.11	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.12	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.13	Elect Director Mary A. Winston	Mgmt	For	Withhold	Withhold
1.14	Elect Director Paul C. Wirth	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Annual Energy Supply Ratio Disclosure	SH	Against	For	For
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	For	For
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Against	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	For	For
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
10	SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	SH	Against	Against	Against
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Against	Against	Against
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Against	Against	Against

# UBS Group AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: UBSG
Record Date:	Meeting Type: Annual	
Primary Security ID: H42097107		

**Shares Voted:** 96,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.90 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lukas Gaehtwiler as Director	Mgmt	For	For	For
6.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
6.4	Reelect William Dudley as Director	Mgmt	For	For	For
6.5	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
6.6	Reelect Fred Hu as Director	Mgmt	For	For	For
6.7	Reelect Mark Hughes as Director	Mgmt	For	For	For
6.8	Reelect Gail Kelly as Director	Mgmt	For	For	For
6.9	Reelect Julie Richardson as Director	Mgmt	For	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For	For
6.11	Elect Renata Bruengger as Director	Mgmt	For	Against	Against
6.12	Elect Lila Tretikov as Director	Mgmt	For	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	None	Against	Against

AstraZeneca PLC

Meeting Date: 04/11/2025	Country: United Kingdom	Ticker: AZN
Record Date: 04/09/2025	Meeting Type: Annual	
Primary Security ID: G0593M107		

Shares Voted: 109,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Elect Birgit Conix as Director	Mgmt	For	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bank of Montreal

Meeting Date: 04/11/2025

Record Date: 02/10/2025

Primary Security ID: 063671101

Country: Canada

Meeting Type: Annual

Ticker: BMO

Shares Voted: 35,232

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



Bank of Montreal

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Hazel Claxton	Mgmt	For	For	For
1.5	Elect Director Diane L. Cooper	Mgmt	For	For	For
1.6	Elect Director Stephen Dent	Mgmt	For	For	For
1.7	Elect Director Martin S. Eichenbaum	Mgmt	For	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.10	Elect Director Brian McManus	Mgmt	For	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.12	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.13	Elect Director Darryl White	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
1	Shareholder Proposals	Mgmt			
	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
	SP 2: Advisory Vote on Environmental Policies	SH	Against	For	For
	SP 3: Employee Language Skills Disclosure	SH	Against	Against	Against
	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
	SP 5: Annual Energy Supply Ratio Disclosure	SH	Against	For	For
	SP 6: Lobbying and Policy Influence Activities Disclosure	SH	Against	For	For
7	SP 7: Executive Compensation Internal Pay Metrics Disclosure	SH	Against	Against	Against

PTT Public Co., Ltd.

Meeting Date: 04/11/2025

Record Date: 03/07/2025

Primary Security ID: Y6883U147

Country: Thailand

Meeting Type: Annual

Ticker: PTT

Shares Voted: 1,804,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Performance Results	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividend Payment	Mgmt	For	For	For
4	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6.1	Elect Ukris Boontanondha as Director	Mgmt	For	For	For
6.2	Elect Phongsaward Neelayodhin as Director	Mgmt	For	For	For
6.3	Elect Wilert Puriwat as Director	Mgmt	For	For	For
6.4	Elect Chayatan Phromsorn as Director	Mgmt	For	For	For
6.5	Elect Nattapon Nattasomboon as Director	Mgmt	For	Against	Against
7	Other Business	Mgmt	For	Against	Against

Swiss Re AG

Meeting Date: 04/11/2025Country: SwitzerlandTicker: SREN  
Record Date:Meeting Type: Annual  
Primary Security ID: H8431B109

Shares Voted: 17,227

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 Sustainability Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
4.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
4.1.d	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.1.e	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
4.1.f	Reelect Deanna Ong as Director	Mgmt	For	For	For
4.1.g	Reelect Jay Ralph as Director	Mgmt	For	For	For
4.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
4.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
4.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
4.1.k	Elect Morten Huebbe as Director	Mgmt	For	For	For
4.1.l	Elect George Quinn as Director	Mgmt	For	For	For
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Al Rajhi Bank

Meeting Date: 04/13/2025

Record Date:

Primary Security ID: M0R60D105

Country: Saudi Arabia

Meeting Type: Annual

Ticker: 1120

Shares Voted: 84,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Review and Discuss Board Report on Company Operations for FY 2024	Mgmt	For	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For
4	Approve Discharge of Directors for FY 2024	Mgmt	For	Against	Against
5	Approve Interim Dividends of SAR 1.46 Per Share to Bring the Total Dividends Distributed for FY 2024 to SAR 2.71 Per Share	Mgmt	For	For	For
6	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	Mgmt	For	For	For
7	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	Mgmt	For	For	For
8	Approve Remuneration of Directors of SAR 5,165,000 for FY 2024	Mgmt	For	For	For
9	Approve Remuneration of Audit Committee Members of SAR 950,000 for FY 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve the Formation of Shariah Supervisory Board Members for the Next Three Years Term Ending on 12/04/2028	Mgmt	For	For	For
11	Ratify the Appointment of Faysal Abalkhayl as an Independent Director	Mgmt	For	For	For
12	Amend Audit Committee Charter	Mgmt	For	For	For
13	Approve Social Responsibility Policy	Mgmt	For	For	For
14	Approve Competing Standards Policy	Mgmt	For	For	For
15	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	Mgmt	For	For	For
16	Approve Authorization of the Board Regarding Competing Business According to Paragraph 2 of Article 27 of Companies Law	Mgmt	For	For	For
17	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Micro and Small Business Motor Insurance	Mgmt	For	For	For
18	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Banker's Blanket Bond and Professional Indemnity Insurance	Mgmt	For	For	For
19	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Directors and Officers Insurance	Mgmt	For	For	For
20	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Properties All Risk Policy	Mgmt	For	For	For
21	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Fire and Allied Perils Mortgage Insurance Agreement	Mgmt	For	For	For
22	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Bancassurance Agreement	Mgmt	For	For	For

Al Rajhi Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Motor Insurance Agreement	Mgmt	For	For	For
24	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Transport Risks Insurance Agreement	Mgmt	For	For	For
25	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Commercial General Liability Agreement	Mgmt	For	For	For
26	Allow Board Member Moutasim Al Maashouq to Be Involved with Other Competitors Companies	Mgmt	For	For	For

Genting Singapore Limited

Meeting Date: 04/14/2025

Record Date:

Primary Security ID: Y2692C139

Country: Singapore

Meeting Type: Annual

Ticker: G13

Shares Voted: 1,726,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lim Kok Thay as Director	Mgmt	For	For	For
4	Elect Wong Chien Chien as Director	Mgmt	For	For	For
5(a)	Approve Directors' Fees	Mgmt	For	For	For
5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Mgmt	For	Against	Against
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Renewal Mandate for Transactions with Related Parties	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For

HP Inc.

Meeting Date: 04/14/2025

Record Date: 02/20/2025

Primary Security ID: 40434L105

Country: USA

Meeting Type: Annual

Ticker: HPQ

Shares Voted: 58,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chip Bergh	Mgmt	For	For	For
1b	Elect Director Bruce Broussard	Mgmt	For	For	For
1c	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
1d	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1e	Elect Director Mary Anne Citrino	Mgmt	For	For	For
1f	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1g	Elect Director Fama Francisco	Mgmt	For	For	For
1h	Elect Director Enrique J. Lores	Mgmt	For	For	For
1i	Elect Director David Meline	Mgmt	For	For	For
1j	Elect Director Judith "Jami" Miscik	Mgmt	For	For	For
1k	Elect Director Gianluca Pettiti	Mgmt	For	For	For
1l	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
1m	Elect Director Songyee Yoon	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

Airbus SE

Meeting Date: 04/15/2025

Record Date: 03/18/2025

Primary Security ID: N0280G100

Country: Netherlands

Meeting Type: Annual

Ticker: AIR

Shares Voted: 15,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Extraordinary Dividend	Mgmt	For	For	For
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Reappoint EY Accountants B.V. as Auditor for the FY 2025	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditor for the FY 2026	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy for Board of Directors	Mgmt	For	For	For
10	Reelect Guillaume Faury as Executive Director	Mgmt	For	For	For
11	Reelect Catherine Guillouard as Non-Executive Director	Mgmt	For	Against	Against
12	Reelect Irene Rummelhoff as Non-Executive Director	Mgmt	For	Against	Against
13	Elect Doris Hopke Non-Executive as Director	Mgmt	For	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

Aviva Plc

Meeting Date: 04/15/2025	Country: United Kingdom	Ticker: AV
Record Date: 04/11/2025	Meeting Type: Special	
Primary Security ID: G0683Q158		



Shares Voted: 184,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Capital Reduction by Cancelling, Extinguishing, and Repaying the Preference Shares	Mgmt	For	For	For
2	Approve Special Dividend	Mgmt	For	For	For
3	Authorise Market Purchase of Preference Shares Pursuant to the Tender Offer	Mgmt	For	For	For

Emirates Telecommunications Group Co. PJSC

Meeting Date: 04/15/2025Country: United Arab EmiratesTicker: EAND  
Record Date: 04/14/2025Meeting Type: Annual  
Primary Security ID: M4040L103

Shares Voted: 184,023

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 Consolidated Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
4	Approve Dividends of AED 0.415 per Share for Second Half of FY 2024 Bringing the Total Dividend to AED 0.83 per Share for FY 2024	Mgmt	For	For	For
5	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For
6	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For
7	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For
8	Approve Remuneration of Directors for FY 2024	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Emirates Telecommunications Group Co. PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Charitable Donations up to 1 Percent of Average Net Profits of last Two Years 2023 and 2024 and Authorize the Board to Determine the Entities to Which These Amounts will be Allocated	Mgmt	For	For	For

Fifth Third Bancorp

Meeting Date: 04/15/2025Country: USATicker: FITB

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

Primary Security ID: 316773100

Shares Voted: 34,634					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1b	Elect Director B. Evan Bayh, III	Mgmt	For	For	For
1c	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1d	Elect Director Katherine B. Blackburn	Mgmt	For	For	For
1e	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1f	Elect Director C. Bryan Daniels	Mgmt	For	For	For
1g	Elect Director Laurent Desmangles	Mgmt	For	For	For
1h	Elect Director Mitchell S. Feiger	Mgmt	For	For	For
1i	Elect Director Thomas H. Harvey	Mgmt	For	For	For
1j	Elect Director Gary R. Heminger	Mgmt	For	For	For
1k	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
1l	Elect Director Kathleen A. Rogers	Mgmt	For	For	For
1m	Elect Director Timothy N. Spence	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## M&T Bank Corporation

Meeting Date: 04/15/2025

Record Date: 02/20/2025

Primary Security ID: 55261F104

Country: USA

Meeting Type: Annual

Ticker: MTB

Shares Voted: 8,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	For	For
1.2	Elect Director Carlton J. Charles	Mgmt	For	For	For
1.3	Elect Director Jane Chwick	Mgmt	For	For	For
1.4	Elect Director William F. Cruger, Jr.	Mgmt	For	For	For
1.5	Elect Director Gary N. Geisel	Mgmt	For	For	For
1.6	Elect Director Leslie V. Godridge	Mgmt	For	For	For
1.7	Elect Director Rene F. Jones	Mgmt	For	For	For
1.8	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	For	For
1.9	Elect Director Melinda R. Rich	Mgmt	For	For	For
1.10	Elect Director Robert E. Sadler, Jr.	Mgmt	For	For	For
1.11	Elect Director Denis J. Salamone	Mgmt	For	For	For
1.12	Elect Director Rudina Sesei	Mgmt	For	For	For
1.13	Elect Director Kirk W. Walters	Mgmt	For	For	For
1.14	Elect Director Herbert L. Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Moody's Corporation

Meeting Date: 04/15/2025

Record Date: 02/19/2025

Primary Security ID: 615369105

Country: USA

Meeting Type: Annual

Ticker: MCO

Shares Voted: 6,179

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

Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Therese Esperdy	Mgmt	For	For	For
1c	Elect Director Robert Fauber	Mgmt	For	For	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For	For
1e	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1f	Elect Director Jose M. Minaya	Mgmt	For	For	For
1g	Elect Director Leslie F. Seidman	Mgmt	For	For	For
1h	Elect Director Zig Serafin	Mgmt	For	For	For
1i	Elect Director Bruce Van Saun	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Saudi National Bank

Meeting Date: 04/15/2025Country: Saudi ArabiaTicker: 1180

Record Date:Meeting Type: Annual

Primary Security ID: M7S2CL107

Shares Voted: 56,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Review and Discuss Board Report on Company Operations for FY 2024	Mgmt	For	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For
4	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement for FY 2025 and Q1 of FY 2026	Mgmt	For	For	For
5	Approve Remuneration of Directors of SAR 20,250,000 for FY 2024	Mgmt	For	Against	Against

Saudi National Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Audit Committee Members of SAR 1,500,000 for FY 2024	Mgmt	For	Against	Against
7	Approve Discharge of Directors for FY 2024	Mgmt	For	Against	Against
8	Amend Audit Committee Charter	Mgmt	For	For	For
9	Amend Social Responsibility Policy	Mgmt	For	For	For
10	Amend Sponsorship and Donations Policy	Mgmt	For	For	For
11	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	Mgmt	For	For	For
12	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	Mgmt	For	For	For
13	Authorize Share Repurchase Program Up to 16,000,000 Shares to be Allocated for Employees Equity program and Authorize Board to Execute All Related Matters	Mgmt	For	Against	Against
14	Approve Related Party Transactions with National Security Services Company Re: Maintenance and Cleaning Services	Mgmt	For	For	For
15	Approve Related Party Transactions with Bupa Arabia for Cooperative Insurance Co Re: Contract for Renewal of Medical Insurance	Mgmt	For	For	For
16	Approve Related Party Transactions with Saudi Telecom Co Re: Contract for Data Link Services	Mgmt	For	For	For
17	Approve Related Party Transactions with Saudi Telecom Co Re: Contract for the POS Terminals	Mgmt	For	For	For
18	Approve Related Party Transactions with Saudi Telecom Co Re: Contract for the Backup SIP IVR Inbound and Sub Services	Mgmt	For	For	For
19	Allow Board Member Ibraheem Al Muaajil to Be Involved with Other Competitors Companies	Mgmt	For	For	For

Meeting Date: 04/15/2025	Country: Netherlands	Ticker: STLAM
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: N82405106		

Shares Voted: 78,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Approve Remuneration Report Containing Remuneration Policy for Management Board Members	Mgmt	For	Against	Against
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Approve Dividends	Mgmt	For	For	For
2.f	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Elect Fiona Clare Cicconi as Non-Executive Director	Mgmt	For	For	For
3.b	Elect Nicolas Dufourcq as Non-Executive Director	Mgmt	For	For	For
3.c	Elect Ann Frances Godbehere as Non-Executive Director	Mgmt	For	For	For
3.d	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For	For
3.e	Elect Daniel Ramot as Non-Executive Director	Mgmt	For	For	For
3.f	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	For	For	For
3.g	Elect Alice Davey Schroeder as Non-Executive Director	Mgmt	For	For	For
4.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
4.b	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For
5.a	Approve Remuneration Policy	Mgmt	For	Against	Against
5.b	Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Mgmt	For	Against	Against

Stellantis NV

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

The Bank of New York Mellon Corporation

Meeting Date: 04/15/2025

Record Date: 02/19/2025

Primary Security ID: 064058100

Country: USA

Meeting Type: Annual

Ticker: BK

Shares Voted: 40,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandie O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

U.S. Bancorp

Meeting Date: 04/15/2025

Record Date: 02/18/2025

Primary Security ID: 902973304

Country: USA

Meeting Type: Annual

Ticker: USB

Shares Voted: 64,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1g	Elect Director Aleem Gillani	Mgmt	For	For	For
1h	Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt			
1i	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1j	Elect Director Gunjan Kedia	Mgmt	For	For	For
1k	Elect Director Richard P. McKenney	Mgmt	For	For	For
1l	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1m	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
1n	Elect Director John P. Wiehoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

AerCap Holdings NV

Meeting Date: 04/16/2025

Record Date: 03/19/2025

Primary Security ID: N00985106

Country: Netherlands

Meeting Type: Annual

Ticker: AER



**Shares Voted: 94,411**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Board Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	Against	Against
6a	Reelect Aengus Kelly as Executive Director	Mgmt	For	For	For
6b	Reelect Paul Dacier as Non-Executive Director	Mgmt	For	Against	Against
6c	Reelect James Lawrence as Non-Executive Director	Mgmt	For	For	For
6d	Reelect Michael Walsh as Non-Executive Director	Mgmt	For	For	For
6e	Reelect Jennifer VanBelle as Non-Executive Director	Mgmt	For	For	For
6f	Elect Victoria Jarman as Non-Executive Director	Mgmt	For	For	For
7	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
9a	Grant Board Authority to Issue Shares and Grant Rights to Subscribe for Shares	Mgmt	For	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 9a	Mgmt	For	For	For
10a	Authorize Repurchase Shares	Mgmt	For	For	For
10b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
12	Allow Questions	Mgmt			
13	Close Meeting	Mgmt			

Bank of China Limited

Meeting Date: 04/16/2025

Record Date: 04/14/2025

Primary Security ID: Y0698A107

Country: China

Meeting Type: Extraordinary Shareholders

Ticker: 3988

Shares Voted: 4,533,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve General Mandate to Offer New Shares	Mgmt	For	Against	Against
2	Approve Eligibility of Bank of China Limited for the Offering of A-Shares to Specified Investors	Mgmt	For	For	For
	RESOLUTIONS IN RELATION TO THE PLAN OF THE OFFERING OF A-SHARES TO SPECIFIED INVESTORS	Mgmt			
3.1	Approve Type and Face Value of Securities to be Issued	Mgmt	For	For	For
3.2	Approve Method and Timing of this Offering	Mgmt	For	For	For
3.3	Approve Scale and Use of Proceeds	Mgmt	For	For	For
3.4	Approve Investor and Subscription Methods	Mgmt	For	For	For
3.5	Approve Pricing Benchmark Date, Issue Price and Pricing Method	Mgmt	For	For	For
3.6	Approve Issuance Quantity	Mgmt	For	For	For
3.7	Approve Lock-up Period	Mgmt	For	For	For
3.8	Approve Listing Exchange	Mgmt	For	For	For
3.9	Approve Arrangement of Rolling Unallocated Profits Before Completion of this Offering	Mgmt	For	For	For
3.10	Approve Validity Period of the Resolution	Mgmt	For	For	For
4	Approve Validation and Analysis Report of Bank of China Limited's Offering of A-Shares to Specified Investors	Mgmt	For	For	For
5	Approve Feasibility Report on the Use of Proceeds from the Offering of A-Shares to Specified Investors	Mgmt	For	For	For

Bank of China Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Dilution of Immediate Returns From Bank of China Limited's Offering of A-Shares to Specified Investors, Mitigation Measures, and Commitments by Relevant Entities	Mgmt	For	For	For
7	Approve Signing Conditional Shares Subscription Agreement with Specified Investors	Mgmt	For	For	For
8	Approve Strategic Investment of the Ministry of Finance of the People's Republic of China in Bank of China Limited	Mgmt	For	For	For
9	Approve Shareholder Return Plan for the Next Three Years (2025-2027)	Mgmt	For	For	For
10	Authorize Board and Authorized Persons of the Board of Directors to Handle All Matters in Relation to the Offering of A-Shares to Specified Investors	Mgmt	For	For	For
11	Approve Profit Distribution Plan	Mgmt	For	For	For
12	Elect Liu Jin as Director	Mgmt	For	For	For
13	Approve Remuneration Distribution of External Supervisors	Mgmt	For	For	For

CenterPoint Energy, Inc.

Meeting Date: 04/16/2025

Record Date: 02/18/2025

Primary Security ID: 15189T107

Country: USA

Meeting Type: Annual

Ticker: CNP

Shares Voted: 10,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	For	For
1b	Elect Director Barbara J. Duganier	Mgmt	For	For	For
1c	Elect Director Laurie L. Fitch	Mgmt	For	For	For
1d	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1e	Elect Director Raquelle W. Lewis	Mgmt	For	For	For
1f	Elect Director Thaddeus J. Malik	Mgmt	For	For	For

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Manuel B. Miranda	Mgmt	For	For	For
1h	Elect Director Theodore F. Pound	Mgmt	For	For	For
1i	Elect Director Dean L. Seavers	Mgmt	For	For	For
1j	Elect Director Phillip R. Smith	Mgmt	For	For	For
1k	Elect Director Jason P. Wells	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Non-Employee Director Stock Plan	Mgmt	For	For	For

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: LISN

Record Date:

Meeting Type: Annual

Primary Security ID: H49983176

Shares Voted: 1					
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 1,500 per Registered Share and CHF 150 per Participation Certificate	Mgmt	For	For	For
6	Approve CHF 19,400 Reduction in Share Capital and CHF 253,500 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Against	Against
7.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Against	Against

Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Against	Against
7.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Against	Against
7.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	For	For
7.1.6	Reelect Silvio Denz as Director	Mgmt	For	For	For
7.1.7	Reelect Monique Bourquin as Director	Mgmt	For	Against	Against
7.2.1	Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	For	For
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 21 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

EQT Corporation

Meeting Date: 04/16/2025

Record Date: 02/03/2025

Primary Security ID: 26884L109

Country: USA

Meeting Type: Annual

Ticker: EQT

Shares Voted: 8,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Lee M. Canaan	Mgmt	For	For	For
1c	Elect Director Frank C. Hu	Mgmt	For	Against	Against
1d	Elect Director Kathryn J. Jackson	Mgmt	For	For	For
1e	Elect Director Thomas F. Karam	Mgmt	For	For	For

EQT Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John F. McCartney	Mgmt	For	For	For
1g	Elect Director Daniel J. Rice, IV	Mgmt	For	For	For
1h	Elect Director Toby Z. Rice	Mgmt	For	For	For
1i	Elect Director Robert F. Vagt	Mgmt	For	For	For
1j	Elect Director Hallie A. Vanderhider	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ferrari NV

Meeting Date: 04/16/2025

Record Date: 03/19/2025

Primary Security ID: N3167Y103

Country: Netherlands

Meeting Type: Annual

Ticker: RACE

Shares Voted: 3,628

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Board Report (Non-Voting)	Mgmt			
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	For	For
2d	Adopt Financial Statements	Mgmt	For	For	For
2e	Approve Dividends	Mgmt	For	For	For
2f	Approve Discharge of Directors	Mgmt	For	For	For
3a	Reelect John Elkann as Executive Director	Mgmt	For	Against	Against
3b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For	For
3c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	Against	Against

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For	For
3h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	For	For
3k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For	For
3l	Elect Tommaso Ghidini as Non-Executive Director	Mgmt	For	For	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase Shares	Mgmt	For	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
7	Approve Awards to Executive Director	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Huntington Bancshares Incorporated

Meeting Date: 04/16/2025

Record Date: 02/18/2025

Primary Security ID: 446150104

Country: USA

Meeting Type: Annual

Ticker: HBAN

Shares Voted: 85,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For
1.2	Elect Director Rafael Andres Diaz-Granados	Mgmt	For	For	For
1.3	Elect Director John C. (Chris) Inglis	Mgmt	For	For	For
1.4	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For

# Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Richard W. Neu	Mgmt	For	For	For
1.6	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
1.7	Elect Director David L. Porteous	Mgmt	For	For	For
1.8	Elect Director Teresa H. Shea	Mgmt	For	For	For
1.9	Elect Director Roger J. Sit	Mgmt	For	For	For
1.10	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.11	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
1.12	Elect Director Gary Torgow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

# Moncler SpA

Meeting Date: 04/16/2025

Country: Italy

Ticker: MONC

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: T6730E110

Shares Voted: 85,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposals Submitted by Double R Srl	Mgmt			
4.1	Fix Number of Directors	SH	None	For	For
4.2	Fix Board Terms for Directors	SH	None	For	For
	Management Proposal	Mgmt			



Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	For	Against	Against
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.4.1	Slate 1 Submitted by Double R Srl	SH	None	Against	Against
4.4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt			
4.5	Approve Remuneration of Directors	SH	None	For	For

Nestle SA

Meeting Date: 04/16/2025Country: SwitzerlandTicker: NESN

Record Date:Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 8,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	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 3.05 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.2	Elect Laurent Freixe as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Mgmt	For	For	For
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Regions Financial Corporation

Regions Financial Corporation

Shares Voted: 40,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
1e	Elect Director Roger W. Jenkins	Mgmt	For	For	For
1f	Elect Director Joia M. Johnson	Mgmt	For	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1h	Elect Director James T. Prokopanko	Mgmt	For	For	For
1i	Elect Director Alison S. Rand	Mgmt	For	For	For
1j	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1k	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
1l	Elect Director Jose S. Suquet	Mgmt	For	For	For
1m	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
1n	Elect Director Timothy Vines	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

The Sherwin-Williams Company

Meeting Date: 04/16/2025Country: USATicker: SHW

Record Date: 02/19/2025Meeting Type: Annual

Primary Security ID: 824348106

Shares Voted: 16,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Jeff M. Fetting	Mgmt	For	For	For

The Sherwin-Williams Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Robert J. Gamgort	Mgmt	For	For	For
1d	Elect Director Heidi G. Petz	Mgmt	For	For	For
1e	Elect Director Aaron M. Powell	Mgmt	For	For	For
1f	Elect Director Marta R. Stewart	Mgmt	For	For	For
1g	Elect Director Michael H. Thaman	Mgmt	For	For	For
1h	Elect Director Matthew Thornton, III	Mgmt	For	For	For
1i	Elect Director Thomas L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement of Paragraph (B) of Article Sixth of the Charter	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement of Section 6(b) of Article Fourth, Division A of the Charter	Mgmt	For	For	For

Beiersdorf AG

Meeting Date: 04/17/2025Country: GermanyTicker: BEI

Record Date: 03/26/2025Meeting Type: Annual

Primary Security ID: D08792109

Shares Voted: 12,703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

BP Plc

Meeting Date: 04/17/2025

Record Date: 04/15/2025

Primary Security ID: G12793108

Country: United Kingdom

Meeting Type: Annual

Ticker: BP

Shares Voted: 331,174

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 Remuneration Report	Mgmt	For	For	For
3	Re-elect Helge Lund as Director	Mgmt	For	Against	Against
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Re-elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
10	Re-elect Karen Richardson as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For
14	Elect Ian Tyler as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve Share Award Plan	Mgmt	For	For	For
19	Approve Global Share Match	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Humana Inc.

Meeting Date: 04/17/2025

Record Date: 02/28/2025

Primary Security ID: 444859102

Country: USA

Meeting Type: Annual

Ticker: HUM

Shares Voted: 27,771

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

Itau Unibanco Holding SA

Meeting Date: 04/17/2025

Record Date:

Primary Security ID: P5968U113

Country: Brazil

Meeting Type: Annual

Ticker: ITUB4

Shares Voted: 18,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred Shareholders	Mgmt			
1	As a Preferred 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

Itau Unibanco Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Marcelo Maia Tavares de Araujo as Fiscal Council Member and Cristina Fontes Doherty as Alternate Appointed by Preferred Shareholder	SH	None	For	For

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/17/2025

Record Date: 04/15/2025

Primary Security ID: F58485115

Country: France

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 3,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	For	For	For
6	Reelect Bernard Arnault as Director	Mgmt	For	Against	Against
7	Reelect Sophie Chassat as Director	Mgmt	For	For	For
8	Reelect Clara Gaymard as Director	Mgmt	For	For	For
9	Reelect Hubert Védrine as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against



LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	Against	Against

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/17/2025

Record Date:

Primary Security ID: Y64248209

Country: Singapore

Meeting Type: Annual

Ticker: O39

Shares Voted: 235,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2(a)	Elect Chong Chuan Neo as Director	Mgmt	For	For	For
2(b)	Elect Chua Kim Chiu as Director	Mgmt	For	For	For
2(c)	Elect Helen Wong Pik Kuen as Director	Mgmt	For	For	For
3	Elect Lian Wee Cheow as Director	Mgmt	For	For	For
4	Approve Final Dividend and Special Dividend	Mgmt	For	For	For
5(a)	Approve Directors' Remuneration	Mgmt	For	For	For
5(b)	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Share Repurchase Program	Mgmt	For	For	For

PPG Industries, Inc.

Meeting Date: 04/17/2025	Country: USA	Ticker: PPG
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: 693506107		

Shares Voted: 30,176					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
1b	Elect Director Melanie L. Healey	Mgmt	For	For	For
1c	Elect Director Gary R. Heminger	Mgmt	For	For	For
1d	Elect Director Timothy M. Knavish	Mgmt	For	For	For
1e	Elect Director Michael W. Lamach	Mgmt	For	For	For
1f	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
1g	Elect Director Michael T. Nally	Mgmt	For	For	For
1h	Elect Director Guillermo Novo	Mgmt	For	For	For
1i	Elect Director Christopher N. Roberts, III	Mgmt	For	For	For
1j	Elect Director Catherine R. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

BPER Banca SpA

Meeting Date: 04/18/2025	Country: Italy	Ticker: BPE
Record Date: 04/09/2025	Meeting Type: Annual/Special	
Primary Security ID: T1325T119		

Shares Voted: 687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Approve Capital Increase without Preemptive Rights in Connection with the Acquisition of Banca Popolare di Sondrio SpA; Amend Articles Re: Article 5	Mgmt	For	For	For
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For
2a1	Approve Remuneration Policy	Mgmt	For	For	For
2a2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2b	Approve 2025 MBO Incentive Plan	Mgmt	For	For	For
2c	Approve Long-Term Incentive Plan 2025-2027	Mgmt	For	For	For
2d	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2025 MBO Incentive Plan and Previous Portions of Existing Short and Long-Term Incentive Plans	Mgmt	For	For	For

Imeik Technology Development Co., Ltd.

Meeting Date: 04/18/2025
 Country: China
 Ticker: 300896

Record Date: 04/15/2025
 Meeting Type: Annual

Primary Security ID: Y385KL109

Shares Voted: 21,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
3	Approve Annual Report and Summary	Mgmt	For	For	For
4	Approve Financial Statements	Mgmt	For	For	For
5	Approve Profit Distribution	Mgmt	For	For	For

Imeik Technology Development Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration (Allowance) of Directors	Mgmt	For	For	For
7	Approve Remuneration (Allowance) of Supervisors	Mgmt	For	For	For
8	Approve Use of Idle Own Funds for Entrusted Financial Management	Mgmt	For	Against	Against
9	Approve to Appoint Auditor	Mgmt	For	For	For
10	Approve to Adjust the Implementation Location, Implementation Method, Investment Structure and Extension of Some Raised Fund Investment Projects	Mgmt	For	For	For

L3Harris Technologies, Inc.

Meeting Date: 04/18/2025	Country: USA	Ticker: LHX
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 502431109		

Shares Voted: 29,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1b	Elect Director Thomas A. Dattilo	Mgmt	For	For	For
1c	Elect Director Roger B. Fradin	Mgmt	For	For	For
1d	Elect Director Joanna L. Geraghty	Mgmt	For	For	For
1e	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1f	Elect Director Harry B. Harris, Jr.	Mgmt	For	For	For
1g	Elect Director Lewis Hay, III	Mgmt	For	For	For
1h	Elect Director Christopher E. Kubasik	Mgmt	For	For	For
1i	Elect Director Rita S. Lane	Mgmt	For	For	For
1j	Elect Director Robert B. Millard	Mgmt	For	For	For
1k	Elect Director David S. Regnery	Mgmt	For	For	For
1l	Elect Director Edward A. Rice, Jr.	Mgmt	For	For	For
1m	Elect Director Christina L. Zamarro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

L3Harris Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For

Broadcom Inc.

Meeting Date: 04/21/2025	Country: USA	Ticker: AVGO
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: 11135F101		

Shares Voted: 145,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2025	Country: Singapore	Ticker: U11
Record Date:	Meeting Type: Annual	
Primary Security ID: Y9T10P105		

Shares Voted: 57,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For

United Overseas Bank Limited (Singapore)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Wee Ee Lim as Director	Mgmt	For	For	For
6	Elect Tracey Woon Kim Hong as Director	Mgmt	For	For	For
7	Elect Teo Lay Lim as Director	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/22/2025	Country: USA	Ticker: ADBE
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: 00724F101		

Shares Voted: 21,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1j	Elect Director David Ricks	Mgmt	For	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Bank of America Corporation

Meeting Date: 04/22/2025Country: USATicker: BAC

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

Primary Security ID: 060505104

Shares Voted: 255,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Maria N. Martinez	Mgmt	For	For	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For	For
1l	Elect Director Michael D. White	Mgmt	For	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For



Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
6	Report on Board Oversight of Material Risks Related to Animal Welfare	SH	Against	Against	Against
7	Report on Climate Lobbying	SH	Against	For	For
8	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 04/22/2025Country: SingaporeTicker: C38U

Record Date:Meeting Type: Annual

Primary Security ID: Y0259J109

Shares Voted: 558,624					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 04/22/2025Country: USATicker: CHTR

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

Primary Security ID: 16119P108

Shares Voted: 2,389					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For
1b	Elect Director W. Lance Conn	Mgmt	For	For	For
1c	Elect Director Kim C. Goodman	Mgmt	For	For	For

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director John D. Markley, Jr.	Mgmt	For	For	For
1e	Elect Director David C. Merritt	Mgmt	For	For	For
1f	Elect Director Steven A. Miron	Mgmt	For	For	For
1g	Elect Director Balan Nair	Mgmt	For	For	For
1h	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1i	Elect Director Martin E. Patterson	Mgmt	For	For	For
1j	Elect Director Mauricio Ramos	Mgmt	For	For	For
1k	Elect Director Carolyn J. Slaski	Mgmt	For	For	For
1l	Elect Director J. David Wargo	Mgmt	For	For	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	For	For
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions	SH	Against	For	For

China Construction Bank Corporation

Meeting Date: 04/22/2025

Record Date: 04/14/2025

Primary Security ID: Y1397N101

Country: China

Meeting Type: Extraordinary Shareholders

Ticker: 939

Shares Voted: 2,882,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Profit Distribution Plan	Mgmt	For	For	For
2	Elect Li Li as Director	Mgmt	For	For	For
3	Elect Zhang Weiguo as Director	Mgmt	For	For	For
4	Approve Fulfilment of the Conditions for the Issuance of A Shares to Specific Target	Mgmt	For	For	For
5	Approve Demonstration and Analysis Report for the Issuance Plan of A Shares to Specific Target	Mgmt	For	For	For

# China Construction Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Feasibility Analysis Report on the Use of Proceeds from the Issuance of A Shares to Specific Target	Mgmt	For	For	For
7	Approve Dilution of Immediate Returns from the Issuance of A Shares to Specific Target, Mitigation Measures, and Commitments by Relevant Parties	Mgmt	For	For	For
8	Approve Shareholder Return Plan for the Next Three Years (2025-2027)	Mgmt	For	For	For
9	Approve Exemption from the Preparation of Report on the Use of Proceeds Previously Raised	Mgmt	For	For	For
10	Approve Annual Issuance Plan for the Group's Financial Bonds	Mgmt	For	Against	Against
	RESOLUTIONS IN RELATION TO THE ISSUANCE PLAN OF A SHARES TO SPECIFIC TARGET	Mgmt			
11.1	Approve Type and Par Value of the Shares to be Issued	Mgmt	For	For	For
11.2	Approve Issuance Method and Time	Mgmt	For	For	For
11.3	Approve Issuance Target and Subscription Method	Mgmt	For	For	For
11.4	Approve Issuance Price and Pricing Methods	Mgmt	For	For	For
11.5	Approve Number of Shares to be Issued	Mgmt	For	For	For
11.6	Approve Arrangement for Lock-Up Period	Mgmt	For	For	For
11.7	Approve Listing Venue	Mgmt	For	For	For
11.8	Approve Arrangement of Accumulated Profits Before the Completion of the Issuance	Mgmt	For	For	For
11.9	Approve Scale and Use of Proceeds	Mgmt	For	For	For
11.10	Approve Validity Period of the Resolution of the Issuance	Mgmt	For	For	For
12	Approve Execution of Share Subscription Agreement with Conditions Between CCB and Specific Target	Mgmt	For	For	For
13	Approve Introducing Strategic Investment from the Ministry of Finance of the People's Republic of China	Mgmt	For	For	For

China Construction Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Board to Deal with All Matters in Relation to the Issuance of A Shares to Specific Target	Mgmt	For	For	For

China Construction Bank Corporation

Meeting Date: 04/22/2025Country: ChinaTicker: 939

Record Date: 04/14/2025Meeting Type: Special

Primary Security ID: Y1397N101

Shares Voted: 2,882,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			
	RESOLUTIONS IN RELATION TO THE ISSUANCE PLAN OF A SHARES TO SPECIFIC TARGET	Mgmt			
1.1	Approve Type and Par Value of the Shares to be Issued	Mgmt	For	For	For
1.2	Approve Issuance Method and Time	Mgmt	For	For	For
1.3	Approve Issuance Target and Subscription Method	Mgmt	For	For	For
1.4	Approve Issuance Price and Pricing Methods	Mgmt	For	For	For
1.5	Approve Number of Shares to be Issued	Mgmt	For	For	For
1.6	Approve Arrangement for Lock-Up Period	Mgmt	For	For	For
1.7	Approve Listing Venue	Mgmt	For	For	For
1.8	Approve Arrangement of Accumulated Profits Before the Completion of the Issuance	Mgmt	For	For	For
1.9	Approve Scale and Use of Proceeds	Mgmt	For	For	For
1.10	Approve Validity Period of the Resolution of the Issuance	Mgmt	For	For	For
2	Authorize Board to Deal with All Matters in Relation to the Issuance of A Shares to Specific Target	Mgmt	For	For	For

Meeting Date: 04/22/2025

Country: Netherlands

Ticker: INGA

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: N4578E595

Shares Voted: 37,416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Approve Remuneration Report	Mgmt	For	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For	For
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	Against	Against
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	Against	Against
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

MSCI Inc.

**Meeting Date:** 04/22/2025

**Country:** USA

**Ticker:** MSCI

**Record Date:** 02/28/2025

**Meeting Type:** Annual

**Primary Security ID:** 55354G100

Shares Voted: 1,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert G. Ashe	Mgmt	For	For	For
1b	Elect Director Henry A. Fernandez	Mgmt	For	For	For
1c	Elect Director Robin L. Matlock	Mgmt	For	For	For
1d	Elect Director Jacques P. Perold	Mgmt	For	For	For
1e	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
1f	Elect Director Sandy C. Rattray	Mgmt	For	For	For
1g	Elect Director Linda H. Riefler	Mgmt	For	For	For
1h	Elect Director Michelle Seitz	Mgmt	For	For	For
1i	Elect Director Marcus L. Smith	Mgmt	For	For	For
1j	Elect Director Rajat Taneja	Mgmt	For	For	For
1k	Elect Director Paula Volent	Mgmt	For	For	For
1l	Elect Director June Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Northern Trust Corporation

**Meeting Date:** 04/22/2025

**Country:** USA

**Ticker:** NTRS

**Record Date:** 02/24/2025

**Meeting Type:** Annual

**Primary Security ID:** 665859104

Northern Trust Corporation

Shares Voted: 111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan Crown	Mgmt	For	For	For
1b	Elect Director Chandra Dhandapani	Mgmt	For	For	For
1c	Elect Director Dean M. Harrison	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	For	For	For
1g	Elect Director Robert E. Moritz	Mgmt	For	For	For
1h	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1i	Elect Director Richard M. Petrino	Mgmt	For	For	For
1j	Elect Director Martin P. Slark	Mgmt	For	For	For
1k	Elect Director David H. B. Smith, Jr.	Mgmt	For	For	For
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Charles A. Tribbett, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Revvity, Inc.

Meeting Date: 04/22/2025Country: USATicker: RVTY

Record Date: 02/25/2025Meeting Type: Annual

Primary Security ID: 714046109

Shares Voted: 23,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	For	For	For
1b	Elect Director Samuel R. Chapin	Mgmt	For	For	For
1c	Elect Director Michael A. Klobuchar	Mgmt	For	For	For
1d	Elect Director Michelle McMurry-Heath	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Alexis P. Michas	Mgmt	For	For	For
1f	Elect Director Prahlad R. Singh	Mgmt	For	For	For
1g	Elect Director Sophie V. Vandebroek	Mgmt	For	For	For
1h	Elect Director Michel Vounatsos	Mgmt	For	For	For
1i	Elect Director Frank Witney	Mgmt	For	For	For
1j	Elect Director Pascale Witz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

ageas SA/NV

Meeting Date: 04/23/2025	Country: Belgium	Ticker: AGS
Record Date: 04/09/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B0148L138		

Shares Voted: 25,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
2.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
4	Close Meeting	Mgmt			



Aptiv PLC

Meeting Date: 04/23/2025

Record Date: 02/28/2025

Primary Security ID: G3265R107

Country: Jersey

Meeting Type: Annual

Ticker: APTV

Shares Voted: 88,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For
1b	Elect Director Nancy E. Cooper	Mgmt	For	For	For
1c	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1d	Elect Director Vasumati P. Jakkal	Mgmt	For	For	For
1e	Elect Director Merit E. Janow	Mgmt	For	For	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For
1g	Elect Director Paul M. Meister	Mgmt	For	For	For
1h	Elect Director Robert K. Ortberg	Mgmt	For	For	For
1i	Elect Director Colin J. Parris	Mgmt	For	For	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/23/2025

Record Date: 03/26/2025

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 14,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

## Assa Abloy AB

Meeting Date: 04/23/2025	Country: Sweden	Ticker: ASSA.B
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: W0817X204		

**Shares Voted:** 53,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.90 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1.05 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Country: Italy

Ticker: G

Record Date: 04/10/2025

Meeting Type: Annual/Special

Primary Security ID: T05040109

Shares Voted: 3,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Fix Number of Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Mediobanca	SH	None	For	For
2b.2	Slate 2 Submitted by VM 2006 Srl	SH	None	Against	Against
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Approve Remuneration of Directors - Choose One of the Following Proposals	Mgmt			
2c.1	Approve Fees Proposed by the Board of Directors	Mgmt	For	For	For
2c.2	Approve Fees Proposed by VM 2006 Srl	SH	None	Against	Against
	Shareholder Proposal Submitted by VM 2006 Srl	Mgmt			
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	SH	None	For	For

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
6a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For

Bancolombia SA

Meeting Date: 04/23/2025	Country: Colombia	Ticker: PFBCOLOM
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P1329P158		

Shares Voted: 15,734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Preferential Shares without Voting Rights	Mgmt			
1	Approve Financial Statements as of Jun. 30, 2024	Mgmt	For	For	For
2	Approve Merger by Absorption of Sociedad Beneficiaria BC Panama SAS	Mgmt	For	For	For
3	Approve Partial Spin-Off Agreement by Absorption of Banca de Inversion Bancolombia SA Corporacion Financiera by Bancolombia SA	Mgmt	For	For	For
4	Approve Partial Spin-Off Agreement by Absorption of Bancolombia SA by Grupo Cibest SA	Mgmt	For	For	For

BE Semiconductor Industries NV

Meeting Date: 04/23/2025Country: NetherlandsTicker: BESI

Record Date: 03/26/2025Meeting Type: Annual

Primary Security ID: N13107144

Shares Voted: 111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Management Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.a	Reelect Elke Eckstein to Supervisory Board	Mgmt	For	For	For
7.b	Reelect Laura Oliphant to Supervisory Board	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Meeting Date: 04/23/2025	Country: Sweden	Ticker: BOL
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: W17218210		

Shares Voted: 3,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Board's Report	Mgmt			
9	Receive President's Report	Mgmt			
10	Receive Auditor's Report	Mgmt			
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom	Mgmt	For	For	For
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For	For
13.3	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
13.4	Approve Discharge of Per Lindberg	Mgmt	For	For	For
13.5	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For	For
13.6	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For	For
13.7	Approve Discharge of Pia Rudengren	Mgmt	For	For	For
13.8	Approve Discharge of Derek White	Mgmt	For	For	For
13.9	Approve Discharge of Mikael Staffas as President	Mgmt	For	For	For
13.10	Approve Discharge of Jonny Johansson	Mgmt	For	For	For
13.11	Approve Discharge of Andreas Martensson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.12	Approve Discharge of Ronnie Allzen	Mgmt	For	For	For
13.13	Approve Discharge of Ola Holmstrom	Mgmt	For	For	For
13.14	Approve Discharge of Mikael Norrby-Holtkamp	Mgmt	For	For	For
13.15	Approve Discharge of Gard Folkvord	Mgmt	For	For	For
13.16	Approve Discharge of Kieran Donaghy	Mgmt	For	For	For
13.17	Approve Discharge of Timo Popponen	Mgmt	For	For	For
13.18	Approve Discharge of Elin Soderlund	Mgmt	For	For	For
14.1	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
16a	Reelect Helene Bistrom as Director	Mgmt	For	For	For
16b	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
16c	Reelect Per Lindberg as Director	Mgmt	For	For	For
16d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For	For
16e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For	For
16f	Reelect Pia Rudengren as Director	Mgmt	For	For	For
16g	Reelect Derek White Director	Mgmt	For	For	For
16h	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
16i	Elect Victoire de Margerie as New Director	Mgmt	For	For	For
16j	Reelect Karl-Henrik Sundstrom as Board Chair	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For



Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Nomination Committee Procedures	Mgmt	For	For	For
21.a	Approve Long-term Share Savings Program (LTIP 2025/2028) for Key Employees	Mgmt	For	For	For
21.b1	Approve Transfer of 130,000 Shares to Participants in Long-term Share Savings Program (LTIP 2025/2028)	Mgmt	For	For	For
21.b2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
22	Amend Articles Re: Location of General Meeting; Sustainability Assurance Report	Mgmt	For	For	For
23	Close Meeting	Mgmt			

Bunzl Plc

Meeting Date: 04/23/2025

Record Date: 04/17/2025

Primary Security ID: G16968110

Country: United Kingdom

Meeting Type: Annual

Ticker: BNZL

Shares Voted: 5,634					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
7	Re-elect Vin Murria as Director	Mgmt	For	For	For
8	Re-elect Pam Kirby as Director	Mgmt	For	For	For
9	Re-elect Jacky Simmonds as Director	Mgmt	For	For	For
10	Elect Daniela Soares as Director	Mgmt	For	For	For
11	Elect Julia Wilson as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Croda International Plc

Meeting Date: 04/23/2025

Country: United Kingdom

Ticker: CRDA

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: G25536155

Shares Voted: 2,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Ian Bull as Director	Mgmt	For	For	For
5	Elect Stephen Oxley as Director	Mgmt	For	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
7	Re-elect Chris Good as Director	Mgmt	For	For	For
8	Re-elect Danuta Gray as Director	Mgmt	For	For	For
9	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
10	Re-elect Steve Foots as Director	Mgmt	For	For	For
11	Re-elect Julie Kim as Director	Mgmt	For	For	For
12	Re-elect Keith Layden as Director	Mgmt	For	For	For
13	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For

## Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Domino's Pizza, Inc.

Meeting Date: 04/23/2025	Country: USA	Ticker: DPZ
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 25754A201		

Shares Voted: 10,910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	For	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	For	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	For	For
1.4	Elect Director Corie S. Barry	Mgmt	For	For	For
1.5	Elect Director Diane L. Cafritz	Mgmt	For	For	For
1.6	Elect Director Richard L. Federico	Mgmt	For	For	For
1.7	Elect Director James A. Goldman	Mgmt	For	For	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	For	For
1.9	Elect Director Russell J. Weiner	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Domino's Pizza, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	SH	Against	For	For

Eaton Corporation plc

Meeting Date: 04/23/2025

Country: Ireland

Ticker: ETN

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: G29183103

Shares Voted: 20,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For	For
1d	Elect Director Sandra Pianalto	Mgmt	For	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For	For
1f	Elect Director Paulo Ruiz	Mgmt	For	For	For
1g	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
1h	Elect Director Andre Schulten	Mgmt	For	For	For
1i	Elect Director Gerald B. Smith	Mgmt	For	For	For
1j	Elect Director Karenann Terrell	Mgmt	For	For	For
1k	Elect Director Dorothy C. Thompson	Mgmt	For	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For

Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

Eiffage SA

Meeting Date: 04/23/2025	Country: France	Ticker: FGR
Record Date: 04/17/2025	Meeting Type: Annual/Special	
Primary Security ID: F2924U106		

Shares Voted: 842					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Deloitte & Associes as Auditor	Mgmt	For	For	For
6	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For	For
7	Appoint Deloitte & Associes as Auditor for Sustainability Reporting	Mgmt	For	For	For
8	Reelect Carol Xueref as Director	Mgmt	For	For	For
9	Reelect Philippe Vidal as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	For	For
13	Approve Compensation of Benoit De Ruffray, Chairman and CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17, 18, and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from All Issuance Requests Under Items 18-19 and 21 at EUR 39.2 Million	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
25	Amend Article 23 of Bylaws Re: Participation to General Meetings	Mgmt	For	For	For

Eiffage SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Amend Article 29 of Bylaws Re: General Meeting Broadcast	Mgmt	For	For	For
	Ordinary Business	Mgmt			
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Entain Plc

Meeting Date: 04/23/2025

Record Date: 04/17/2025

Primary Security ID: G3167C109

Country: Isle of Man

Meeting Type: Annual

Ticker: ENT

Shares Voted: 184,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For
6	Re-elect Stella David as Director	Mgmt	For	For	For
7	Re-elect Amanda Brown as Director	Mgmt	For	For	For
8	Re-elect Virginia McDowell as Director	Mgmt	For	For	For
9	Re-elect Ricky Sandler as Director	Mgmt	For	For	For
10	Re-elect David Satz as Director	Mgmt	For	For	For
11	Re-elect Rahul Welde as Director	Mgmt	For	For	For
12	Re-elect Rob Wood as Director	Mgmt	For	For	For
13	Elect Helen Ashton as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Entain Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Adopt New Articles of Association	Mgmt	For	For	For

Galderma Group AG

Meeting Date: 04/23/2025	Country: Switzerland	Ticker: GALD
Record Date:	Meeting Type: Annual	
Primary Security ID: H3301B107		

Shares Voted: 26,712

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
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 0.15 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Thomas Ebeling as Director and Board Chair	Mgmt	For	Against	Against
4.1.2	Reelect Michael Bauer as Director	Mgmt	For	For	For
4.1.3	Reelect Marcus Brennecke as Director	Mgmt	For	For	For
4.1.4	Reelect Daniel Browne as Director	Mgmt	For	For	For
4.1.5	Reelect Maria Hilado as Director	Mgmt	For	For	For
4.1.6	Reelect Karen Ling as Director	Mgmt	For	For	For
4.1.7	Reelect Sherilyn McCoy as Director	Mgmt	For	For	For
4.1.8	Reelect Flemming Ornskov as Director	Mgmt	For	For	For
4.2.1	Elect Roberto Marques as Director	Mgmt	For	For	For
4.3.1	Reappoint Karen Ling as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Thomas Ebeling as Member of the Compensation Committee	Mgmt	For	Against	Against



Galderma Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Appoint Roberto Marques as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Mgmt	For	Against	Against
6	Designate Altenburger Ltd as Independent Proxy	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Grupo Financiero Banorte SAB de CV

Meeting Date: 04/23/2025	Country: Mexico	Ticker: GFNORTEO
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: P49501201		

Shares Voted: 11,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve CEO's Report on Financial Statements and Statutory Reports	Mgmt	For	For	For
1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For
1.c	Approve Board's Report on Operations and Activities Undertaken by Board	Mgmt	For	For	For
1.d	Approve Report on Activities of Audit and Corporate Practices Committee	Mgmt	For	For	For
1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3.a	Approve Cash Dividends of MXN 9.99 Per Share	Mgmt	For	For	For
3.b	Approve Cash Dividend to Be Paid on May 5, 2025	Mgmt	For	For	For
4	Receive Auditor's Report on Tax Position of Company	Mgmt			

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a1	Elect Carlos Hank Gonzalez as Board Chair	Mgmt	For	For	For
5.a2	Elect Juan Antonio Gonzalez Moreno as Director	Mgmt	For	For	For
5.a3	Elect David Juan Villarreal Montemayor as Director	Mgmt	For	For	For
5.a4	Elect Jose Marcos Ramirez Miguel as Director	Mgmt	For	For	For
5.a5	Elect Carlos de la Isla Corry as Director	Mgmt	For	For	For
5.a6	Elect Alicia Alejandra Lebrija Hirschfeld as Director	Mgmt	For	For	For
5.a7	Elect Clemente Ismael Reyes Retana Valdes as Director	Mgmt	For	For	For
5.a8	Elect Mariana Banos Reynaud as Director	Mgmt	For	For	For
5.a9	Elect Federico Carlos Fernandez Senderos as Director	Mgmt	For	For	For
5.a10	Elect David Penaloza Alanis as Director	Mgmt	For	For	For
5.a11	Elect Jose Antonio Chedraui Eguia as Director	Mgmt	For	For	For
5.a12	Elect Alfonso de Angoitia Noriega as Director	Mgmt	For	For	For
5.a13	Elect Thomas Stanley Heather Rodriguez as Director	Mgmt	For	For	For
5.a14	Elect Diana Munozcano Felix as Director	Mgmt	For	For	For
5.a15	Elect Graciela Gonzalez Moreno as Alternate Director	Mgmt	For	For	For
5.a16	Elect Juan Antonio Gonzalez Marcos as Alternate Director	Mgmt	For	For	For
5.a17	Elect Alberto Halabe Hamui as Alternate Director	Mgmt	For	For	For
5.a18	Elect Gerardo Salazar Viezca as Alternate Director	Mgmt	For	For	For
5.a19	Elect Rafael Victorio Arana de la Garza as Alternate Director	Mgmt	For	For	For
5.a20	Elect Roberto Kelleher Vales as Alternate Director	Mgmt	For	For	For
5.a21	Elect Cecilia Goya de Riviello Meade as Alternate Director	Mgmt	For	For	For
5.a22	Elect Jose Maria Garza Trevino as Alternate Director	Mgmt	For	For	For
5.a23	Elect Manuel Francisco Ruiz Camero as Alternate Director	Mgmt	For	For	For
5.a24	Elect Carlos Cesarman Kolteniuk as Alternate Director	Mgmt	For	For	For

## Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a25	Elect Humberto Tafolla Nunez as Alternate Director	Mgmt	For	For	For
5.a26	Elect Carlos Phillips Margain as Alternate Director	Mgmt	For	For	For
5.a27	Elect Diego Martinez Rueda-Chapital as Alternate Director	Mgmt	For	For	For
5.a28	Elect Manuel Guillermo Munozcano Castro as Alternate Director	Mgmt	For	For	For
5.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	Mgmt	For	For	For
5.c	Approve Directors Liability and Indemnification	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Elect Thomas Stanley Heather Rodriguez as Chair of Audit and Corporate Practices Committee	Mgmt	For	For	For
8.1	Approve Report on Share Repurchase	Mgmt	For	For	For
8.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For
9.1	Approve Stock Incentive and Retention Plans for Executives	Mgmt	For	For	For
9.2	Approve Acquisition of up to 70 Million Shares to be Allocated for Stock Plan, which Acquisition may be Carried out through Company's Share Repurchase Reserve	Mgmt	For	For	For
9.3	Authorize Human Resources Committee as Allocations Committee to Set Terms, Conditions and any Amendment of Stock Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## Metropolitan Bank & Trust Company

Meeting Date: 04/23/2025	Country: Philippines	Ticker: MBT
Record Date: 03/06/2025	Meeting Type: Annual	
Primary Security ID: Y6028G136		

# Metropolitan Bank & Trust Company

Shares Voted: 63,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Minutes of the Annual Meeting	Mgmt	For	For	For
2	Ratify All Acts and Resolutions of the Board of Directors, Management and All Committees	Mgmt	For	For	For
	Elect 12 Directors by Cumulative Voting	Mgmt			
3.1	Elect Arthur Ty as Director	Mgmt	For	For	For
3.2	Elect Francisco C. Sebastian as Director	Mgmt	For	For	For
3.3	Elect Fabian S. Dee as Director	Mgmt	For	For	For
3.4	Elect Alfred V. Ty as Director	Mgmt	For	For	For
3.5	Elect Vicente R. Cuna, Jr. as Director	Mgmt	For	For	For
3.6	Elect Solomon S. Cua as Director	Mgmt	For	For	For
3.7	Elect Jose Vicente L. Alde as Director	Mgmt	For	For	For
3.8	Elect Edgar O. Chua as Director	Mgmt	For	Against	Against
3.9	Elect Angelica H. Lavares as Director	Mgmt	For	For	For
3.10	Elect Philip G. Soliven as Director	Mgmt	For	For	For
3.11	Elect Marcelo C. Fernando, Jr. as Director	Mgmt	For	Against	Against
3.12	Elect Juan Miguel L. Escaler as Director	Mgmt	For	For	For
4	Appoint Sycip Gorres Velayo & Co. as External Auditor	Mgmt	For	For	For

# NatWest Group Plc

Meeting Date: 04/23/2025Country: United KingdomTicker: NWG

Record Date: 04/17/2025Meeting Type: Annual

Primary Security ID: G6422B147

Shares Voted: 169,697

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

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For	For
6	Re-elect Paul Thwaite as Director	Mgmt	For	For	For
7	Re-elect Katie Murray as Director	Mgmt	For	For	For
8	Re-elect Frank Dangeard as Director	Mgmt	For	Abstain	Abstain
9	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
11	Elect Geeta Gopalan as Director	Mgmt	For	For	For
12	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
13	Re-elect Stuart Lewis as Director	Mgmt	For	For	For
14	Elect Gill Whitehead as Director	Mgmt	For	For	For
15	Re-elect Lena Wilson as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 04/23/2025	Country: Finland	Ticker: SAMPO
Record Date: 04/09/2025	Meeting Type: Annual	
Primary Security ID: X75653232		

Shares Voted: 139,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Finnish Shares	Mgmt			
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 0.34 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 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Sekisui House, Ltd.

Meeting Date: 04/23/2025

Record Date: 01/31/2025

Primary Security ID: J70746136

Country: Japan

Meeting Type: Annual

Ticker: 1928

Shares Voted: 199,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 71	Mgmt	For	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Tanaka, Satoshi	Mgmt	For	For	For
2.3	Elect Director Ishii, Toru	Mgmt	For	For	For
2.4	Elect Director Shinozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Omura, Yasushi	Mgmt	For	For	For
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For	For
2.9	Elect Director Abe, Shinichi	Mgmt	For	For	For
2.10	Elect Director Kuroda, Yukiko	Mgmt	For	For	For

Sekisui House, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Minagawa, Osamu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tamai, Yuko	Mgmt	For	For	For

The Cigna Group

Meeting Date: 04/23/2025	Country: USA	Ticker: CI
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: 125523100		

Shares Voted: 28,410

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	For	For
1b	Elect Director Eric J. Foss	Mgmt	For	For	For
1c	Elect Director Elder Granger	Mgmt	For	For	For
1d	Elect Director Neesha Hathi	Mgmt	For	For	For
1e	Elect Director George Kurian	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Mark B. McClellan	Mgmt	For	For	For
1h	Elect Director Philip O. Ozuah	Mgmt	For	For	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/23/2025	Country: USA	Ticker: GS
Record Date: 02/24/2025	Meeting Type: Annual	
Primary Security ID: 38141G104		



The Goldman Sachs Group, Inc.

Shares Voted: 12,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
1d	Elect Director John Hess	Mgmt	For	For	For
1e	Elect Director Kevin Johnson	Mgmt	For	For	For
1f	Elect Director Ellen Kullman	Mgmt	For	For	For
1g	Elect Director KC McClure	Mgmt	For	For	For
1h	Elect Director Lakshmi Mittal	Mgmt	For	For	For
1i	Elect Director Thomas Montag	Mgmt	For	For	For
1j	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1k	Elect Director David Solomon	Mgmt	For	For	For
1l	Elect Director Jan Tighe	Mgmt	For	For	For
1m	Elect Director David Viniar	Mgmt	For	For	For
1n	Elect Director John Waldron	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against	Against
6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For

The PNC Financial Services Group, Inc.

Meeting Date: 04/23/2025Country: USATicker: PNC

Record Date: 01/31/2025Meeting Type: Annual

Primary Security ID: 693475105

The PNC Financial Services Group, Inc.

Shares Voted: 18,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director Douglas A. Dachtelle	Mgmt	For	For	For
1e	Elect Director William S. Demchak	Mgmt	For	For	For
1f	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1g	Elect Director Richard J. Harshman	Mgmt	For	For	For
1h	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1i	Elect Director Renu Khator	Mgmt	For	For	For
1j	Elect Director Linda R. Medler	Mgmt	For	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For
1l	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1m	Elect Director Bryan S. Salesky	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

Avery Dennison Corporation

Meeting Date: 04/24/2025Country: USATicker: AVY

Record Date: 02/24/2025Meeting Type: Annual

Primary Security ID: 053611109

Shares Voted: 2,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For
1b	Elect Director Mitchell R. Butier	Mgmt	For	For	For
1c	Elect Director Ward H. Dickson	Mgmt	For	For	For
1d	Elect Director Andres A. Lopez	Mgmt	For	For	For
1e	Elect Director Maria Fernanda Mejia	Mgmt	For	For	For

Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Deon M. Stander	Mgmt	For	For	For
1i	Elect Director William R. Wagner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

AXA SA

Meeting Date: 04/24/2025

Country: France

Ticker: CS

Record Date: 04/22/2025

Meeting Type: Annual/Special

Primary Security ID: F06106102

Shares Voted: 66,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Guillaume Faury as Director	Mgmt	For	For	For
12	Reelect Ramon Fernandez as Director	Mgmt	For	For	For
13	Ratify Appointment of Ewout Steenbergen as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For	For
22	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For

Ayala Land, Inc.

Meeting Date: 04/24/2025

Record Date: 03/10/2025

Primary Security ID: Y0488F100

Country: Philippines

Meeting Type: Annual

Ticker: ALI

Shares Voted: 164,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	Mgmt	For	For	For
2	Ratify Acts of the Board of Directors and Officers	Mgmt	For	For	For
3	Approve Amendment to the Seventh Article of the Articles of Incorporation to Decrease the Authorized Capital Stock	Mgmt	For	For	For
4	Approve ALI Performance Shares Plan	Mgmt	For	For	For
	Elect 9 Directors by Cumulative Voting	Mgmt			
5.1	Elect Jaime Augusto Zobel de Ayala as Director	Mgmt	For	For	For
5.2	Elect Cezar P. Consing as Director	Mgmt	For	For	For

Ayala Land, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Elect Anna Ma. Margarita B. Dy as Director	Mgmt	For	For	For
5.4	Elect Fernando Zobel de Ayala as Director	Mgmt	For	For	For
5.5	Elect Mariana Beatriz E. Zobel de Ayala as Director	Mgmt	For	For	For
5.6	Elect Daniel Gabriel M. Montecillo as Director	Mgmt	For	For	For
5.7	Elect Cesar V. Purisima as Director	Mgmt	For	For	For
5.8	Elect Rex Ma. A. Mendoza as Director	Mgmt	For	For	For
5.9	Elect Surendra M. Menon as Director	Mgmt	For	For	For
6	Elect External Auditors and Fix Its Remuneration	Mgmt	For	For	For
7	Approve Audited Financial Statements, Including Noting of Annual Report	Mgmt	For	For	For
8	Approve Other Matters	Mgmt	For	Against	Against

Citizens Financial Group, Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: CFG
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 174610105		

Shares Voted: 34,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	For	For
1.2	Elect Director Lee Alexander	Mgmt	For	For	For
1.3	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1.4	Elect Director Christine M. Cumming	Mgmt	For	For	For
1.5	Elect Director Kevin J. Cummings	Mgmt	For	For	For
1.6	Elect Director William P. Hankowsky	Mgmt	For	For	For
1.7	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1.8	Elect Director Robert G. Leary	Mgmt	For	For	For
1.9	Elect Director Terrance J. Lillis	Mgmt	For	For	For
1.10	Elect Director Michele N. Siekerka	Mgmt	For	For	For

Citizens Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Christopher J. Swift	Mgmt	For	For	For
1.12	Elect Director Claude E. Wade	Mgmt	For	For	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Danone SA

Meeting Date: 04/24/2025Country: FranceTicker: BN

Record Date: 04/22/2025Meeting Type: Annual/Special

Primary Security ID: F12033134

Shares Voted: 18,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	For	For
6	Reelect Susan Roberts as Director	Mgmt	For	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For	For



Danone SA

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

Edison International

Meeting Date: 04/24/2025	Country: USA	Ticker: EIX
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 281020107		

Shares Voted: 8,483					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Michael C. Camunez	Mgmt	For	For	For
1c	Elect Director Jennifer M. Granholm	Mgmt	For	For	For
1d	Elect Director James T. Morris	Mgmt	For	For	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	Against	Against
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1g	Elect Director Marcy L. Reed	Mgmt	For	For	For
1h	Elect Director Carey A. Smith	Mgmt	For	For	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	For	For
1j	Elect Director Peter J. Taylor	Mgmt	For	For	For
1k	Elect Director Keith Trent	Mgmt	For	For	For
2	Ratify PwC as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

ENGIE SA

Meeting Date: 04/24/2025	Country: France	Ticker: ENGI
Record Date: 04/22/2025	Meeting Type: Annual/Special	
Primary Security ID: F7629A107		

**Shares Voted:** 105,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.48 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Catherine MacGregor as Director	Mgmt	For	Against	Against
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Mgmt	Abstain	Against	Against
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Company's Climate Transition Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For

ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	Mgmt	For	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fastenal Company

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 311900104

Country: USA

Meeting Type: Annual

Ticker: FAST

Shares Voted: 107,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Brady D. Ericson	Mgmt	For	For	For
1e	Elect Director Daniel L. Florness	Mgmt	For	For	For
1f	Elect Director Rita J. Heise	Mgmt	For	For	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For
1k	Elect Director Reyne K. Wisecup	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

Global Payments Inc.

Meeting Date: 04/24/2025

Record Date: 03/03/2025

Primary Security ID: 37940X102

Country: USA

Meeting Type: Annual

Ticker: GPN

Global Payments Inc.

Shares Voted: 10,124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director Cameron M. Bready	Mgmt	For	For	For
1d	Elect Director John G. Bruno	Mgmt	For	For	For
1e	Elect Director Joia M. Johnson	Mgmt	For	For	For
1f	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1g	Elect Director Connie D. McDaniel	Mgmt	For	For	For
1h	Elect Director Joseph H. Osnoss	Mgmt	For	For	For
1i	Elect Director William B. Plummer	Mgmt	For	For	For
1j	Elect Director M. Troy Woods	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Healthpeak Properties, Inc.

Meeting Date: 04/24/2025Country: USATicker: DOC

Record Date: 03/04/2025Meeting Type: Annual

Primary Security ID: 42250P103

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	For	For
1b	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1c	Elect Director John T. Thomas	Mgmt	For	For	For
1d	Elect Director Brian G. Cartwright	Mgmt	For	For	For
1e	Elect Director James B. Connor	Mgmt	For	For	For

Healthpeak Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
1g	Elect Director Pamela J. Kessler	Mgmt	For	For	For
1h	Elect Director Sara G. Lewis	Mgmt	For	For	For
1i	Elect Director Ava E. Lias-Booker	Mgmt	For	For	For
1j	Elect Director Tommy G. Thompson	Mgmt	For	For	For
1k	Elect Director Richard A. Weiss	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/24/2025

Record Date: 02/25/2025

Primary Security ID: 478160104

Country: USA

Meeting Type: Annual

Ticker: JNJ

Shares Voted: 105,559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1d	Elect Director Joaquin Duato	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Paula A. Johnson	Mgmt	For	For	For
1g	Elect Director Hubert Joly	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1j	Elect Director Nadja Y. West	Mgmt	For	For	For
1k	Elect Director Eugene A. Woods	Mgmt	For	For	For

Johnson & Johnson

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	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Oversee and Report Human Rights Impact Assessment	SH	Against	For	For

Kering SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F5433L103

Country: France

Meeting Type: Annual/Special

Ticker: KER

Shares Voted: 7,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share	Mgmt	For	For	For
4	Reelect François-Henri Pinault as Director	Mgmt	For	Against	Against
5	Reelect Financière Pinault as Director	Mgmt	For	Against	Against
6	Reelect Baudouin Prot as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/24/2025	Country: Brazil	Ticker: KLBN4
Record Date:	Meeting Type: Annual	
Primary Security ID: P60933101		

Shares Voted: 96,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Units	Mgmt			
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Fix Number of Directors at 13	Mgmt	For	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	For	For
5	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
6	As a Preferred 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	For	For
7	Elect Fiscal Council Members	Mgmt	For	Abstain	Abstain
8	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
9	Approve Remuneration of Company's Management	Mgmt	For	For	For
10	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For
11.1	Elect Directors (Slate 1 Proposed by Company's Management)	Mgmt	For	Against	Against
11.2	Elect Directors (Slate 2 Proposed by Shareholder)	SH	None	Against	Against



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Elect Directors (Slate 3 Proposed by Shareholder)	SH	None	Against	Against
12	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 13, 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			
13	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	For	For
	Slate 1	Mgmt			
14.1	Percentage of Votes to Be Assigned - Elect Alberto Klabin as Director and Maria Silvia Bastos Marques as Alternate	Mgmt	None	Abstain	Abstain
14.2	Percentage of Votes to Be Assigned - Elect Amanda Klabin Tkacz as Director and Daniel Miguel Klabin as Alternate	Mgmt	None	Abstain	Abstain
14.3	Percentage of Votes to Be Assigned - Elect Amaury Guilherme Bier as Independent Director and Victor Borges Leal Saragiotto as Alternate	Mgmt	None	Abstain	Abstain
14.4	Percentage of Votes to Be Assigned - Elect Celso Lafer as Independent Director and Paulo Roberto Petterle as Alternate	Mgmt	None	Abstain	Abstain
14.5	Percentage of Votes to Be Assigned - Elect Francisco Lafer Pati as Director and Luis Eduardo Pereira de Carvalho as Alternate	Mgmt	None	Abstain	Abstain
14.6	Percentage of Votes to Be Assigned - Elect Horacio Lafer Piva as Director and Eduardo Lafer Piva as Alternate	Mgmt	None	Abstain	Abstain
14.7	Percentage of Votes to Be Assigned - Elect Lilia Klabin Levine as Director and Joao Adamo Junior as Alternate	Mgmt	None	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.8	Percentage of Votes to Be Assigned - Elect Marcelo Mesquita de Siqueira Filho as Independent Director and Marcelo de Aguiar Oliveira as Alternate	Mgmt	None	Abstain	Abstain
14.9	Percentage of Votes to Be Assigned - Elect Paulo Sergio Coutinho Galvao Filho as Director and Maria Eugenia Lafer Galvao as Alternate	Mgmt	None	Abstain	Abstain
14.10	Percentage of Votes to Be Assigned - Elect Roberto Luiz Leme Klabin as Independent Director and Marcelo Bertini de Rezende Barbosa as Alternate	Mgmt	None	Abstain	Abstain
14.11	Percentage of Votes to Be Assigned - Elect Vera Lafer as Director and Antonio Sergio Alfano as Alternate	Mgmt	None	Abstain	Abstain
14.12	Percentage of Votes to Be Assigned - Elect Wolff Klabin as Director and Pedro Silva de Queiroz as Alternate	Mgmt	None	Abstain	Abstain
	Slate 2	Mgmt			
14.13	Percentage of Votes to Be Assigned - Elect Amanda Klabin Tkacz as Director and Daniel Miguel Klabin as Alternate	SH	None	Abstain	Abstain
14.14	Percentage of Votes to Be Assigned - Elect Amaury Guilherme Bier as Director and Victor Borges Leal Saragiotto as Alternate	SH	None	Abstain	Abstain
14.15	Percentage of Votes to Be Assigned - Elect Celso Lafer as Director and Paulo Roberto Petterle as Alternate	SH	None	Abstain	Abstain
14.16	Percentage of Votes to Be Assigned - Elect Francisco Lafer Pati as Director and Luis Eduardo Pereira de Carvalho as Alternate	SH	None	Abstain	Abstain
14.17	Percentage of Votes to Be Assigned - Elect Horacio Lafer Piva as Director and Eduardo Lafer Piva as Alternate	SH	None	Abstain	Abstain
14.18	Percentage of Votes to Be Assigned - Elect Lilia Klabin Levine as Director and Joao Adamo Junior as Alternate	SH	None	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.19	Percentage of Votes to Be Assigned - Elect Marcelo Mesquita de Siqueira Filho as Director and Marcelo de Aguiar Oliveira as Alternate	SH	None	Abstain	Abstain
14.20	Percentage of Votes to Be Assigned - Elect Paulo Sergio Coutinho Galvao Filho as Director and Maria Eugenia Lafer Galvao as Alternate	SH	None	Abstain	Abstain
14.21	Percentage of Votes to Be Assigned - Elect Roberto Luiz Leme Klabin as Director and Marcelo Bertini de Rezende Barbosa as Alternate	SH	None	Abstain	Abstain
14.22	Percentage of Votes to Be Assigned - Elect Vera Lafer as Director and Antonio Sergio Alfano as Alternate	SH	None	Abstain	Abstain
14.23	Percentage of Votes to Be Assigned - Elect Wolff Klabin as Director and Pedro Silva de Queiroz as Alternate	SH	None	Abstain	Abstain
14.24	Percentage of Votes to Be Assigned - Elect Isabella Saboya de Albuquerque as Independent Director and Adriano Cives Seabra as Alternate	SH	None	For	For
	Slate 3	Mgmt			
14.25	Percentage of Votes to Be Assigned - Percentage of Votes to Be Assigned - Elect Amanda Klabin Tkacz as Director and Daniel Miguel Klabin as Alternate	SH	None	Abstain	Abstain
14.26	Percentage of Votes to Be Assigned - Elect Amaury Guilherme Bier as Director and Victor Borges Leal Saragiotto as Alternate	SH	None	Abstain	Abstain
14.27	Percentage of Votes to Be Assigned - Elect Celso Lafer as Director and Paulo Roberto Petterle as Alternate	SH	None	Abstain	Abstain
14.28	Percentage of Votes to Be Assigned - Elect Francisco Lafer Pati as Director and Luis Eduardo Pereira de Carvalho as Alternate	SH	None	Abstain	Abstain
14.29	Percentage of Votes to Be Assigned - Elect Horacio Lafer Piva as Director and Eduardo Lafer Piva as Alternate	SH	None	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.30	Percentage of Votes to Be Assigned - Elect Lilia Klabin Levine as Director and Joao Adamo Junior as Alternate	SH	None	Abstain	Abstain
14.31	Percentage of Votes to Be Assigned - Elect Marcelo Mesquita de Siqueira Filho as Director and Marcelo de Aguiar Oliveira as Alternate	SH	None	Abstain	Abstain
14.32	Percentage of Votes to Be Assigned - Elect Paulo Sergio Coutinho Galvao Filho as Director and Maria Eugenia Lafer Galvao as Alternate	SH	None	Abstain	Abstain
14.33	Percentage of Votes to Be Assigned - Elect Roberto Luiz Leme Klabin as Director and Marcelo Bertini de Rezende Barbosa as Alternate	SH	None	Abstain	Abstain
14.34	Percentage of Votes to Be Assigned - Elect Vera Lafer as Director and Antonio Sergio Alfano as Alternate	SH	None	Abstain	Abstain
14.35	Percentage of Votes to Be Assigned - Elect Wolff Klabin as Director and Pedro Silva de Queiroz as Alternate	SH	None	Abstain	Abstain
14.36	Percentage of Votes to Be Assigned - Elect Roberto Diniz Junqueira Neto as Independent Director and Gastao de Souza Mesquita Filho as Alternate	SH	None	For	For
15	Elect Mauro Gentile Rodrigues da Cunha as Director and Tiago Curi Isaac as Alternate Appointed by Preferred Shareholder	SH	None	For	For
16	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	Mgmt	None	For	For
17	Elect Tomas Junqueira de Camargo as Fiscal Council Member and Carlos Mauricio Sakata Mirandola as Alternate Appointed by Preferred Shareholder	SH	None	For	For
18	Elect Celio de Melo Almada Neto as Fiscal Council Member and Mauricio de Araujo as Alternate Appointed by Minority Shareholder	SH	None	For	For

Meeting Date: 04/24/2025	Country: France	Ticker: LI
Record Date: 04/22/2025	Meeting Type: Annual/Special	
Primary Security ID: F5396X102		

Shares Voted: 203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Béatrice de Clermont-Tonnerre as Supervisory Board Member	Mgmt	For	For	For
6	Ratify Appointment of Nadine Glicenstein as Supervisory Board Member	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of David Simon, Chairman of the Supervisory Board	Mgmt	For	For	For
9	Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	Mgmt	For	For	For
10	Approve Compensation of Stephane Tortajada, Management Board Member	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and Supervisory Board Members	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-21 at EUR 120 Million	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
24	Amend Article 14 of Bylaws To Incorporate Legal Changes Re: Virtual Participation	Mgmt	For	For	For
25	Amend Article 15 of Bylaws To Incorporate Legal Changes Re: Written Consultation	Mgmt	For	For	For
26	Amend Article 27 of Bylaws To Comply with Legal Changes Re: Record Date	Mgmt	For	For	For
27	Amend Article 27 of Bylaws To Incorporate Legal Changes Re: Participation to General Meetings	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Shares Voted: 4,972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Standalone and Consolidated Financial Statements, and Proposal for Allocation of Income	Mgmt			
2	Receive Supervisory Board Report on Company's Standalone and Consolidated Financial Statements, Proposal for Allocation of Income, Its Activities, and Management Board Report on Related Entities	Mgmt			
3	Receive Audit Committee Report	Mgmt			
4	Approve Financial Statements	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CZK 91.30 per Share	Mgmt	For	For	For
6	Approve Consolidated Financial Statements	Mgmt	For	For	For
7	Receive Company's Corporate Governance Statement	Mgmt			
8	Receive Management Board Report on Related Entities	Mgmt			
9.1	Elect Anne-Sophie Chauveau-Galas as Supervisory Board Member	Mgmt	For	For	For
9.2	Elect Petr Dvorak as Supervisory Board Member	Mgmt	For	For	For
9.3	Elect Alvaro Huete Gomez as Supervisory Board Member	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Against	Against
11	Approve Remuneration Report	Mgmt	For	Against	Against
12.1	Ratify KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors	Mgmt	For	For	For
12.2	Appoint KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors for the Sustainability Reporting	Mgmt	For	For	For

## Malayan Banking Berhad

Meeting Date: 04/24/2025

Record Date: 04/16/2025

Primary Security ID: Y54671105

Country: Malaysia

Meeting Type: Annual

Ticker: 1155

Shares Voted: 509,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Fauziah Hisham as Director	Mgmt	For	For	For
2	Elect Shariffuddin Khalid as Director	Mgmt	For	For	For
3	Elect Shirley Goh as Director	Mgmt	For	For	For
4	Elect Chiam Sou Hong as Director	Mgmt	For	For	For
5	Elect Vittorio Furlan as Director	Mgmt	For	For	For
6	Approve Directors' Fees	Mgmt	For	For	For
7	Approve Directors' Benefits	Mgmt	For	For	For
8	Approve Ernst & Young PLT as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	Mgmt	For	For	For

## National Bank of Canada

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 633067103

Country: Canada

Meeting Type: Annual

Ticker: NA

Shares Voted: 9,025

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



National Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Rebecca McKillican	Mgmt	For	For	For
1.11	Elect Director Arielle Meloul-Wechsler	Mgmt	For	For	For
1.12	Elect Director Sarah Morgan-Silvester	Mgmt	For	For	For
1.13	Elect Director Robert Pare	Mgmt	For	For	For
1.14	Elect Director Pierre Pomerleau	Mgmt	For	For	For
1.15	Elect Director Irfhan Rawji	Mgmt	For	For	For
1.16	Elect Director Macky Tall	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
4.2	SP 2: Advisory Vote on Environmental Policies	SH	Against	For	For
4.3	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	SH	Against	For	For
4.4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
4.5	SP 5: Employee Language Skills Disclosure	SH	Against	Against	Against

Orkla ASA

Meeting Date: 04/24/2025

Record Date: 04/14/2025

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 39,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share	Mgmt	For	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For	For
6.7	Reelect Bengt Rem as Director	Mgmt	For	For	For
7	Reelect Stein Erik Hagen as Board Chair	Mgmt	For	For	For
8	Reelect Nils-Henrik Pettersson as Member of Nominating Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of NOK 1.17 Million for Chair and NOK 760,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For

Meeting Date: 04/24/2025	Country: United Kingdom	Ticker: REL
Record Date: 04/22/2025	Meeting Type: Annual	
Primary Security ID: G7493L105		

Shares Voted: 114,807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Andy Halford as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
14	Re-elect Bianca Tetteroo as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Boeing Company

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 097023105

Country: USA

Meeting Type: Annual

Ticker: BA

The Boeing Company

Shares Voted: 39,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	Against	Against
1b	Elect Director Mortimer J. "Tim" Buckley	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	Against	Against
1j	Elect Director Robert Kelly Ortberg	Mgmt	For	For	For
1k	Elect Director John M. Richardson	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 Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
5	Oversee and Report a Civil Rights Audit	SH	Against	For	For

UCB SA

Meeting Date: 04/24/2025Country: BelgiumTicker: UCB

Record Date: 04/10/2025Meeting Type: Annual/Special

Primary Security ID: B93562120

Shares Voted: 11,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
	Receive Directors' Reports (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.39 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9.1A	Reelect Jonathan Peacock as Director	Mgmt	For	For	For
9.1B	Indicate Jonathan Peacock as Independent Director	Mgmt	For	For	For
9.2A	Elect Fiona Powrie as Director	Mgmt	For	For	For
9.2B	Indicate Fiona Powrie as Independent Director	Mgmt	For	For	For
9.3	Elect Stefaan Heylen as Director	Mgmt	For	For	For
	Special Part	Mgmt			
10	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For

Agnico Eagle Mines Limited

Meeting Date: 04/25/2025

Record Date: 03/14/2025

Primary Security ID: 008474108

Country: Canada

Meeting Type: Annual/Special

Ticker: AEM

Shares Voted: 97,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leona Aglukkaq	Mgmt	For	For	For
1.2	Elect Director Ammar Al-Joundi	Mgmt	For	For	For
1.3	Elect Director Sean Boyd	Mgmt	For	For	For
1.4	Elect Director Martine A. Celej	Mgmt	For	For	For
1.5	Elect Director Jonathan Gill	Mgmt	For	For	For
1.6	Elect Director Peter Grosskopf	Mgmt	For	For	For

Agnico Eagle Mines Limited

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

Akzo Nobel NV

Meeting Date: 04/25/2025

Country: Netherlands

Ticker: AKZA

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: N01803308

Shares Voted: 23,352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
3a	Adopt Financial Statements	Mgmt	For	For	For
3b	Discuss on the Company's Dividend Policy	Mgmt			
3c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3d	Approve Remuneration Report	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
5b	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
6a	Approve Remuneration Policy of Management Board	Mgmt	For	For	For

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7	Elect H.J. Muller to Supervisory Board	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Baloise Holding AG

Meeting Date: 04/25/2025Country: SwitzerlandTicker: BALN

Record Date:Meeting Type: Annual

Primary Security ID: H04530202

Shares Voted: 156

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 Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 8.10 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Christoph Maeder as Director	Mgmt	For	For	For
4.1.c	Reelect Maya Bundt as Director	Mgmt	For	For	For
4.1.d	Reelect Guido Fuerer as Director	Mgmt	For	For	For
4.1.e	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.f	Reelect Markus Neuhaus as Director	Mgmt	For	For	For

## Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
4.1.h	Elect Andre Helfenstein as Director	Mgmt	For	For	For
4.1.i	Elect Robert Schuchna as Director	Mgmt	For	For	For
4.1.j	Elect Vincent Vandendael as Director	Mgmt	For	For	For
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reppoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Vincent Vandendael as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

## BDO Unibank, Inc.

Meeting Date: 04/25/2025	Country: Philippines	Ticker: BDO
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: Y07775102		



Shares Voted: 30,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Minutes of the Annual Stockholders' Meeting	Mgmt	For	For	For
2	Approve Audited Financial Statements	Mgmt	For	For	For
3	Approve and Ratify All Acts of the Board of Directors, Board Committees and Management During Their Terms of Office	Mgmt	For	For	For
	Elect 11 Directors by Cumulative Voting	Mgmt			
4.1	Elect Jones M. Castro, Jr. as Director	Mgmt	For	For	For
4.2	Elect Dioscoro I. Ramos as Director	Mgmt	For	For	For
4.3	Elect Teresita T. Sy as Director	Mgmt	For	For	For
4.4	Elect Josefina N. Tan as Director	Mgmt	For	For	For
4.5	Elect Nestor V. Tan as Director	Mgmt	For	For	For
4.6	Elect George T. Barcelon as Director	Mgmt	For	For	For
4.7	Elect Estela P. Bernabe as Director	Mgmt	For	For	For
4.8	Elect Vipul Bhagat as Director	Mgmt	For	For	For
4.9	Elect Franklin M. Drilon as Director	Mgmt	For	For	For
4.10	Elect Alfredo E. Pascual as Director	Mgmt	For	For	For
4.11	Elect Vicente S. Perez, Jr. as Director	Mgmt	For	Withhold	Withhold
5	Approve Allocation of Up to 2% of the Bank's Outstanding Primary Common Shares for Future Awards Under the Bank's Employee Stock Option Plan	Mgmt	For	Against	Against
6	Appoint Punongbayan & Araullo, Grant Thornton as External Auditor	Mgmt	For	For	For
7	Approve Other Matters	Mgmt	For	Against	Against

CapitaLand Ascendas REIT

Meeting Date: 04/25/2025

Country: Singapore

Ticker: A17U

Record Date:

Meeting Type: Annual

Primary Security ID: Y0205X103

CapitaLand Ascendas REIT

Shares Voted: 381,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

China Yangtze Power Co., Ltd.

Meeting Date: 04/25/2025Country: ChinaTicker: 600900

Record Date: 04/18/2025Meeting Type: Special

Primary Security ID: Y1516Q142

Shares Voted: 270,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
1.1	Elect He Hongxin as Director	SH	For	For	For
1.2	Elect Liu Haibo as Director	SH	For	For	For

IMCD NV

Meeting Date: 04/25/2025Country: NetherlandsTicker: IMCD

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: N4447S106

Shares Voted: 21,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For

IMCD NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Receive Auditor's Report (Non-Voting)	Mgmt			
3b	Adopt Financial Statements	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
5b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Appoint Ernst & Young Accountants LLP as Auditor for Sustainability Reporting	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Lifco AB

Meeting Date: 04/25/2025

Record Date: 04/15/2025

Primary Security ID: W5321L166

Country: Sweden

Meeting Type: Annual

Ticker: LIFCO.B

Shares Voted: 76,012

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 Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt			
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.d	Receive Board's Dividend Proposal	Mgmt			
8	Receive Report of Board and Committees	Mgmt			
9	Receive President's Report	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For
12.b	Approve Discharge of Ulrika Dellby	Mgmt	For	For	For
12.c	Approve Discharge of Dan Frohm	Mgmt	For	For	For
12.d	Approve Discharge of Erik Gabrielson	Mgmt	For	For	For
12e	Approve Discharge of Ulf Grunander	Mgmt	For	For	For
12.f	Approve Discharge of Anna Hallberg	Mgmt	For	For	For
12.g	Approve Discharge of Lina Juslin	Mgmt	For	For	For
12.h	Approve Discharge of Anders Lindstrom	Mgmt	For	For	For
12.i	Approve Discharge of Tobias Nordin	Mgmt	For	For	For
12.j	Approve Discharge of Sofia Sandstrom	Mgmt	For	For	For
12.k	Approve Discharge of Caroline af Ugglas	Mgmt	For	For	For
12.l	Approve Discharge of Axel Wachtmeister	Mgmt	For	For	For
12.m	Approve Discharge of Per Waldemarson	Mgmt	For	For	For
13.a	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Lifco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 760,350 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against	Against
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	Against	Against
15.c	Reelect Dan Frohm as Director	Mgmt	For	For	For
15.d	Reelect Erik Gabrielson as Director	Mgmt	For	Against	Against
15.e	Reelect Ulf Grunander as Director	Mgmt	For	For	For
15.f	Reelect Anna Hallberg as Director	Mgmt	For	For	For
15.g	Reelect Caroline af Ugglas as Director	Mgmt	For	For	For
15.h	Reelect Axel Wachtmeister as Director	Mgmt	For	Against	Against
15.i	Reelect Per Waldemarson as Director	Mgmt	For	For	For
15.j	Reelect Carl Bennet as Board Chair	Mgmt	For	Against	Against
16	Ratify Ernst & Young AB as Auditors	Mgmt	For	Against	Against
17	Approve Remuneration Report	Mgmt	For	For	For
18	Close Meeting	Mgmt			

OTP Bank Nyrt

Meeting Date: 04/25/2025	Country: Hungary	Ticker: OTP
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: X60746181		

Shares Voted: 5,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone and Consolidated Financial Statements, Statutory Reports, and Allocation of Income and Dividends HUF 964.29 per Share	Mgmt	For	For	For
2	Approve Company's Corporate Governance Statement	Mgmt	For	For	For

OTP Bank Nyrt

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board	Mgmt	For	For	For
4.1	Ratify Ernst & Young Ltd. as Auditor and Fix Its Remuneration	Mgmt	For	For	For
4.2	Ratify Ernst & Young Ltd. as Auditor for Sustainability Reporting and Fix Its Remuneration	Mgmt	For	For	For
5.1	Amend Bylaws by Joint Votes with Regard to Each Section	Mgmt	For	For	For
5.2	Amend Bylaws	Mgmt	For	For	For
6	Approve Remuneration Policy and Authorize Supervisory Board to Define Remuneration Rules in Details	Mgmt	For	Against	Against
7	Elect Catherine Granger-Ponchon as Supervisory Board Member	Mgmt	For	For	For
8	Elect Catherine Granger-Ponchon as Audit Committee Member	Mgmt	For	For	For
9	Approve Remuneration of Management Board, Supervisory Board, and Audit Committee Members	Mgmt	For	For	For
10	Receive Report on Share Repurchase Program and Authorize Share Repurchase Program	Mgmt	For	Against	Against

Prologis Property Mexico SA de CV

Meeting Date: 04/25/2025

Record Date: 04/15/2025

Primary Security ID: P4559M101

Country: Mexico

Meeting Type: Annual

Ticker: FIBRAPL14

Shares Voted: 20,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of REITs - ISIN MXCFFI170008	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Annual Report of Trust	Mgmt	For	For	For
3.1	Ratify Alberto Saavedra as Member of Technical Committee and Verify Independence Classification	Mgmt	For	For	For

Prologis Property Mexico SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Ratify Miguel Alvarez as Member of Technical Committee and Verify Independence Classification	Mgmt	For	For	For
3.3	Ratify Carlos Elizondo as Member of Technical Committee and Verify Independence Classification	Mgmt	For	For	For
3.4	Ratify Monica Flores as Member of Technical Committee and Verify Independence Classification	Mgmt	For	For	For
3.5	Ratify Gonzalo Portilla as Member of Technical Committee and Verify Independence Classification	Mgmt	For	For	For
3.6	Ratify Katia Eschenbach as Member of Technical Committee and Verify Independence Classification	Mgmt	For	For	For
4	Ratify Remuneration of Members and/or Alternates of Technical Committee	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Steel Dynamics, Inc.

Meeting Date: 04/25/2025

Record Date: 03/06/2025

Primary Security ID: 858119100

Country: USA

Meeting Type: Annual

Ticker: STLD

Shares Voted: 28,372

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	For	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	For	For
1D	Elect Director Traci M. Dolan	Mgmt	For	For	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	For	For
1F	Elect Director Bradley S. Seaman	Mgmt	For	For	For
1G	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1H	Elect Director Luis M. Sierra	Mgmt	For	For	For

Steel Dynamics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Azrieli Group Ltd.

Meeting Date: 04/27/2025

Record Date: 03/30/2025

Primary Security ID: M1571Q105

Country: Israel

Meeting Type: Special

Ticker: AZRG

Shares Voted: 5,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Ron Avidan, Incoming CEO	Mgmt	For	For	For
2	Approve Grant of Options to Ron Avidan, Incoming CEO	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



Azrieli Group Ltd.

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

Henkel AG & Co. KGaA

Meeting Date: 04/28/2025	Country: Germany	Ticker: HEN
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: D3207M102		

Shares Voted: 17,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.02 per Ordinary Share and EUR 2.04 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Against	Against
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2024	Mgmt	For	Against	Against
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7	Elect Sabrina Soussan to the Shareholders' Committee	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Creation of EUR 81.6 Million Pool of Capital with Preemptive Rights	Mgmt	For	Against	Against

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W04008152

Country: Sweden

Meeting Type: Annual

Ticker: ALFA

Shares Voted: 4,359

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 Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	For
9c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9c3	Approve Discharge of Anna Muller	Mgmt	For	For	For
9c4	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9c5	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9c6	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9c7	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9c8	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9c9	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9c10	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For
9c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.19 Million to the Chair and SEK 730,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Anna Muller as Director	Mgmt	For	For	For
13.2	Reelect Dennis Jonsson as Director	Mgmt	For	For	For
13.3	Reelect of Finn Rausing as Director	Mgmt	For	For	For
13.4	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.5	Reelect Jorn Rausing as Director	Mgmt	For	Against	Against
13.6	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.7	Reelect Nadine Crauwels as Director	Mgmt	For	For	For
13.8	Reelect Ray Mauritsson as Director	Mgmt	For	For	For
13.9	Reelect Ulf Wiinberg as Director	Mgmt	For	Against	Against
13.10	Elect Annica Bresky as New Director	Mgmt	For	For	For
13.11	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.13	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.14	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.15	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

American Express Company

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 025816109

Country: USA

Meeting Type: Annual

Ticker: AXP

Shares Voted: 22,741

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1b	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1c	Elect Director John J. Brennan	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W1R924252

Country: Sweden

Meeting Type: Annual

Ticker: ATCO.A

Shares Voted: 178,789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; 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	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For	For
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b3	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
8.b6	Approve Discharge of Vagner Rego	Mgmt	For	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	For
8.b8	Approve Discharge of Karin Radstrom	Mgmt	For	For	For
8.b9	Approve Discharge of Hans Straberg	Mgmt	For	For	For
8.b10	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
8.b11	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For
8.b12	Approve Discharge of Helena Hemstrom	Mgmt	For	For	For
8.b13	Approve Discharge of Benny Larsson	Mgmt	For	For	For
8.b14	Approve Discharge of CEO Vagner Rego	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For	For
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For	For
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	For
10.a5	Reelect Vagner Rego as Director	Mgmt	For	For	For
10.a6	Reelect Gordon Riske as Director	Mgmt	For	For	For
10.a7	Reelect Karin Radstrom as Director	Mgmt	For	For	For
10.a8	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
10.a9	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Against
10.b	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Report	Mgmt	For	For	For
12.b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	For

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	Mgmt	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For	For
14	Close Meeting	Mgmt			

BB Seguridade Participacoes SA

Meeting Date: 04/29/2025Country: BrazilTicker: BBSE3

Record Date:Meeting Type: Annual

Primary Security ID: P1R1WJ103

Shares Voted: 82,800

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
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Remuneration of Company's Management	Mgmt	For	Against	Against
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For
6	Approve Remuneration of Audit Committee	Mgmt	For	For	For
7	Approve Remuneration of Risk and Capital Committee	Mgmt	For	For	For
8	Approve Remuneration of the Independent Member of the Related Party Transactions Committee	Mgmt	For	For	For
9.1	Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	Mgmt	For	Against	Against
9.2	Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	Mgmt	For	Against	Against

BB Seguridade Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	Mgmt	For	For	For
9.4	Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade)	Mgmt	For	Against	Against
9.5	Elect Guilherme Santos Mello as Director (Appointed by Uniao)	Mgmt	For	Against	Against
9.6	Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Mgmt	For	Against	Against
9.7	Elect Maria Carolina Ferreira Lacerda as Independent Director as Minority Representative Under Majority Board Election	SH	None	For	For
	If Voting FOR on Item 10, 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			
10	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain
11.1	Percentage of Votes to Be Assigned - Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	Mgmt	None	Abstain	Abstain
11.2	Percentage of Votes to Be Assigned - Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	Mgmt	None	Abstain	Abstain
11.3	Percentage of Votes to Be Assigned - Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	Mgmt	None	Abstain	Abstain
11.4	Percentage of Votes to Be Assigned - Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade)	Mgmt	None	Abstain	Abstain
11.5	Percentage of Votes to Be Assigned - Elect Guilherme Santos Mello as Director (Appointed by Uniao)	Mgmt	None	Abstain	Abstain



BB Seguridade Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.6	Percentage of Votes to Be Assigned - Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	Mgmt	None	Abstain	Abstain
11.7	Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Independent Director as Minority Representative Under Majority Board Election	SH	None	Abstain	Abstain
12	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
13	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

BB Seguridade Participacoes SA

Meeting Date: 04/29/2025

Record Date:

Primary Security ID: P1R1WJ103

Country: Brazil

Meeting Type: Extraordinary Shareholders

Ticker: BBSE3

Shares Voted: 82,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Chapter IV	Mgmt	For	For	For
2	Amend Chapter V	Mgmt	For	For	For
3	Amend Chapter VI	Mgmt	For	For	For
4	Amend Chapter VII	Mgmt	For	For	For
5	Amend Chapter X	Mgmt	For	For	For

BKW AG

Meeting Date: 04/29/2025

Record Date:

Primary Security ID: H10053108

Country: Switzerland

Meeting Type: Annual

Ticker: BKW

**Shares Voted: 4,479**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	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 3.70 per Share	Mgmt	For	For	For
4.a	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
4.b	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	Mgmt	For	For	For
5.a.1	Reelect Carole Ackermann as Director	Mgmt	For	For	For
5.a.2	Reelect Roger Baillod as Director and Board Chair	Mgmt	For	For	For
5.a.3	Reelect Petra Denk as Director	Mgmt	For	For	For
5.a.4	Reelect Rebecca Guntern as Director	Mgmt	For	For	For
5.a.5	Reelect Martin a Porta as Director	Mgmt	For	For	For
5.a.6	Reelect Kurt Schaer as Director	Mgmt	For	For	For
5.1.7	Elect Linda Winter as Director	Mgmt	For	For	For
5.b.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.b.2	Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.b.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	Mgmt	For	Against	Against
5.c	Designate Andreas Byland as Independent Proxy	Mgmt	For	For	For
5.d	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Citigroup Inc.

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 172967424

Country: USA

Meeting Type: Annual

Ticker: C

Shares Voted: 78,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	For	For	For
1b	Elect Director Ellen M. Costello	Mgmt	For	For	For
1c	Elect Director Grace E. Dailey	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director Renee J. James	Mgmt	For	For	For
1i	Elect Director Gary M. Reiner	Mgmt	For	For	For
1j	Elect Director Diana L. Taylor	Mgmt	For	For	For
1k	Elect Director James S. Turley	Mgmt	For	For	For
1l	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
7	Issue Audited Report on Financial Statement Assumptions and Climate Change	SH	Against	Against	Against
8	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against	Against

Constellation Energy Corporation

Meeting Date: 04/29/2025

Record Date: 03/05/2025

Primary Security ID: 21037T109

Country: USA

Meeting Type: Annual

Ticker: CEG

# Constellation Energy Corporation

Shares Voted: 42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yves C. de Balmann	Mgmt	For	Withhold	Withhold
1.2	Elect Director Robert J. Lawless	Mgmt	For	Withhold	Withhold
1.3	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1.4	Elect Director Eileen Paterson	Mgmt	For	For	For
1.5	Elect Director John M. Richardson	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

# DNB Bank ASA

Meeting Date: 04/29/2025Country: NorwayTicker: DNB

Record Date: 04/22/2025Meeting Type: Annual

Primary Security ID: R1R15X100

Shares Voted: 35,841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16.75 Per Share	Mgmt	For	For	For
5	Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	Mgmt	For	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

DNB Bank ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Board to Raise Debt Capital	Mgmt	For	For	For
8	Approve Demerger Plan	Mgmt	For	For	For
9	Approve Remuneration Statement (Advisory)	Mgmt	For	For	For
10	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
11	Elect Directors	Mgmt	For	For	For
12	Elect Members of Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/29/2025Country: USATicker: EXC

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

Primary Security ID: 30161N101

Shares Voted: 146,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director David DeWalt	Mgmt	For	For	For
1e	Elect Director Linda Jojo	Mgmt	For	Against	Against
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
1g	Elect Director Anna Richo	Mgmt	For	For	For
1h	Elect Director Matthew Rogers	Mgmt	For	For	For
1i	Elect Director Bryan Segedi	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

Fibra Uno Administracion SA de CV

Meeting Date: 04/29/2025Country: MexicoTicker: FUNO11

Record Date: 04/21/2025Meeting Type: Annual

Primary Security ID: P3515D163

Shares Voted: 19,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of REITs - ISIN MXCFFU000001	Mgmt			
1.i	Accept Reports of Audit, Corporate Practices, Nominating and Remuneration Committees	Mgmt	For	For	For
1.ii	Accept Technical Committee Report on Compliance in Accordance to Article 172 of General Mercantile Companies Law	Mgmt	For	For	For
1.iii	Accept Report of Trust Managers in Accordance to Article 44-XI of Securities Market Law, Including Technical Committee's Opinion on that Report	Mgmt	For	For	For
1.iv	Accept Technical Committee Report on Operations and Activities Undertaken	Mgmt	For	For	For
2	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
3	Ratify Irma Adriana Gomez Cavazos as Member of Technical Committee	Mgmt	For	For	For
4	Ratify Antonio Hugo Franck Cabrera as Member of Technical Committee	Mgmt	For	For	For
5	Ratify Ruben Goldberg Javkin as Member of Technical Committee	Mgmt	For	Against	Against
6	Ratify Herminio Blanco Mendoza as Member of Technical Committee	Mgmt	For	Against	Against
7	Ratify Jose Antonio Meade Kuribrena as Member of Technical Committee	Mgmt	For	For	For
8	Approve Remuneration of Technical Committee Members	Mgmt	For	For	For
9	Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee	Mgmt	For	Against	Against
10	Appoint Legal Representatives	Mgmt	For	For	For
11	Approve Minutes of Meeting	Mgmt	For	For	For

First Citizens BancShares, Inc.

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 31946M103

Country: USA

Meeting Type: Annual

Ticker: FCNCA

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1.2	Elect Director Victor E. Bell, III	Mgmt	For	Withhold	Withhold
1.3	Elect Director Peter M. Bristow	Mgmt	For	For	For
1.4	Elect Director Hope H. Bryant	Mgmt	For	For	For
1.5	Elect Director Eugene Flood, Jr.	Mgmt	For	For	For
1.6	Elect Director Frank B. Holding, Jr.	Mgmt	For	For	For
1.7	Elect Director Robert R. Hoppe	Mgmt	For	For	For
1.8	Elect Director David G. Leitch	Mgmt	For	Withhold	Withhold
1.9	Elect Director Robert E. Mason, IV	Mgmt	For	Withhold	Withhold
1.10	Elect Director Robert T. Newcomb	Mgmt	For	Withhold	Withhold
1.11	Elect Director R. Mattox Snow, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

International Business Machines Corporation

Meeting Date: 04/29/2025

Record Date: 02/28/2025

Primary Security ID: 459200101

Country: USA

Meeting Type: Annual

Ticker: IBM

Shares Voted: 30,224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For

## International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

## Intesa Sanpaolo SpA

Meeting Date: 04/29/2025	Country: Italy	Ticker: ISP
Record Date: 04/16/2025	Meeting Type: Annual/Special	
Primary Security ID: T55067101		

Shares Voted: 474,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Banking Foundations	SH	None	Against	Against



Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	For	For
	Management Proposal	Mgmt			
3a	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
3b	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
3c	Approve Remuneration Policy	Mgmt	For	Against	Against
3d	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3e	Approve Annual Incentive Plan	Mgmt	For	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Kimco Realty Corporation

Meeting Date: 04/29/2025

Record Date: 03/04/2025

Primary Security ID: 49446R109

Country: USA

Meeting Type: Annual

Ticker: KIM

Shares Voted: 1,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ross Cooper	Mgmt	For	For	For

Kimco Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Philip E. Coviello	Mgmt	For	For	For
1c	Elect Director Conor C. Flynn	Mgmt	For	For	For
1d	Elect Director Nancy Lashine	Mgmt	For	For	For
1e	Elect Director Frank Lourenso	Mgmt	For	For	For
1f	Elect Director Henry Moniz	Mgmt	For	For	For
1g	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1h	Elect Director Valerie Richardson	Mgmt	For	For	For
1i	Elect Director Richard B. Saltzman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

L'Oreal SA

Meeting Date: 04/29/2025

Record Date: 04/25/2025

Primary Security ID: F58149133

Country: France

Meeting Type: Annual/Special

Ticker: OR

Shares Voted: 42,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect T��thys as Director	Mgmt	For	For	For
5	Elect Isabelle Seillier as Director	Mgmt	For	For	For
6	Elect Aur��lie Jean as Director	Mgmt	For	For	For
7	Reelect Nicolas Hieronimus as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reelect Paul Bulcke as Director	Mgmt	For	For	For
9	Reelect Alexandre Ricard as Director	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/29/2025	Country: Finland	Ticker: NOKIA
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: X61873133		

Shares Voted: 113,851

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 0.14 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 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
14.5	Elect Pernille Erenbjerg as New Director	Mgmt	For	For	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	For	For

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	For	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	For	For
14.9	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	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 530 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Close Meeting	Mgmt			

PACCAR Inc

Meeting Date: 04/29/2025

Country: USA

Ticker: PCAR

Record Date: 03/04/2025

Meeting Type: Annual

Primary Security ID: 693718108

Shares Voted: 1,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For	For
1.2	Elect Director Pierre R. Breber	Mgmt	For	For	For
1.3	Elect Director Dame Alison J. Carnwath	Mgmt	For	For	For
1.4	Elect Director R. Preston Feight	Mgmt	For	For	For
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1.6	Elect Director Brice A. Hill	Mgmt	For	For	For
1.7	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.9	Elect Director John M. Pigott	Mgmt	For	For	For
1.10	Elect Director Luiz A. S. Pretti	Mgmt	For	For	For

PACCAR Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Ganesh Ramaswamy	Mgmt	For	For	For
1.12	Elect Director Mark A. Schulz	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Rexel SA

Meeting Date: 04/29/2025

Record Date: 04/25/2025

Primary Security ID: F7782J366

Country: France

Meeting Type: Annual/Special

Ticker: RXL

Shares Voted: 148,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Agnès Touraine, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Guillaume Texier, CEO	Mgmt	For	For	For
11	Reelect Marcus Alexanderson as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Guillaume Texier as Director	Mgmt	For	For	For
13	Reelect Agnès Touraine as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Amend Article 17 of Bylaws Re: Board Deliberation	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SM Prime Holdings, Inc.

Meeting Date: 04/29/2025

Record Date: 03/19/2025

Primary Security ID: Y8076N112

Country: Philippines

Meeting Type: Annual

Ticker: SMPH

Shares Voted: 788,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	Mgmt	For	For	For
2	Approve Annual Report	Mgmt	For	For	For
3	Ratify Acts of the Board of Directors and the Management from the Date of the Last Annual Stockholders' Meeting up to the Date of this Meeting	Mgmt	For	For	For
	Elect 8 Directors by Cumulative Voting	Mgmt			
4a	Elect Henry T. Sy, Jr. as Director	Mgmt	For	For	For
4b	Elect Hans T. Sy as Director	Mgmt	For	For	For
4c	Elect Herbert T. Sy as Director	Mgmt	For	For	For
4d	Elect Jeffrey C. Lim as Director	Mgmt	For	For	For
4e	Elect Jorge T. Mendiola as Director	Mgmt	For	For	For
4f	Elect Amando M. Tetangco, Jr. as Director	Mgmt	For	For	For
4g	Elect J. Carlitos G. Cruz as Director	Mgmt	For	For	For
4h	Elect Darlene Marie B. Berberabe as Director	Mgmt	For	For	For
5	Appoint Sycip Gorres Velayo & Co. as External Auditor	Mgmt	For	For	For
6	Approve Other Matters	Mgmt	For	Against	Against

Truist Financial Corporation

Meeting Date: 04/29/2025

Record Date: 02/20/2025

Primary Security ID: 89832Q109

Country: USA

Meeting Type: Annual

Ticker: TFC

Shares Voted: 66,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For



Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Dallas S. Clement	Mgmt	For	For	For
1e	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1f	Elect Director Donna S. Morea	Mgmt	For	For	For
1g	Elect Director Charles A. Patton	Mgmt	For	For	For
1h	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For
1i	Elect Director Thomas E. Skains	Mgmt	For	For	For
1j	Elect Director Laurence Stein	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1l	Elect Director Steven C. Voorhees	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Unibail-Rodamco-Westfield SE

**Meeting Date:** 04/29/2025
 **Country:** France
 **Ticker:** URW

**Record Date:** 04/25/2025
 **Meeting Type:** Annual/Special

**Primary Security ID:** F95094581

Shares Voted: 5,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Dividends of EUR 3.50 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	For	For	For
8	Approve Compensation of Vincent Rouget, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Anne-Sophie Sancerre, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Sylvain Montcouquiol, Management Board Member	Mgmt	For	For	For
11	Approve Compensation of Jacques Richier, Chairman of the Supervisory Board	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
16	Ratify Appointment of Michaël Boukobza as Supervisory Board Member	Mgmt	For	For	For
17	Elect Michaël Boukobza as Supervisory Board Member	Mgmt	For	For	For
18	Elect Xavier Niel as Supervisory Board Member	Mgmt	For	For	For
19	Reelect Julie Avrane as Supervisory Board Member	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 71 Million	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 71 Million	Mgmt	For	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
29	Authorize up to 1.8 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
30	Amend Article 15 of Bylaws Re: Participation to Board Meetings and Written Consultation	Mgmt	For	For	For
31	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Unipol Assicurazioni SpA

Meeting Date: 04/29/2025

Record Date: 04/16/2025

Primary Security ID: T9532W106

Country: Italy

Meeting Type: Annual/Special

Ticker: UNI

Shares Voted: 7,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For
	Shareholder Proposal Submitted by the Shareholders' Agreement	Mgmt			

Unipol Assicurazioni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by the Shareholders' Agreement	SH	None	Against	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by the Shareholders' Agreement	Mgmt			
2c	Approve Remuneration of Directors	SH	None	For	For
2d	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	SH	None	Against	Against
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3a.1	Slate 1 Submitted by the Shareholders' Agreement	SH	None	Against	Against
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by the Shareholders' Agreement	Mgmt			
3b	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	Against	Against
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5a	Amend Performance Share Plan	Mgmt	For	For	For
5b	Approve Compensation Plan	Mgmt	For	Against	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
1a	Amend Company Bylaws Re: Article 5	Mgmt	For	For	For
1b	Amend Company Bylaws Re: Article 10	Mgmt	For	For	For

## Unipol Assicurazioni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Amend Company Bylaws Re: Article 11	Mgmt	For	For	For

## VERBUND AG

Meeting Date: 04/29/2025	Country: Austria	Ticker: VER
Record Date: 04/19/2025	Meeting Type: Annual	
Primary Security ID: A91460104		

Shares Voted: 2,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Reelect Robert Stajic as Supervisory Board Member	Mgmt	For	For	For
9	Approve Spin-Off of the "Household and Small Enterprise" Business Unit to VERBUND Energy4Customers GmbH	Mgmt	For	For	For

## VICI Properties Inc.

Meeting Date: 04/29/2025	Country: USA	Ticker: VICI
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 925652109		

Shares Voted: 70,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	For	For	For
1b	Elect Director Diana F. Cantor	Mgmt	For	For	For
1c	Elect Director Monica H. Douglas	Mgmt	For	For	For
1d	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1e	Elect Director Craig Macnab	Mgmt	For	For	For
1f	Elect Director Edward B. Pitoniak	Mgmt	For	For	For
1g	Elect Director Michael D. Rumbolz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Wells Fargo & Company

Meeting Date: 04/29/2025Country: USATicker: WFC

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

Primary Security ID: 949746101

Shares Voted: 125,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Against	Against
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	Against	Against
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For

## Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
6	Report Annually on Energy Supply Ratio	SH	Against	For	For
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For

## Ameriprise Financial, Inc.

Meeting Date: 04/30/2025	Country: USA	Ticker: AMP
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 03076C106		

Shares Voted: 4,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For
1d	Elect Director Amy DiGeso	Mgmt	For	For	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
1f	Elect Director Glynis A. Bryan	Mgmt	For	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
1h	Elect Director W. Edward Walter, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Ameriprise Financial, Inc.

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

Anglo American Plc

Meeting Date: 04/30/2025	Country: United Kingdom	Ticker: AAL
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: G03764134		

Shares Voted: 20,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Anne Wade as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	Against	Against
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect John Heasley as Director	Mgmt	For	For	For
7	Re-elect Ian Tyler as Director	Mgmt	For	For	For
8	Re-elect Magali Anderson as Director	Mgmt	For	For	For
9	Re-elect Ian Ashby as Director	Mgmt	For	Against	Against
10	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
11	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
12	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
13	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For



## Anglo American Plc

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

## Anglo American Plc

Meeting Date: 04/30/2025	Country: United Kingdom	Ticker: AAL
Record Date: 04/28/2025	Meeting Type: Special	
Primary Security ID: G03764134		

Shares Voted: 20,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	Mgmt	For	For	For

## Aviva Plc

Meeting Date: 04/30/2025	Country: United Kingdom	Ticker: AV
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: G0683Q158		

Shares Voted: 184,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Cheryl Agius as Director	Mgmt	For	For	For
6	Elect Neil Morrison as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For	For
11	Re-elect Ian Clark as Director	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ball Corporation

Meeting Date: 04/30/2025	Country: USA	Ticker: BALL
Record Date: 02/20/2025	Meeting Type: Annual	
Primary Security ID: 058498106		

Ball Corporation

Shares Voted: 9,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	For	For
1b	Elect Director Michael J. Cave	Mgmt	For	For	For
1c	Elect Director Aaron M. Erter	Mgmt	For	For	For
1d	Elect Director Daniel W. Fisher	Mgmt	For	For	For
1e	Elect Director Dune E. Ives	Mgmt	For	For	For
1f	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1g	Elect Director Todd A. Penegor	Mgmt	For	For	For
1h	Elect Director Cathy D. Ross	Mgmt	For	For	For
1i	Elect Director Betty J. Sapp	Mgmt	For	For	For
1j	Elect Director Stuart A. Taylor, II	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Articles of Incorporation to Eliminate Default Board Size	Mgmt	For	For	For

Carlisle Companies Incorporated

Meeting Date: 04/30/2025Country: USATicker: CSL

Record Date: 03/05/2025Meeting Type: Annual

Primary Security ID: 142339100

Shares Voted: 2,436

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan R. Collins	Mgmt	For	For	For
1b	Elect Director D. Christian Koch	Mgmt	For	For	For
1c	Elect Director C. David Myers	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

Corteve, Inc.

Meeting Date: 04/30/2025

Record Date: 03/05/2025

Primary Security ID: 22052L104

Country: USA

Meeting Type: Annual

Ticker: CTVA

Shares Voted: 6,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	For	For
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Marcos M. Lutz	Mgmt	For	For	For
1h	Elect Director Charles V. Magro	Mgmt	For	For	For
1i	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1j	Elect Director Gregory R. Page	Mgmt	For	For	For
1k	Elect Director Kerry J. Preete	Mgmt	For	For	For
1l	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Eurobank Ergasias Services & Holdings SA

Meeting Date: 04/30/2025

Record Date: 04/24/2025

Primary Security ID: X2321W101

Country: Greece

Meeting Type: Annual

Ticker: EUROB

Shares Voted: 34,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Financial Statements, Statutory Reports and Income Allocation	Mgmt	For	For	For
2	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For	For

Eurobank Ergasias Services & Holdings SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Auditors and Fix Their Remuneration	Mgmt	For	For	For
4	Approve Dividends	Mgmt	For	For	For
5	Approve Profit Sharing Plan to Senior Management and Employees	Mgmt	For	Against	Against
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Fix Maximum Variable Compensation Ratio	Mgmt	For	Against	Against
8	Amend Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Directors and Members of Committees	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
11	Amend Article 12 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
12	Receive Audit Committee's Activity Report	Mgmt			
13	Receive Report of Independent Non-Executive Directors	Mgmt			

GEA Group AG

Meeting Date: 04/30/2025

Record Date: 04/08/2025

Primary Security ID: D28304109

Country: Germany

Meeting Type: Annual

Ticker: G1A

Shares Voted: 253					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For

GEA Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Juergen Fleischer to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Annette Koehler to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Holly Lei to the Supervisory Board	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

Hermes International SCA

Meeting Date: 04/30/2025

Country: France

Ticker: RMS

Record Date: 04/28/2025

Meeting Type: Annual/Special

Primary Security ID: F48051100

Shares Voted: 947					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 26 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against
10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Charles-Eric Bauer as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Estelle Brachlianoff as Supervisory Board Member	Mgmt	For	For	For
15	Reelect Julie Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
16	Elect Cécile Béliot-Zind as Supervisory Board Member	Mgmt	For	For	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	Mgmt	For	For	For
18	Elect Bernard Emié as Supervisory Board Member	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Mgmt	For	Against	Against

## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against	Against
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Mgmt	For	Against	Against
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/30/2025

Country: Hong Kong

Ticker: 388

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: Y3506N139

Shares Voted: 26,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Peter Wilhelm Hubert Brien as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Adopt New Articles of Association	Mgmt	For	For	For



Meeting Date: 04/30/2025

Record Date: 04/16/2025

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Annual

Ticker: KBC

Shares Voted: 14,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Assurance Report on Sustainability Reporting of KBC Group NV	Mgmt			
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For	For
10	Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors	Mgmt	For	For	For
11	Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulkens, for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
12.1	Approve Co-optation of Bartel Puelinckx as Director	Mgmt	For	Against	Against
12.2	Elect Kristine Wolcott Braden as Independent Director	Mgmt	For	For	For
12.3	Elect Line Merethe Hestvik as Independent Director	Mgmt	For	For	For
12.4	Elect Michiel Allaerts as Director	Mgmt	For	Against	Against
12.5	Reelect Philippe Vlerick as Director	Mgmt	For	Against	Against
13	Transact Other Business	Mgmt			

Meeting Date: 04/30/2025	Country: United Kingdom	Ticker: MNG
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: G6107R102		

Shares Voted: 253,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Paul Evans as Director	Mgmt	For	For	For
5	Re-elect Clive Adamson as Director	Mgmt	For	For	For
6	Re-elect Sir Edward Braham as Director	Mgmt	For	For	For
7	Re-elect Clare Chapman as Director	Mgmt	For	For	For
8	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For
9	Re-elect Andrea Rossi as Director	Mgmt	For	For	For
10	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
11	Re-elect Elisabeth Stheeman as Director	Mgmt	For	For	For
12	Re-elect Clare Thompson as Director	Mgmt	For	For	For
13	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Preference Shares	Mgmt	For	For	For
19	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

M&G Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marathon Petroleum Corporation

Meeting Date: 04/30/2025

Record Date: 03/03/2025

Primary Security ID: 56585A102

Country: USA

Meeting Type: Annual

Ticker: MPC

Shares Voted: 6,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evan Bayh	Mgmt	For	Against	Against
1b	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1c	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	Against	Against
1d	Elect Director Kim K.W. Rucker	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Melrose Industries Plc

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: G5973J210

Country: United Kingdom

Meeting Type: Annual

Ticker: MRO

Shares Voted: 1,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Peter Dilnot as Director	Mgmt	For	For	For
5	Re-elect Matthew Gregory as Director	Mgmt	For	For	For
6	Re-elect David Lis as Director	Mgmt	For	For	For
7	Re-elect Charlotte Twynning as Director	Mgmt	For	Against	Against
8	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
9	Re-elect Gillian Elcock as Director	Mgmt	For	For	For
10	Elect Chris Grigg as Director	Mgmt	For	For	For
11	Elect Ian Barkshire as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Moderna, Inc.

Meeting Date: 04/30/2025	Country: USA	Ticker: MRNA
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: 60770K107		

Shares Voted: 61,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Noubar B. Afeyan	Mgmt	For	For	For
1b	Elect Director Stéphane Bancel	Mgmt	For	For	For
1c	Elect Director François Nader	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/30/2025Country: GermanyTicker: MUV2  
Record Date: 04/23/2025Meeting Type: Annual  
Primary Security ID: D55535104

Shares Voted: 2,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Grzegorz Człowiekowski for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Naprawnik for Fiscal Year 2024	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	For	For
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	For	For
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	For	For
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	For
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For	For



Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For	For
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For	For
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For	For
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Newmont Corporation

Meeting Date: 04/30/2025

Record Date: 03/03/2025

Primary Security ID: 651639106

Country: USA

Meeting Type: Annual

Ticker: NEM

Shares Voted: 34,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory H. Boyce	Mgmt	For	For	For
1.2	Elect Director Bruce R. Brook	Mgmt	For	For	For
1.3	Elect Director Maura J. Clark	Mgmt	For	For	For
1.4	Elect Director Harry M. (Red) Conger, IV	Mgmt	For	For	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	For	For
1.6	Elect Director Sally-Anne Layman	Mgmt	For	For	For
1.7	Elect Director José Manuel Madero	Mgmt	For	For	For
1.8	Elect Director René Médori	Mgmt	For	For	For
1.9	Elect Director Jane Nelson	Mgmt	For	For	For

## Newmont Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Tom Palmer	Mgmt	For	For	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	For	For
1.12	Elect Director David T. Seaton	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

## Pool Corporation

Meeting Date: 04/30/2025

Country: USA

Ticker: POOL

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: 73278L105

Shares Voted: 857					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For	For
1b	Elect Director Martha S. Gervasi	Mgmt	For	For	For
1c	Elect Director James D. Hope	Mgmt	For	Against	Against
1d	Elect Director Kevin M. Murphy	Mgmt	For	For	For
1e	Elect Director Debra S. Oler	Mgmt	For	For	For
1f	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1g	Elect Director Carlos A. Sabater	Mgmt	For	For	For
1h	Elect Director John E. Stokely	Mgmt	For	For	For
1i	Elect Director David G. Whalen	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Sanofi

Meeting Date: 04/30/2025

Country: France

Ticker: SAN

Record Date: 04/28/2025

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Shares Voted: 28,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	Mgmt	For	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 04/30/2025	Country: USA	Ticker: KO
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 191216100		

Shares Voted: 144,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Bela Bajaria	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Carolyn Everson	Mgmt	For	For	For
1.6	Elect Director Thomas S. Gayner	Mgmt	For	For	For
1.7	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.8	Elect Director Amity Millhiser	Mgmt	For	For	For
1.9	Elect Director James Quincey	Mgmt	For	For	For
1.10	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.11	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	For	For
6	Establish a Board Committee on Improper Influence	SH	Against	Against	Against
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against	Against
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Unilever Plc

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: G92087165

Country: United Kingdom

Meeting Type: Annual

Ticker: ULVR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Elect Benoit Potier as Director	Mgmt	For	For	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	Against	Against
11	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Wynn Resorts, Limited

Meeting Date: 04/30/2025

Record Date: 03/05/2025

Primary Security ID: 983134107

Country: USA

Meeting Type: Annual

Ticker: WYNN

Shares Voted: 98

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig S. Billings	Mgmt	For	For	For
1b	Elect Director Anthony M. Sanfilippo	Mgmt	For	For	For
1c	Elect Director Winifred M. Webb	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	SH	Against	For	For