

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 03/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): GTAUT - NTWG01

Zscaler, Inc.

Meeting Date: 01/13/2023 **Country:** USA **Ticker:** ZS
Record Date: 11/14/2022 **Meeting Type:** Annual
Primary Security ID: 98980G102 **Primary CUSIP:** 98980G102 **Primary ISIN:** US98980G1022 **Primary SEDOL:** BZ00V34

Shares Voted: 65

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Brown	Mgmt	For	For	For
1.2	Elect Director Scott Darling	Mgmt	For	For	For
1.3	Elect Director David Schneider	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

Aegon NV

Meeting Date: 01/17/2023 **Country:** Netherlands **Ticker:** AGN
Record Date: 12/20/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N00927298 **Primary CUSIP:** N00927298 **Primary ISIN:** NL0000303709 **Primary SEDOL:** 5927375

Shares Voted: 1,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Approve Sale of Aegon Nederland	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

D.R. Horton, Inc.

Meeting Date: 01/18/2023 **Country:** USA **Ticker:** DHI
Record Date: 11/30/2022 **Meeting Type:** Annual
Primary Security ID: 23331A109 **Primary CUSIP:** 23331A109 **Primary ISIN:** US23331A1097 **Primary SEDOL:** 2250687

Shares Voted: 276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
1d	Elect Director Michael R. Buchanan	Mgmt	For	For	For
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
1f	Elect Director Maribess L. Miller	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

Costco Wholesale Corporation

Meeting Date: 01/19/2023

Country: USA

Ticker: COST

Record Date: 11/11/2022

Meeting Type: Annual

Primary Security ID: 22160K105

Primary CUSIP: 22160K105

Primary ISIN: US22160K1051

Primary SEDOL: 2701271

Shares Voted: 353

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

Intuit Inc.

Meeting Date: 01/19/2023

Country: USA

Ticker: INTU

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: 461202103

Primary CUSIP: 461202103

Primary ISIN: US4612021034

Primary SEDOL: 2459020

Shares Voted: 211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Thomas Szkutak	Mgmt	For	For	For
1i	Elect Director Raul Vazquez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Koninklijke DSM NV

Meeting Date: 01/23/2023

Country: Netherlands

Ticker: DSM

Record Date: 12/26/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N5017D122

Primary CUSIP: N5017D122

Primary ISIN: NL0000009827

Primary SEDOL: B0HZL93

Shares Voted: 179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For

Koninklijke DSM NV

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

Becton, Dickinson and Company

Meeting Date: 01/24/2023	Country: USA	Ticker: BDX	
Record Date: 12/05/2022	Meeting Type: Annual		
Primary Security ID: 075887109	Primary CUSIP: 075887109	Primary ISIN: US0758871091	Primary SEDOL: 2087807

Shares Voted: 243

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

Metro Inc.

Meeting Date: 01/24/2023	Country: Canada	Ticker: MRU	
Record Date: 12/02/2022	Meeting Type: Annual		
Primary Security ID: 59162N109	Primary CUSIP: 59162N109	Primary ISIN: CA59162N1096	Primary SEDOL: 2583952

Metro Inc.

Shares Voted: 190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For	For
1.5	Elect Director Michel Coutu	Mgmt	For	For	For
1.6	Elect Director Stephanie Coyles	Mgmt	For	For	For
1.7	Elect Director Russell Goodman	Mgmt	For	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For	For
1.9	Elect Director Christian W.E. Haub	Mgmt	For	For	For
1.10	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.11	Elect Director Christine Magee	Mgmt	For	For	For
1.12	Elect Director Brian McManus	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5	SP 1: Adopt Near and Long-Term Science-Based Greenhouse Gas Emissions Reduction Targets	SH	Against	Refer	Against
6	SP 2: Report on Actual and Potential Human Rights Impacts on Migrant Workers	SH	Against	For	For

Visa Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: V

Record Date: 11/25/2022

Meeting Type: Annual

Primary Security ID: 92826C839

Primary CUSIP: 92826C839

Primary ISIN: US92826C8394

Primary SEDOL: B2PZN04

Shares Voted: 1,288

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

Visa Inc.

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

Telenor ASA

Meeting Date: 01/26/2023	Country: Norway	Ticker: TEL
Record Date: 01/19/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: R21882106	Primary CUSIP: R21882106	Primary ISIN: NO0010063308
		Primary SEDOL: 4732495

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
6	Close Meeting	Mgmt			

Walgreens Boots Alliance, Inc.

Meeting Date: 01/26/2023	Country: USA	Ticker: WBA
Record Date: 11/28/2022	Meeting Type: Annual	
Primary Security ID: 931427108	Primary CUSIP: 931427108	Primary ISIN: US9314271084
		Primary SEDOL: BTN1Y44

Walgreens Boots Alliance, Inc.

Shares Voted: 586

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

Kobe Bussan Co., Ltd.

Meeting Date: 01/27/2023

Country: Japan

Ticker: 3038

Record Date: 10/31/2022

Meeting Type: Annual

Primary Security ID: J3478K102

Primary CUSIP: J3478K102

Primary ISIN: JP3291200008

Primary SEDOL: B14RJB7

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
2.1	Elect Director Numata, Hirokazu	Mgmt	For	Against	Against
2.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For	For
2.3	Elect Director Kido, Yasuharu	Mgmt	For	For	For
2.4	Elect Director Asami, Kazuo	Mgmt	For	For	For
2.5	Elect Director Nishida, Satoshi	Mgmt	For	For	For
2.6	Elect Director Watanabe, Akihito	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

UGI Corporation

Meeting Date: 01/27/2023

Country: USA

Ticker: UGI

Record Date: 11/18/2022

Meeting Type: Annual

Primary Security ID: 902681105

Primary CUSIP: 902681105

Primary ISIN: US9026811052

Primary SEDOL: 2910118

Shares Voted: 177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frank S. Hermance	Mgmt	For	For	For
1b	Elect Director M. Shawn Bort	Mgmt	For	For	For
1c	Elect Director Theodore A. Dosch	Mgmt	For	For	For
1d	Elect Director Alan N. Harris	Mgmt	For	For	For
1e	Elect Director Mario Longhi	Mgmt	For	For	For
1f	Elect Director William J. Marrazzo	Mgmt	For	For	For
1g	Elect Director Cindy J. Miller	Mgmt	For	For	For
1h	Elect Director Roger Perreault	Mgmt	For	For	For
1i	Elect Director Kelly A. Romano	Mgmt	For	For	For
1j	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

WestRock Company

Meeting Date: 01/27/2023

Country: USA

Ticker: WRK

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 96145D105

Primary CUSIP: 96145D105

Primary ISIN: US96145D1054

Primary SEDOL: BYR0914

Shares Voted: 181

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

WestRock Company

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

Hormel Foods Corporation

Meeting Date: 01/31/2023

Country: USA

Ticker: HRL

Record Date: 12/02/2022

Meeting Type: Annual

Primary Security ID: 440452100

Primary CUSIP: 440452100

Primary ISIN: US4404521001

Primary SEDOL: 2437264

Shares Voted: 242

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

Pan American Silver Corp.

Meeting Date: 01/31/2023

Country: Canada

Ticker: PAAS

Record Date: 12/14/2022

Meeting Type: Special

Primary Security ID: 697900108

Primary CUSIP: 697900108

Primary ISIN: CA6979001089

Primary SEDOL: 2669272

Shares Voted: 150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Yamana Gold Inc.	Mgmt	For	For	For

Accenture Plc

Meeting Date: 02/01/2023

Country: Ireland

Ticker: ACN

Record Date: 12/06/2022

Meeting Type: Annual

Primary Security ID: G1151C101

Primary CUSIP: G1151C101

Primary ISIN: IE00B4BNMY34

Primary SEDOL: B4BNMY3

Shares Voted: 543

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

Meeting Date: 02/01/2023

Country: Canada

Ticker: GIB.A

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 12532H104

Primary CUSIP: 12532H104

Primary ISIN: CA12532H1047

Primary SEDOL: BJ2L575

Shares Voted: 183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders	Mgmt			
1.1	Elect Director George A. Cope	Mgmt	For	For	For
1.2	Elect Director Paule Dore	Mgmt	For	For	For
1.3	Elect Director Julie Godin	Mgmt	For	For	For
1.4	Elect Director Serge Godin	Mgmt	For	For	For
1.5	Elect Director Andre Imbeau	Mgmt	For	For	For
1.6	Elect Director Gilles Labbe	Mgmt	For	For	For
1.7	Elect Director Michael B. Pedersen	Mgmt	For	For	For
1.8	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.9	Elect Director Mary G. Powell	Mgmt	For	For	For
1.10	Elect Director Alison C. Reed	Mgmt	For	For	For
1.11	Elect Director Michael E. Roach	Mgmt	For	For	For
1.12	Elect Director George D. Schindler	Mgmt	For	For	For
1.13	Elect Director Kathy N. Waller	Mgmt	For	For	For
1.14	Elect Director Joakim Westh	Mgmt	For	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
3	SP 1: Disclose Languages in Which Directors Are Fluent	SH	Against	Against	Against
4	SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	SH	Against	Refer	Against
5	SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	SH	Against	For	For
6	SP 4: Report on Racial Disparities and Equity Issues	SH	Against	For	For

Meeting Date: 02/02/2023

Country: United Kingdom

Ticker: SGE

Record Date: 01/31/2023

Meeting Type: Annual

Primary Security ID: G7771K142

Primary CUSIP: G7771K142

Primary ISIN: GB00B8C3BL03

Primary SEDOL: B8C3BL0

Shares Voted: 791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Maggie Jones as Director	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For	For
7	Re-elect John Bates as Director	Mgmt	For	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For	For
10	Re-elect Drummond Hall as Director	Mgmt	For	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
18	Amend 2019 Restricted Share Plan	Mgmt	For	For	For
19	Approve Colleague Share Purchase Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Warehouses De Pauw SCA

Meeting Date: 02/02/2023

Country: Belgium

Ticker: WDP

Record Date: 01/19/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B9T59Z100

Primary CUSIP: B9T59Z100

Primary ISIN: BE0974349814

Primary SEDOL: BK8VQD9

Shares Voted: 160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
A.1	Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt			
A.2.I	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	For	For	For
A2II	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	For	For	For
A2III	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	For	For	For
B	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
C	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Aramark

Meeting Date: 02/03/2023

Country: USA

Ticker: ARMK

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 03852U106

Primary CUSIP: 03852U106

Primary ISIN: US03852U1060

Primary SEDOL: BH3XG17

Shares Voted: 214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	Mgmt	For	For	For
1b	Elect Director Greg Creed	Mgmt	For	For	For
1c	Elect Director Bridgette P. Heller	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Kenneth M. Keverian	Mgmt	For	For	For
1f	Elect Director Karen M. King	Mgmt	For	For	For
1g	Elect Director Patricia E. Lopez	Mgmt	For	For	For
1h	Elect Director Stephen I. Sadove	Mgmt	For	For	For
1i	Elect Director Kevin G. Wills	Mgmt	For	For	For

Aramark

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1k	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** EMR
Record Date: 11/29/2022 **Meeting Type:** Annual
Primary Security ID: 291011104 **Primary CUSIP:** 291011104 **Primary ISIN:** US2910111044 **Primary SEDOL:** 2313405

Shares Voted: 516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin S. Craighead	Mgmt	For	For	For
1b	Elect Director Gloria A. Flach	Mgmt	For	For	For
1c	Elect Director Matthew S. Levatich	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Franklin Resources, Inc.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** BEN
Record Date: 12/09/2022 **Meeting Type:** Annual
Primary Security ID: 354613101 **Primary CUSIP:** 354613101 **Primary ISIN:** US3546131018 **Primary SEDOL:** 2350684

Shares Voted: 276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
1f	Elect Director John Y. Kim	Mgmt	For	For	For

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Karen M. King	Mgmt	For	For	For
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
1i	Elect Director John W. Thiel	Mgmt	For	For	For
1j	Elect Director Seth H. Waugh	Mgmt	For	For	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

Rockwell Automation, Inc.

Meeting Date: 02/07/2023

Country: USA

Ticker: ROK

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 773903109

Primary CUSIP: 773903109

Primary ISIN: US7739031091

Primary SEDOL: 2754060

Shares Voted: 84

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For	For
A2	Elect Director Pam Murphy	Mgmt	For	For	For
A3	Elect Director Donald R. Parfet	Mgmt	For	For	For
A4	Elect Director Robert W. Soderbery	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
D	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/07/2023

Country: Germany

Ticker: ENR

Record Date: 01/31/2023

Meeting Type: Annual

Primary Security ID: D6T47E106

Primary CUSIP: D6T47E106

Primary ISIN: DE000ENER6Y0

Primary SEDOL: BMTVQK9

Shares Voted: 642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin (from March 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Jochen Eickholt (until Feb. 28, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers (from Sep. 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2021/22	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2021/22	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Ruediger Gross (until Aug. 31, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2021/22	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2021/22	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2021/22	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Thomas Pfann (from Sep. 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Hagen Reimer (until Aug. 31, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2021/22	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	Against
10	Approve Creation of EUR 363.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 72.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/08/2023

Country: USA

Ticker: ATO

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 049560105

Primary CUSIP: 049560105

Primary ISIN: US0495601058

Primary SEDOL: 2315359

Shares Voted: 114

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

Compass Group Plc

Meeting Date: 02/09/2023

Country: United Kingdom

Ticker: CPG

Record Date: 02/07/2023

Meeting Type: Annual

Primary Security ID: G23296208

Primary CUSIP: G23296208

Primary ISIN: GB00BD6K4575

Primary SEDOL: BD6K457

Shares Voted: 2,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ian Meakins as Director	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Palmer Brown as Director	Mgmt	For	For	For
7	Re-elect Gary Green as Director	Mgmt	For	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	Abstain	Abstain

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	Against	Against
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

Siemens AG

Meeting Date: 02/09/2023

Country: Germany

Ticker: SIE

Record Date: 02/02/2023

Meeting Type: Annual

Primary Security ID: D69671218

Primary CUSIP: D69671218

Primary ISIN: DE0007236101

Primary SEDOL: 5727973

Shares Voted: 941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against	Against
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/09/2023

Country: USA

Ticker: TSN

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 902494103

Primary CUSIP: 902494103

Primary ISIN: US9024941034

Primary SEDOL: 2909730

Shares Voted: 244

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

Siemens Healthineers AG

Meeting Date: 02/15/2023

Country: Germany

Ticker: SHL

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: D6T479107

Primary CUSIP: D6T479107

Primary ISIN: DE000SHL1006

Primary SEDOL: BD594Y4

Shares Voted: 255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/16/2023

Country: Germany

Ticker: IFX

Record Date: 02/09/2023

Meeting Type: Annual

Primary Security ID: D35415104

Primary CUSIP: D35415104

Primary ISIN: DE0006231004

Primary SEDOL: 5889505

Shares Voted: 1,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Herbert Diess to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For

PTC Inc.

Meeting Date: 02/16/2023

Country: USA

Ticker: PTC

Record Date: 12/09/2022

Meeting Type: Annual

Primary Security ID: 69370C100

Primary CUSIP: 69370C100

Primary ISIN: US69370C1009

Primary SEDOL: B95N910

Shares Voted: 94

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

PTC Inc.

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

Deere & Company

Meeting Date: 02/22/2023

Country: USA

Ticker: DE

Record Date: 12/27/2022

Meeting Type: Annual

Primary Security ID: 244199105

Primary CUSIP: 244199105

Primary ISIN: US2441991054

Primary SEDOL: 2261203

Shares Voted: 252

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

Deere & Company

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

Raymond James Financial, Inc.

Meeting Date: 02/23/2023

Country: USA

Ticker: RJF

Record Date: 12/21/2022

Meeting Type: Annual

Primary Security ID: 754730109

Primary CUSIP: 754730109

Primary ISIN: US7547301090

Primary SEDOL: 2718992

Shares Voted: 181

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

Aristocrat Leisure Limited

Meeting Date: 02/24/2023

Country: Australia

Ticker: ALL

Record Date: 02/22/2023

Meeting Type: Annual

Primary Security ID: Q0521T108

Primary CUSIP: Q0521T108

Primary ISIN: AU000000ALL7

Primary SEDOL: 6253983

Shares Voted: 489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Philippe Etienne as Director	Mgmt	For	For	For
2	Elect Pat Ramsey as Director	Mgmt	For	For	For

Aristocrat Leisure Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Kathleen Conlon as Director	Mgmt	For	For	For
4	Elect Bill Lance as Director	Mgmt	For	For	For
5	Elect Stephen Mayne as Director	SH	Against	Against	Against
6	Approve Grant of Performance Share Rights to Trevor Croker	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Reinsertion of Proportional Takeover Approval Provisions	Mgmt	For	For	For

Horizon Therapeutics Public Limited Company

Meeting Date: 02/24/2023 **Country:** Ireland **Ticker:** HZNP
Record Date: 01/19/2023 **Meeting Type:** Court
Primary Security ID: G46188101 **Primary CUSIP:** G46188101 **Primary ISIN:** IE00BQPVQZ61 **Primary SEDOL:** BQPVQZ6

Shares Voted: 200

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

Horizon Therapeutics Public Limited Company

Meeting Date: 02/24/2023 **Country:** Ireland **Ticker:** HZNP
Record Date: 01/19/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G46188101 **Primary CUSIP:** G46188101 **Primary ISIN:** IE00BQPVQZ61 **Primary SEDOL:** BQPVQZ6

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
4	Adjourn Meeting	Mgmt	For	For	For

argenx SE

Meeting Date: 02/27/2023 **Country:** Netherlands **Ticker:** ARGX
Record Date: 01/30/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N0610Q109 **Primary CUSIP:** N0610Q109 **Primary ISIN:** NL0010832176 **Primary SEDOL:** BNHKYX4

Shares Voted: 56

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Steve Krognas as Non-Executive Director	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Israel Discount Bank Ltd.

Meeting Date: 02/28/2023

Country: Israel

Ticker: DSCT

Record Date: 01/30/2023

Meeting Type: Special

Primary Security ID: 465074201

Primary CUSIP: 465074201

Primary ISIN: IL0006912120

Primary SEDOL: 6451271

Shares Voted: 908

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

Meeting Date: 02/28/2023

Country: Finland

Ticker: KNEBV

Record Date: 02/16/2023

Meeting Type: Annual

Primary Security ID: X4551T105

Primary CUSIP: X4551T105

Primary ISIN: FI0009013403

Primary SEDOL: B09M9D2

Shares Voted: 409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
13.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.c	Elect Marika Fredriksson as New Director	Mgmt	For	For	For
13.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
13.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
13.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.g	Reelect Ravi Kant as Director	Mgmt	For	For	For
13.h	Elect Marcela Manubens as New Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Nordson Corporation

Meeting Date: 02/28/2023

Country: USA

Ticker: NDSN

Record Date: 12/30/2022

Meeting Type: Annual

Primary Security ID: 655663102

Primary CUSIP: 655663102

Primary ISIN: US6556631025

Primary SEDOL: 2641838

Shares Voted: 43

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

Fair Isaac Corporation

Meeting Date: 03/01/2023

Country: USA

Ticker: FICO

Record Date: 01/03/2023

Meeting Type: Annual

Primary Security ID: 303250104

Primary CUSIP: 303250104

Primary ISIN: US3032501047

Primary SEDOL: 2330299

Shares Voted: 20

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1c	Elect Director James D. Kirsner	Mgmt	For	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For
1g	Elect Director Joanna Rees	Mgmt	For	For	For
1h	Elect Director David A. Rey	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Novozymes A/S

Meeting Date: 03/02/2023

Country: Denmark

Ticker: NZYM.B

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: K7317J133

Primary CUSIP: K7317J133

Primary ISIN: DK0060336014

Primary SEDOL: B798FW0

Shares Voted: 235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; ApproveRemuneration for Committee Work	Mgmt	For	For	For
6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	For	For
7	Reelect Kim Stratton (Vice Chair) as Director	Mgmt	For	For	For
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
8b	Elect Sharon James as Director	Mgmt	For	For	For

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c	Reelect Kasim Kutay as Director	Mgmt	For	For	For
8d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10b	Authorize Share Repurchase Program	Mgmt	For	For	For
10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10e	Amend Remuneration Policy	Mgmt	For	For	For
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
11	Other Business	Mgmt			

Novartis AG

Meeting Date: 03/07/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Primary CUSIP: H5820Q150

Primary ISIN: CH0012005267

Primary SEDOL: 7103065

Shares Voted: 2,163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
4	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6.1	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
8.12	Reelect William Winters as Director	Mgmt	For	For	For
8.13	Elect John Young as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Orsted A/S

Meeting Date: 03/07/2023

Country: Denmark

Ticker: ORSTED

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: K7653Q105

Primary CUSIP: K7653Q105

Primary ISIN: DK0060094928

Primary SEDOL: BYT16L4

Shares Voted: 355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For	For
6.1	Fix Number of Directors at Eight	Mgmt	For	For	For
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For	For
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For	For
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	For
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	For
6.4d	Reelect Julia King as Director	Mgmt	For	For	For
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	For
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Analog Devices, Inc.

Meeting Date: 03/08/2023

Country: USA

Ticker: ADI

Record Date: 01/03/2023

Meeting Type: Annual

Primary Security ID: 032654105

Primary CUSIP: 032654105

Primary ISIN: US0326541051

Primary SEDOL: 2032067

Analog Devices, Inc.

Shares Voted: 557

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

Demant A/S

Meeting Date: 03/08/2023

Country: Denmark

Ticker: DEMANT

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: K3008M105

Primary CUSIP: K3008M105

Primary ISIN: DK0060738599

Primary SEDOL: BZ01RF1

Shares Voted: 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	Abstain	Abstain

Demant A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Anja Madsen as Director	Mgmt	For	For	For
6.d	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	For	For
6.e	Reelect Kristian Villumsen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8.a	Approve DKK 1.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For	For
8.b	Authorize Share Repurchase Program	Mgmt	For	For	For
8.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

Johnson Controls International Plc

Meeting Date: 03/08/2023

Country: Ireland

Ticker: JCI

Record Date: 01/05/2023

Meeting Type: Annual

Primary Security ID: G51502105

Primary CUSIP: G51502105

Primary ISIN: IE00BY7QL619

Primary SEDOL: BY7QL61

Shares Voted: 762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	For	For	For
1b	Elect Director Pierre Cohade	Mgmt	For	For	For
1c	Elect Director Michael E. Daniels	Mgmt	For	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For	For
1g	Elect Director Simone Menne	Mgmt	For	For	For
1h	Elect Director George R. Oliver	Mgmt	For	For	For
1i	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1j	Elect Director Mark Vergnano	Mgmt	For	For	For
1k	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For

Johnson Controls International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
8	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

QUALCOMM Incorporated

Meeting Date: 03/08/2023 **Country:** USA **Ticker:** QCOM
Record Date: 01/09/2023 **Meeting Type:** Annual
Primary Security ID: 747525103 **Primary CUSIP:** 747525103 **Primary ISIN:** US7475251036 **Primary SEDOL:** 2714923

Shares Voted: 1,134

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

AmerisourceBergen Corporation

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** ABC
Record Date: 01/09/2023 **Meeting Type:** Annual
Primary Security ID: 03073E105 **Primary CUSIP:** 03073E105 **Primary ISIN:** US03073E1055 **Primary SEDOL:** 2795393

AmerisourceBergen Corporation

Shares Voted: 151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Steven H. Collis	Mgmt	For	For	For
1c	Elect Director D. Mark Durcan	Mgmt	For	For	For
1d	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1e	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1f	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
1h	Elect Director Henry W. McGee	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Applied Materials, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: AMAT

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 038222105

Primary CUSIP: 038222105

Primary ISIN: US0382221051

Primary SEDOL: 2046552

Shares Voted: 874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

F5, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: FFIV

Record Date: 01/04/2023

Meeting Type: Annual

Primary Security ID: 315616102

Primary CUSIP: 315616102

Primary ISIN: US3156161024

Primary SEDOL: 2427599

Shares Voted: 52

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

Hologic, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: HOLX

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 436440101

Primary CUSIP: 436440101

Primary ISIN: US4364401012

Primary SEDOL: 2433530

Shares Voted: 295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
1f	Elect Director Namal Nawana	Mgmt	For	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/09/2023

Country: USA

Ticker: TDG

Record Date: 01/13/2023

Meeting Type: Annual

Primary Security ID: 893641100

Primary CUSIP: 893641100

Primary ISIN: US8936411003

Primary SEDOL: B11FJK3

Shares Voted: 56

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Barr	Mgmt	For	For	For
1.2	Elect Director Jane Cronin	Mgmt	For	For	For
1.3	Elect Director Mervin Dunn	Mgmt	For	For	For
1.4	Elect Director Michael Graff	Mgmt	For	For	For
1.5	Elect Director Sean Hennessy	Mgmt	For	For	For
1.6	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.7	Elect Director Gary E. McCullough	Mgmt	For	Withhold	Withhold

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Michele Santana	Mgmt	For	For	For
1.9	Elect Director Robert Small	Mgmt	For	For	For
1.10	Elect Director John Staer	Mgmt	For	For	For
1.11	Elect Director Kevin Stein	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year

Wartsila Oyj Abp

Meeting Date: 03/09/2023

Country: Finland

Ticker: WRT1V

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: X98155116

Primary CUSIP: X98155116

Primary ISIN: FI0009003727

Primary SEDOL: 4525189

Shares Voted: 566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Apple Inc.

Meeting Date: 03/10/2023

Country: USA

Ticker: AAPL

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 037833100

Primary CUSIP: 037833100

Primary ISIN: US0378331005

Primary SEDOL: 2046251

Shares Voted: 13,139

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

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
9	Amend Proxy Access Right	SH	Against	For	For

Carlsberg A/S

Meeting Date: 03/13/2023	Country: Denmark	Ticker: CARL.B
Record Date: 03/06/2023	Meeting Type: Annual	
Primary Security ID: K36628137	Primary CUSIP: K36628137	Primary ISIN: DK0010181759
		Primary SEDOL: 4169219

Shares Voted: 129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.A	Amend Remuneration Policy	Mgmt	For	For	For
5.B	Approve Remuneration of Directors in the Amount of DKK 2.05 Million for Chairman, DKK 910,000 for Vice Chair and DKK 455,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.C	Approve DKK 90 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
5.D	Report on Efforts and Risks Related to Human Rights	SH	Against	For	For
	Management Proposals	Mgmt			
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	For	For
6.b	Reelect Majken Schultz as New Director	Mgmt	For	For	For
6.c	Reelect Mikael Aro as Director	Mgmt	For	For	For
6.d	Reelect Magdi Batato as Director	Mgmt	For	For	For
6.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.f	Reelect Richard Burrows as Director	Mgmt	For	For	For
6.g	Reelect Punita Lal as Director	Mgmt	For	For	For
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For	For

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Ritchie Bros. Auctioneers Incorporated

Meeting Date: 03/14/2023 **Country:** Canada **Ticker:** RBA
Record Date: 01/25/2023 **Meeting Type:** Proxy Contest
Primary Security ID: 767744105 **Primary CUSIP:** 767744105 **Primary ISIN:** CA7677441056 **Primary SEDOL:** 2345390

Shares Voted: 148

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

Roche Holding AG

Meeting Date: 03/14/2023 **Country:** Switzerland **Ticker:** ROG
Record Date: **Meeting Type:** Annual
Primary Security ID: H69293217 **Primary CUSIP:** H69293217 **Primary ISIN:** CH0012032048 **Primary SEDOL:** 7110388

Shares Voted: 0

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

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For	For	Do Not Vote
6.1	Elect Severin Schwan as Director and Board Chair	Mgmt	For	For	Do Not Vote
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	For	Do Not Vote
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Richard Lifton as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Jemilah Mahmood as Director	Mgmt	For	For	Do Not Vote
6.8	Reelect Bernard Poussot as Director	Mgmt	For	For	Do Not Vote
6.9	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	Do Not Vote
6.10	Elect Akiko Iwasaki as Director	Mgmt	For	For	Do Not Vote
6.11	Elect Mark Schneider as Director	Mgmt	For	For	Do Not Vote
6.12	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.14	Reappoint Bernard Poussot as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.15	Appoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.16	Appoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
7.1	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote
7.2	Amend Articles Re: General Meeting	Mgmt	For	For	Do Not Vote
7.3	Amend Articles of Association	Mgmt	For	For	Do Not Vote
8	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	Do Not Vote
9	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	Do Not Vote
10	Designate Testaris AG as Independent Proxy	Mgmt	For	For	Do Not Vote
11	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

Agilent Technologies, Inc.

Meeting Date: 03/15/2023

Country: USA

Ticker: A

Record Date: 01/24/2023

Meeting Type: Annual

Primary Security ID: 00846U101

Primary CUSIP: 00846U101

Primary ISIN: US00846U1016

Primary SEDOL: 2520153

Shares Voted: 306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi K. Kunz	Mgmt	For	For	For
1.2	Elect Director Susan H. Rataj	Mgmt	For	For	For
1.3	Elect Director George A. Scangos	Mgmt	For	For	For
1.4	Elect Director Dow R. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

TE Connectivity Ltd.

Meeting Date: 03/15/2023

Country: Switzerland

Ticker: TEL

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: H84989104

Primary CUSIP: H84989104

Primary ISIN: CH0102993182

Primary SEDOL: B62B7C3

Shares Voted: 290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	Mgmt	For	For	For
13	Approve Allocation of Available Earnings at September 30, 2022	Mgmt	For	For	For
14	Approve Declaration of Dividend	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
17	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

The Cooper Companies, Inc.

Meeting Date: 03/15/2023	Country: USA	Ticker: COO	
Record Date: 01/19/2023	Meeting Type: Annual		
Primary Security ID: 216648402	Primary CUSIP: 216648402	Primary ISIN: US2166484020	Primary SEDOL: 2222631

Shares Voted: 50

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

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023	Country: Spain	Ticker: BBVA	
Record Date: 03/12/2023	Meeting Type: Annual		
Primary Security ID: E11805103	Primary CUSIP: E11805103	Primary ISIN: ES0113211835	Primary SEDOL: 5501906

Shares Voted: 7,251

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

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For	For
2.2	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For	For
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For	For
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	Against	Against
2.5	Elect Sonia Lilia Dula as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Danske Bank A/S

Meeting Date: 03/16/2023

Country: Denmark

Ticker: DANSKE

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: K22272114

Primary CUSIP: K22272114

Primary ISIN: DK0010274414

Primary SEDOL: 4588825

Shares Voted: 575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
5.b	Reelect Jan Thorsgaard Nielsen as Director	Mgmt	For	Against	Against
5.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	Against	Against
5.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
5.e	Reelect Raija-Leena Hankonen-Nybohm as Director	Mgmt	For	For	For
5.f	Reelect Allan Polack as Director	Mgmt	For	For	For
5.g	Reelect Carol Sergeant as Director	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.h	Reelect Helle Valentin as Director	Mgmt	For	For	For
	Shareholder Proposals Submitted by Michael Strabo	Mgmt			
5.i	Elect Michael Strabo as New Director	SH	Abstain	Abstain	Abstain
	Shareholder Proposals Submitted by Caroline Bessermann	Mgmt			
5.j	Elect Caroline Bessermann as New Director	SH	Abstain	Abstain	Abstain
	Management Proposals	Mgmt			
6	Ratify Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.b	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 660,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			
12.a1	Climate Action Plan: Direct lending	SH	Against	Refer	Against
12.a2	Climate Action Plan: Asset Management Policy	SH	Against	Refer	Against
	Shareholder Proposals Submitted by Frank Aaen	Mgmt			
12.b	Climate Action Plan: Existing Investments	SH	Against	Refer	Against
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
14	Other Business	Mgmt			

DSV A/S

Meeting Date: 03/16/2023

Country: Denmark

Ticker: DSV

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: K31864117

Primary CUSIP: K31864117

Primary ISIN: DK0060079531

Primary SEDOL: B1WT5G2

Shares Voted: 196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Jorgen Moller as Director	Mgmt	For	Abstain	Abstain
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Abstain
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.8	Elect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Other Business	Mgmt			

Keysight Technologies, Inc.

Meeting Date: 03/16/2023

Country: USA

Ticker: KEYS

Record Date: 01/17/2023

Meeting Type: Annual

Primary Security ID: 49338L103

Primary CUSIP: 49338L103

Primary ISIN: US49338L1035

Primary SEDOL: BQZJ0Q9

Shares Voted: 159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	For	For	For
1.2	Elect Director Richard P. Hamada	Mgmt	For	For	For
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For	For
1.4	Elect Director Kevin A. Stephens	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Declassify the Board of Directors	Mgmt	For	For	For

Pandora AS

Meeting Date: 03/16/2023	Country: Denmark	Ticker: PNDORA
Record Date: 03/09/2023	Meeting Type: Annual	
Primary Security ID: K7681L102	Primary CUSIP: K7681L102	Primary ISIN: DK0060252690
		Primary SEDOL: B44XTX8

Shares Voted: 113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 16.00 Per Share	Mgmt	For	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	Abstain	Abstain
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For
6.4	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
6.5	Reelect Catherine Spindler as Director	Mgmt	For	For	For
6.6	Reelect Jan Zijderveld as Director	Mgmt	For	For	For
6.7	Elect Lilian Fossum Biner as New Director	Mgmt	For	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For	For
9.1	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For
9.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Meeting Date: 03/16/2023

Country: Finland

Ticker: STERV

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: X8T9CM113

Primary CUSIP: X8T9CM113

Primary ISIN: FI0009005961

Primary SEDOL: 5072673

Shares Voted: 696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
19	Decision on Making Order	Mgmt			

Stora Enso Oyj

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

HEICO Corporation

Meeting Date: 03/17/2023	Country: USA	Ticker: HEI	
Record Date: 01/20/2023	Meeting Type: Annual		
Primary Security ID: 422806109	Primary CUSIP: 422806109	Primary ISIN: US4228061093	Primary SEDOL: 2419217

Shares Voted: 116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	For	For
1.2	Elect Director Carol F. Fine	Mgmt	For	For	For
1.3	Elect Director Adolfo Henriques	Mgmt	For	For	For
1.4	Elect Director Mark H. Hildebrandt	Mgmt	For	Withhold	Withhold
1.5	Elect Director Eric A. Mendelson	Mgmt	For	For	For
1.6	Elect Director Laurans A. Mendelson	Mgmt	For	For	For
1.7	Elect Director Victor H. Mendelson	Mgmt	For	For	For
1.8	Elect Director Julie Neitzel	Mgmt	For	For	For
1.9	Elect Director Alan Schriesheim	Mgmt	For	For	For
1.10	Elect Director Frank J. Schwitter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Swiss Prime Site AG

Meeting Date: 03/21/2023	Country: Switzerland	Ticker: SPSN	
Record Date:	Meeting Type: Annual		
Primary Security ID: H8403W107	Primary CUSIP: H8403W107	Primary ISIN: CH0008038389	Primary SEDOL: B083BH4

Shares Voted: 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For	For	For
5.3	Amend Articles Re: Annual General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6.1	Approve Cancellation of Authorized Capital	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.3	Amend Articles Re: Conditional Capital	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For	For	For
8.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.1.2	Reelect Christopher Chambers as Director	Mgmt	For	For	For
8.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
8.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
8.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
8.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
8.1.7	Elect Reto Conrad as Director	Mgmt	For	For	For
8.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
8.3.1	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.2	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3.3	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
8.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/22/2023

Country: Germany

Ticker: AFX

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: D14895102

Primary CUSIP: D14895102

Primary ISIN: DE0005313704

Primary SEDOL: 5922961

Shares Voted: 31

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.1	Amend Articles Re: Management Board Composition	Mgmt	For	For	For
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For	For	For
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For	For	For
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	For	Against	Against
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For	Against	Against
9	Approve Remuneration Policy	Mgmt	For	For	For

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposal Submitted by Carl Zeiss AG	Mgmt			
10	Approve Remuneration Report	SH	For	Refer	For

Orion Oyj

Meeting Date: 03/22/2023	Country: Finland	Ticker: ORNBV
Record Date: 03/10/2023	Meeting Type: Annual	
Primary Security ID: X6002Y112	Primary CUSIP: X6002Y112	Primary ISIN: FI0009014377
		Primary SEDOL: B17NY40

Shares Voted: 103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/22/2023	Country: Sweden	Ticker: SHB.A
Record Date: 03/14/2023	Meeting Type: Annual	
Primary Security ID: W9112U104	Primary CUSIP: W9112U104	Primary ISIN: SE0007100599
		Primary SEDOL: BXDZ9Q1

Shares Voted: 1,835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
15	Determine Number of Directors (10)	Mgmt	For	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
18.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
18.4	Reelect Hans Biorck as Director	Mgmt	For	For	For
18.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
18.8	Reelect Ulf Riese as Director	Mgmt	For	For	For
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For	For
18.10	Reelect Carina Akerstromas Director	Mgmt	For	For	For
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	Against	Against
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
23	Approve Formation of Integration Institute	SH	None	Against	Against
24	Close Meeting	Mgmt			

Yamaha Motor Co., Ltd.

Meeting Date: 03/22/2023

Country: Japan

Ticker: 7272

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J95776126

Primary CUSIP: J95776126

Primary ISIN: JP3942800008

Primary SEDOL: 6985264

Yamaha Motor Co., Ltd.

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67.5	Mgmt	For	For	For
2.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
2.2	Elect Director Hidaka, Yoshihiro	Mgmt	For	For	For
2.3	Elect Director Maruyama, Heiji	Mgmt	For	For	For
2.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For	For
2.5	Elect Director Shitara, Motofumi	Mgmt	For	For	For
2.6	Elect Director Nakata, Takuya	Mgmt	For	For	For
2.7	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.8	Elect Director Tashiro, Yuko	Mgmt	For	For	For
2.9	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.10	Elect Director Jin Song Montesano	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Saito, Junzo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tsumabuki, Tadashi	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Yone, Masatake	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Ujihara, Ayumi	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 03/23/2023

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Annual

Primary Security ID: H0010V101

Primary CUSIP: H0010V101

Primary ISIN: CH0012221716

Primary SEDOL: 7108899

Shares Voted: 1,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	For	For
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For
8.2	Reelect David Constable as Director	Mgmt	For	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Givaudan SA

Meeting Date: 03/23/2023

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Primary CUSIP: H3238Q102

Primary ISIN: CH0010645932

Primary SEDOL: 5980613

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 67 per Share	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For	For	For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2	Elect Roberto Guidetti as Director	Mgmt	For	Against	Against
6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Gjensidige Forsikring ASA

Meeting Date: 03/23/2023	Country: Norway	Ticker: GJF
Record Date: 03/22/2023	Meeting Type: Annual	
Primary Security ID: R2763X101	Primary CUSIP: R2763X101	Primary ISIN: NO0010582521
		Primary SEDOL: B4PH0C5

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.25 Per Share	Mgmt	For	For	Do Not Vote
7	Approve Remuneration Statement	Mgmt	For	For	Do Not Vote
8	Approve Remuneration Guidelines For Executive Management	Mgmt	For	For	Do Not Vote
9.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	Do Not Vote
9.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	Do Not Vote
9.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
9.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
9.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	Do Not Vote
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Terje Seljeseth, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors	Mgmt	For	Against	Do Not Vote
10.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	Do Not Vote

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b2	Reelect Iwar Arnstad as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
10.b3	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
10.b4	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
10.b5	Elect Inger Groggaard Stensaker as New Member of Nominating Committee	Mgmt	For	For	Do Not Vote
10.c	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
11	Approve Remuneration of Directors in the Amount of NOK 747,000 for Chairman, NOK 375,000 for Other Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote

Hulic Co., Ltd.

Meeting Date: 03/23/2023 **Country:** Japan **Ticker:** 3003
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J23594112 **Primary CUSIP:** J23594112 **Primary ISIN:** JP3360800001 **Primary SEDOL:** 6805317

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Akita, Kiyomi	Mgmt	For	For	For
2.2	Elect Director Takahashi, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okamoto, Masahiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Mie	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For

Nordea Bank Abp

Meeting Date: 03/23/2023 **Country:** Finland **Ticker:** NDA.SE
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: X5S8VL105 **Primary CUSIP:** X5S8VL105 **Primary ISIN:** F14000297767 **Primary SEDOL:** BYZF9J9

Shares Voted: 3,025

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

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
13.a	Reelect Stephen Hester as Director (Chair)	Mgmt	For	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For	For
13.d	Reelect Lene Skole as Director	Mgmt	For	For	For
13.e	Reelect Birger Steen as Director	Mgmt	For	For	For
13.f	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.g	Reelect Arja Talma as Director	Mgmt	For	For	For
13.h	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
13.i	Elect Risto Murto as Director	Mgmt	For	For	For
13.j	Elect Per Stromberg as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Amend Articles Re: General Meeting Participation; General Meeting	Mgmt	For	For	For
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Novo Nordisk A/S

Meeting Date: 03/23/2023

Country: Denmark

Ticker: NOVO.B

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: K72807132

Primary CUSIP: K72807132

Primary ISIN: DK0060534915

Primary SEDOL: BHC8X90

Shares Voted: 1,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain
7	Ratify Deloitte as Auditor	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.4	Product Pricing Proposal	SH	Against	Against	Against
9	Other Business	Mgmt			

SKF AB

Meeting Date: 03/23/2023

Country: Sweden

Ticker: SKF.B

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: W84237143

Primary CUSIP: W84237143

Primary ISIN: SE0000108227

Primary SEDOL: B1Q3J35

Shares Voted: 702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For	For
11.3	Approve Discharge of Board Member Barb Samardzich	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.4	Approve Discharge of Board Member Colleen Replier	Mgmt	For	For	For
11.5	Approve Discharge of Board Member Geert Follens	Mgmt	For	For	For
11.6	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For	For
11.7	Approve Discharge of Board Member Susanna Schneeberger	Mgmt	For	For	For
11.8	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For	For
11.9	Approve Discharge of President Rickard Gustafson	Mgmt	For	For	For
11.10	Approve Discharge of Board Member Jonny Hilbert	Mgmt	For	For	For
11.11	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For	For
11.12	Approve Discharge of Employee Representative Thomas Eliasson	Mgmt	For	For	For
11.13	Approve Discharge of Employee Representative Steve Norrman	Mgmt	For	For	For
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.2	Reelect Hock Goh as Director	Mgmt	For	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against	Against
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Elect Beth Ferreira as New Director	Mgmt	For	For	For
14.8	Elect Therese Friberg as New Director	Mgmt	For	For	For
14.9	Elect Richard Nilsson as New Director	Mgmt	For	For	For
14.10	Elect Niko Pakalen as New Director	Mgmt	For	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve 2023 Performance Share Program	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/23/2023

Country: USA

Ticker: SBUX

Record Date: 01/13/2023

Meeting Type: Annual

Primary Security ID: 855244109

Primary CUSIP: 855244109

Primary ISIN: US8552441094

Primary SEDOL: 2842255

Shares Voted: 1,118

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

Kao Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 4452

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J30642169

Primary CUSIP: J30642169

Primary ISIN: JP3205800000

Primary SEDOL: 6483809

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 74	Mgmt	For	For	For
2.1	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.2	Elect Director Hasebe, Yoshihiro	Mgmt	For	For	For

Kao Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Negoro, Masakazu	Mgmt	For	For	For
2.4	Elect Director Nishiguchi, Toru	Mgmt	For	For	For
2.5	Elect Director David J. Muenz	Mgmt	For	For	For
2.6	Elect Director Shinobe, Osamu	Mgmt	For	For	For
2.7	Elect Director Mukai, Chiaki	Mgmt	For	For	For
2.8	Elect Director Hayashi, Nobuhide	Mgmt	For	For	For
2.9	Elect Director Sakurai, Eriko	Mgmt	For	For	For
2.10	Elect Director Nishii, Takaaki	Mgmt	For	For	For
3	Appoint Statutory Auditor Wada, Yasushi	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 6326

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J36662138

Primary CUSIP: J36662138

Primary ISIN: JP3266400005

Primary SEDOL: 6497509

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	Against	Against
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Ina, Koichi	Mgmt	For	For	For
1.9	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.10	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.11	Elect Director Kawana, Koichi	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Kyowa Kirin Co., Ltd.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 4151

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J38296117

Primary CUSIP: J38296117

Primary ISIN: JP3256000005

Primary SEDOL: 6499550

Kyowa Kirin Co., Ltd.

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For
2.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
2.2	Elect Director Osawa, Yutaka	Mgmt	For	For	For
2.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For
2.4	Elect Director Minakata, Takeshi	Mgmt	For	For	For
2.5	Elect Director Morita, Akira	Mgmt	For	For	For
2.6	Elect Director Haga, Yuko	Mgmt	For	For	For
2.7	Elect Director Oyamada, Takashi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
2.9	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Ishikura, Toru	Mgmt	For	For	For

NEXON Co., Ltd.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 3659

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J4914X104

Primary CUSIP: J4914X104

Primary ISIN: JP3758190007

Primary SEDOL: B63QM77

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Owen Mahoney	Mgmt	For	Against	Against
1.2	Elect Director Uemura, Shiro	Mgmt	For	For	For
1.3	Elect Director Junghun Lee	Mgmt	For	For	For
1.4	Elect Director Patrick Soderlund	Mgmt	For	For	For
1.5	Elect Director Mitchell Lasky	Mgmt	For	For	For
2	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Shiseido Co., Ltd.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 4911

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J74358144

Primary CUSIP: J74358144

Primary ISIN: JP3351600006

Primary SEDOL: 6805265

Shiseido Co., Ltd.

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For
2.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
2.3	Elect Director Suzuki, Yukari	Mgmt	For	For	For
2.4	Elect Director Tadakawa, Norio	Mgmt	For	For	For
2.5	Elect Director Yokota, Takayuki	Mgmt	For	For	For
2.6	Elect Director Oishi, Kanoko	Mgmt	For	For	For
2.7	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
2.8	Elect Director Charles D. Lake II	Mgmt	For	For	For
2.9	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.10	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Anno, Hiromi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
4	Approve Performance Share Plan	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 2587

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J78186103

Primary CUSIP: J78186103

Primary ISIN: JP3336560002

Primary SEDOL: BBD7Q84

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Shekhar Mundlay	Mgmt	For	For	For
2.3	Elect Director Naiki, Hachiro	Mgmt	For	For	For
2.4	Elect Director Peter Harding	Mgmt	For	For	For
2.5	Elect Director Miyamori, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Inoue, Yukari	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yamazaki, Yuji	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Masuyama, Mika	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Mimura, Mariko	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Unicharm Corp.

Meeting Date: 03/24/2023	Country: Japan	Ticker: 8113
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: J94104114	Primary CUSIP: J94104114	Primary ISIN: JP3951600000
		Primary SEDOL: 6911485

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	Against	Against
1.2	Elect Director Hikosaka, Toshifumi	Mgmt	For	For	For
1.3	Elect Director Takaku, Kenji	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Noriko Rzonca	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Asada, Shigeru	Mgmt	For	For	For
3	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023	Country: France	Ticker: DIM
Record Date: 03/23/2023	Meeting Type: Annual/Special	
Primary Security ID: F8005V210	Primary CUSIP: F8005V210	Primary ISIN: FR0013154002
		Primary SEDOL: BYZ2QP5

Shares Voted: 23

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.44 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
12	Authorize Filing of Required Documents/Other Formalities Extraordinary Business	Mgmt Mgmt	For	For	For
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Asahi Group Holdings Ltd.

Meeting Date: 03/28/2023

Country: Japan

Ticker: 2502

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J02100113

Primary CUSIP: J02100113

Primary ISIN: JP3116000005

Primary SEDOL: 6054409

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Koji, Akiyoshi	Mgmt	For	For	For
2.2	Elect Director Katsuki, Atsushi	Mgmt	For	For	For
2.3	Elect Director Tanimura, Keizo	Mgmt	For	For	For
2.4	Elect Director Sakita, Kaoru	Mgmt	For	For	For
2.5	Elect Director Christina L. Ahmadjian	Mgmt	For	For	For

Asahi Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
2.7	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.8	Elect Director Matsunaga, Mari	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fukuda, Yukitaka	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Sanae	Mgmt	For	For	For

Bridgestone Corp.

Meeting Date: 03/28/2023	Country: Japan	Ticker: 5108	
Record Date: 12/31/2022	Meeting Type: Annual		
Primary Security ID: J04578126	Primary CUSIP: J04578126	Primary ISIN: JP3830800003	Primary SEDOL: 6132101

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Higashi, Masahiro	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Okina, Yuri	Mgmt	For	For	For
2.5	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.7	Elect Director Shiba, Yojiro	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.10	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	For
3	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For	For

Holmen AB

Meeting Date: 03/28/2023	Country: Sweden	Ticker: HOLM.B	
Record Date: 03/20/2023	Meeting Type: Annual		
Primary Security ID: W4R00P201	Primary CUSIP: W4R00P201	Primary ISIN: SE0011090018	Primary SEDOL: BDQQ1Q5

Shares Voted: 87

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspectors of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Allow Questions	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 16 Per Share	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (9) and Deputy Members of Board (0); Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of SEK 3,690,000; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Reelect Fredrik Lundberg, Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson (Chair), Henrik Sjolund and Henriette Zeuchner as Directors; Elect Carina Akerstrom as Director	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Nippon Paint Holdings Co., Ltd.
Meeting Date: 03/28/2023

Country: Japan

Ticker: 4612

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J55053128

Primary CUSIP: J55053128

Primary ISIN: JP3749400002

Primary SEDOL: 6640507

Nippon Paint Holdings Co., Ltd.

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 6	Mgmt	For	For	For
2.1	Elect Director Goh Hup Jin	Mgmt	For	Against	Against
2.2	Elect Director Hara, Hisashi	Mgmt	For	For	For
2.3	Elect Director Peter M Kirby	Mgmt	For	For	For
2.4	Elect Director Lim Hwee Hua	Mgmt	For	For	For
2.5	Elect Director Mitsuhashi, Masataka	Mgmt	For	For	For
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For	For
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For	For
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	Against	Against
2.9	Elect Director Wee Siew Kim	Mgmt	For	Against	Against

Randstad NV

Meeting Date: 03/28/2023

Country: Netherlands

Ticker: RAND

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: N7291Y137

Primary CUSIP: N7291Y137

Primary ISIN: NL0000379121

Primary SEDOL: 5228658

Shares Voted: 95

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Reports of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements	Mgmt	For	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2e	Approve Dividends of EUR 2.85 Per Share	Mgmt	For	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Elect Jorge Vazquez to Management Board	Mgmt	For	For	For
4b	Elect Myriam Beatove Moreale to Management Board	Mgmt	For	For	For
5a	Elect Cees 't Hart to Supervisory Board	Mgmt	For	For	For

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Elect Laurence Debroux to Supervisory Board	Mgmt	For	For	For
5c	Elect Jeroen Drost to Supervisory Board	Mgmt	For	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Ratify Deloitte Accountants BV as Auditors	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers Accountants NV as Auditors	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Schindler Holding AG

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SCHP

Record Date:

Meeting Type: Annual

Primary Security ID: H7258G209

Primary CUSIP: H7258G209

Primary ISIN: CH0024638196

Primary SEDOL: B11TCY0

Shares Voted: 55

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.00 per Share and Participation Certificate	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Variable Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	Against	Against
4.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.2 Million	Mgmt	For	Against	Against
4.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7 Million	Mgmt	For	For	For
4.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For
5.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Against	Against
5.2.a	Reelect Alfred Schindler as Director	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.b	Reelect Patrice Bula as Director	Mgmt	For	For	For
5.2.c	Reelect Erich Ammann as Director	Mgmt	For	Against	Against
5.2.d	Reelect Luc Bonnard as Director	Mgmt	For	For	For
5.2.e	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.2.f	Reelect Adam Keswick as Director	Mgmt	For	For	For
5.2.g	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
5.2.h	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
5.2.i	Reelect Carole Vischer as Director	Mgmt	For	For	For
5.2.j	Reelect Petra Winkler as Director	Mgmt	For	For	For
5.3	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
5.4.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Adam Keswick as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

SGS SA

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H7485A108

Primary CUSIP: H7485A108

Primary ISIN: CH0002497458

Primary SEDOL: 4824778

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	Against	Against
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Shelby du Pasquier as Director	Mgmt	For	For	For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.9	Elect Jens Riedel as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires a Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
6.1	Approve 1:25 Stock Split	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	For	For	For
6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	For	For	For
6.6	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Primary CUSIP: H7631K273

Primary ISIN: CH0418792922

Primary SEDOL: BF2DSG3

Shares Voted: 148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Amend Articles of Association	Mgmt	For	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8398N104

Primary CUSIP: H8398N104

Primary ISIN: CH0008742519

Primary SEDOL: 5533976

Shares Voted: 21

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Roland Abt as Director	Mgmt	For	For	For
4.2	Elect Monique Bourquin as Director	Mgmt	For	For	For
4.3	Reelect Alain Carrupt as Director	Mgmt	For	For	For
4.4	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.5	Reelect Frank Esser as Director	Mgmt	For	For	For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	Against	Against
4.7	Reelect Anna Mossberg as Director	Mgmt	For	For	For
4.8	Reelect Michael Rechsteiner as Director	Mgmt	For	For	For
4.9	Reelect Michael Rechsteiner as Board Chair	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Appoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9.1	Amend Articles Re: Sustainability Clause	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
9.4	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	Mgmt	For	For	For
9.5	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
9.6	Amend Articles of Association	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Trend Micro, Inc.

Meeting Date: 03/28/2023

Country: Japan

Ticker: 4704

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J9298Q104

Primary CUSIP: J9298Q104

Primary ISIN: JP3637300009

Primary SEDOL: 6125286

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 151	Mgmt	For	For	For
2.1	Elect Director Chang Ming-Jang	Mgmt	For	Against	Against
2.2	Elect Director Eva Chen	Mgmt	For	For	For
2.3	Elect Director Mahendra Negi	Mgmt	For	For	For

Trend Micro, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Omikawa, Akihiko	Mgmt	For	For	For
2.5	Elect Director Koga, Tetsuo	Mgmt	For	For	For
2.6	Elect Director Tokuoka, Koichiro	Mgmt	For	For	For
3	Amend Articles to Change Location of Head Office	Mgmt	For	For	For

Electrolux AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ELUX.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W0R34B150

Primary CUSIP: W0R34B150

Primary ISIN: SE0016589188

Primary SEDOL: BP81612

Shares Voted: 124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.1	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
9.2	Approve Discharge of Petra Hedengran	Mgmt	For	For	For
9.3	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9.4	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
9.5	Approve Discharge of Karin Overbeck	Mgmt	For	For	For
9.6	Approve Discharge of Fredrik Persson	Mgmt	For	For	For
9.7	Approve Discharge of David Porter	Mgmt	For	For	For
9.8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.9	Approve Discharge of Mina Billing	Mgmt	For	For	For
9.10	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For	For
9.11	Approve Discharge of Peter Ferm	Mgmt	For	For	For

Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.12	Approve Discharge of Ulrik Danestad	Mgmt	For	For	For
9.13	Approve Discharge of Wilson Quispe	Mgmt	For	For	For
9.14	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Staffan Bohman as Director	Mgmt	For	For	For
13.b	Reelect Petra Hedengran as Director	Mgmt	For	Against	Against
13.c	Reelect Henrik Henriksson as Director	Mgmt	For	For	For
13.d	Reelect Ulla Litzen as Director	Mgmt	For	For	For
13.e	Reelect Karin Overbeck as Director	Mgmt	For	For	For
13.f	Reelect Fredrik Persson as Director	Mgmt	For	For	For
13.g	Reelect David Porter as Director	Mgmt	For	For	For
13.h	Reelect Jonas Samuelson as Director	Mgmt	For	For	For
13.i	Elect Staffan Bohman as Board Chair	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
16.c	Approve Transfer of 1,544,925 B-Shares	Mgmt	For	For	For
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
17.b	Approve Equity Plan Financing	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Enagas SA

Meeting Date: 03/29/2023

Country: Spain

Ticker: ENG

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E41759106

Primary CUSIP: E41759106

Primary ISIN: ES0130960018

Primary SEDOL: 7383072

Enagas SA

Shares Voted: 357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Reelect Eva Patricia Urbez Sanz as Director	Mgmt	For	For	For
5.2	Reelect Santiago Ferrer Costa as Director	Mgmt	For	Against	Against
5.3	Fix Number of Directors at 15	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	Mgmt	For	For	For
6.2	Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	Mgmt	For	For	For
6.3	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	Mgmt	For	For	For
7	Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Genmab A/S

Meeting Date: 03/29/2023

Country: Denmark

Ticker: GMAB

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: K3967W102

Primary CUSIP: K3967W102

Primary ISIN: DK0010272202

Primary SEDOL: 4595739

Shares Voted: 60

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain	Abstain
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
7.b	Amend Remuneration Policy	Mgmt	For	For	For
7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	For
7.d	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

HOSHIZAKI Corp.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 6465

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J23254105

Primary CUSIP: J23254105

Primary ISIN: JP3845770001

Primary SEDOL: B3FF8W8

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sakamoto, Seishi	Mgmt	For	Against	Against
1.2	Elect Director Kobayashi, Yasuhiro	Mgmt	For	Against	Against
1.3	Elect Director Tomozoe, Masanao	Mgmt	For	For	For
1.4	Elect Director Goto, Masahiko	Mgmt	For	For	For
1.5	Elect Director Ieta, Yasushi	Mgmt	For	For	For
1.6	Elect Director Nishiguchi, Shiro	Mgmt	For	For	For
1.7	Elect Director Maruyama, Satoru	Mgmt	For	For	For

HOSHIZAKI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Yaguchi, Kyo	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Tsuge, Satoe	Mgmt	For	For	For

Indutrade AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: INDT

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W4939U106

Primary CUSIP: W4939U106

Primary ISIN: SE0001515552

Primary SEDOL: B0LDBX7

Shares Voted: 201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's and Board Committee's Reports	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10b	Approve Allocation of Income and Dividends of SEK 2.60 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	For
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt			
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 890,000 for Chairman and SEK 445,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against	Against
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	For	For
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
14.1g	Reelect Krister Mellve as Director	Mgmt	For	For	For
14.1h	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
14.2	Reelect Katarina Martinson Chairman	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18a	Approve Performance Share Incentive Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
18b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Close Meeting	Mgmt			

MonotaRO Co., Ltd.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 3064

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J46583100

Primary CUSIP: J46583100

Primary ISIN: JP3922950005

Primary SEDOL: B1GHR88

MonotaRO Co., Ltd.

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 7	Mgmt	For	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Seto, Kinya	Mgmt	For	For	For
3.2	Elect Director Suzuki, Masaya	Mgmt	For	For	For
3.3	Elect Director Kishida, Masahiro	Mgmt	For	For	For
3.4	Elect Director Ise, Tomoko	Mgmt	For	For	For
3.5	Elect Director Sagiya, Mari	Mgmt	For	For	For
3.6	Elect Director Miura, Hiroshi	Mgmt	For	For	For
3.7	Elect Director Barry Greenhouse	Mgmt	For	For	For

OTSUKA CORP.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 4768

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J6243L115

Primary CUSIP: J6243L115

Primary ISIN: JP3188200004

Primary SEDOL: 6267058

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 125	Mgmt	For	For	For
2.1	Elect Director Otsuka, Yuji	Mgmt	For	Against	Against
2.2	Elect Director Katakura, Kazuyuki	Mgmt	For	For	For
2.3	Elect Director Tsurumi, Hironobu	Mgmt	For	For	For
2.4	Elect Director Saito, Hironobu	Mgmt	For	For	For
2.5	Elect Director Sakurai, Minoru	Mgmt	For	For	For
2.6	Elect Director Makino, Jiro	Mgmt	For	For	For
2.7	Elect Director Saito, Tetsuo	Mgmt	For	For	For
2.8	Elect Director Hamabe, Makiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Murata, Tatsumi	Mgmt	For	For	For
4	Approve Director Retirement Bonus	Mgmt	For	For	For

Shimano, Inc.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 7309

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J72262108

Primary CUSIP: J72262108

Primary ISIN: JP3358000002

Primary SEDOL: 6804820

Shares Voted: 33

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Chia Chin Seng	Mgmt	For	For	For
3.2	Elect Director Ichijo, Kazuo	Mgmt	For	For	For
3.3	Elect Director Katsumaru, Mitsuhiro	Mgmt	For	For	For
3.4	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
3.5	Elect Director Wada, Hiromi	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Skanska AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: SKA.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W83567110

Primary CUSIP: W83567110

Primary ISIN: SE0000113250

Primary SEDOL: 7142091

Shares Voted: 318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11b	Approve Discharge of Par Boman	Mgmt	For	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For	For
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For	For
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For	For
12a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.33 Million for Chairman and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For	For
14b	Reelect Par Boman as Director	Mgmt	For	Against	Against
14c	Reelect Jan Gurander as Director	Mgmt	For	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
14f	Reelect Catherine Marcus as Director	Mgmt	For	For	For
14g	Reelect Ann E. Massey as Director	Mgmt	For	For	For
14h	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	For	For

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Approve Equity Plan Financing	Mgmt	For	For	For
19	Authorize Class B Share Repurchase Program	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ERIC.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W26049119

Primary CUSIP: W26049119

Primary ISIN: SE0000108656

Primary SEDOL: 5959378

Shares Voted: 3,537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Against	Against
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Against	Against
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Against	Against
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	Against	Against
8.3.e	Approve Discharge of Board Member Jan Carlsson	Mgmt	For	Against	Against
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Against	Against

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against	Against
8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against	Against
8.3.j	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against	Against
8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Against	Against
8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against	Against
8.3.m	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	Against	Against
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Against	Against
8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	Against	Against
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Against	Against
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against	Against
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	For
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	For	For
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.7	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For	For
11.10	Elect Christy Wyatt as New Director	Mgmt	For	Against	Against

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Jan Carlson as Board Chairman	Mgmt	For	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV I 2023	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Mgmt	For	For	For
17.2	Approve Equity Plan Financing of LTV II 2023	Mgmt	For	For	For
17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Mgmt	For	Against	Against
18	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For	For
19	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For	For
20.1	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
20.2	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Banco Santander SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: SAN

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E19790109

Primary CUSIP: E19790109

Primary ISIN: ES0113900J37

Primary SEDOL: 5705946

Shares Voted: 17,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	Mgmt	For	For	For
3.C	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	Mgmt	For	For	For
3.D	Reelect Pamela Ann Walkden as Director	Mgmt	For	For	For
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.F	Reelect Sol Daurella Comadran as Director	Mgmt	For	For	For
3.G	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	Mgmt	For	For	For
3.H	Reelect Homaira Akbari as Director	Mgmt	For	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Authorize Share Repurchase Program	Mgmt	For	For	For
5.D	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For	For
6.B	Approve Remuneration of Directors	Mgmt	For	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

CaixaBank SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: CABK

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E2427M123

Primary CUSIP: E2427M123

Primary ISIN: ES0140609019

Primary SEDOL: B283W97

Shares Voted: 3,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6.1	Reelect Gonzalo Gortazar Rotaeché as Director	Mgmt	For	For	For
6.2	Reelect Cristina Garmendia Mendizabal as Director	Mgmt	For	For	For
6.3	Reelect Amparo Moraleda Martínez as Director	Mgmt	For	For	For
6.4	Elect Peter Loscher as Director	Mgmt	For	For	For
7	Amend Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve 2023 Variable Remuneration Scheme	Mgmt	For	For	For
10	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Canon, Inc.
Meeting Date: 03/30/2023

Country: Japan

Ticker: 7751

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J05124144

Primary CUSIP: J05124144

Primary ISIN: JP3242800005

Primary SEDOL: 6172323

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	Against	Against
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For	For
2.4	Elect Director Saida, Kunitaro	Mgmt	For	For	For
2.5	Elect Director Kawamura, Yusuke	Mgmt	For	For	For

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Hatamochi, Hideya	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tanaka, Yutaka	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Chr. Hansen Holding A/S

Meeting Date: 03/30/2023	Country: Denmark	Ticker: CHR
Record Date: 03/23/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K1830B107	Primary CUSIP: K1830B107	Primary ISIN: DK0060227585
		Primary SEDOL: B573M11

Shares Voted: 81

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Novozymes A/S	Mgmt	For	For	For
2	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
3	Change Fiscal Year End to Dec. 31	Mgmt	For	For	For
4	Approve Remuneration of Directors for FY 2022/23	Mgmt	For	For	For
5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/30/2023	Country: Japan	Ticker: 4519
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: J06930101	Primary CUSIP: J06930101	Primary ISIN: JP3519400000
		Primary SEDOL: 6196408

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Tateishi, Fumio	Mgmt	For	For	For
2.2	Elect Director Teramoto, Hideo	Mgmt	For	For	For
2.3	Elect Director Christoph Franz	Mgmt	For	For	For
2.4	Elect Director James H. Sabry	Mgmt	For	For	For
2.5	Elect Director Teresa A. Graham	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Yamada, Shigehiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Waseda, Yumiko	Mgmt	For	For	For

Dentsu Group, Inc.

Meeting Date: 03/30/2023 **Country:** Japan **Ticker:** 4324
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J1207N108 **Primary CUSIP:** J1207N108 **Primary ISIN:** JP3551520004 **Primary SEDOL:** 6416281

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	Mgmt	For	For	For
2.1	Elect Director Timothy Andree	Mgmt	For	Against	Against
2.2	Elect Director Igarashi, Hiroshi	Mgmt	For	Against	Against
2.3	Elect Director Soga, Arinobu	Mgmt	For	Against	Against
2.4	Elect Director Nick Priday	Mgmt	For	For	For
2.5	Elect Director Matsui, Gan	Mgmt	For	For	For
2.6	Elect Director Paul Candland	Mgmt	For	For	For
2.7	Elect Director Andrew House	Mgmt	For	For	For
2.8	Elect Director Sagawa, Keiichi	Mgmt	For	Against	Against
2.9	Elect Director Sogabe, Mihoko	Mgmt	For	Against	Against
2.10	Elect Director Matsuda, Yuka	Mgmt	For	For	For

Kesko Oyj

Meeting Date: 03/30/2023 **Country:** Finland **Ticker:** KESKOB
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: X44874109 **Primary CUSIP:** X44874109 **Primary ISIN:** FI0009000202 **Primary SEDOL:** 4490005

Shares Voted: 254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Amend Articles Re: Board of Directors and Term of Office	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Kirin Holdings Co., Ltd.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 2503

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: 497350108

Primary CUSIP: 497350108

Primary ISIN: JP3258000003

Primary SEDOL: 6493745

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	Mgmt	For	For	For

Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Against	Against
3.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For	For
3.2	Elect Director Nishimura, Keisuke	Mgmt	For	For	For
3.3	Elect Director Miyoshi, Toshiya	Mgmt	For	For	For
3.4	Elect Director Minakata, Takeshi	Mgmt	For	For	For
3.5	Elect Director Tsuboi, Junko	Mgmt	For	For	For
3.6	Elect Director Mori, Masakatsu	Mgmt	For	For	For
3.7	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
3.8	Elect Director Matsuda, Chieko	Mgmt	For	For	For
3.9	Elect Director Shiono, Noriko	Mgmt	For	For	For
3.10	Elect Director Rod Eddington	Mgmt	For	For	For
3.11	Elect Director George Olcott	Mgmt	For	For	For
3.12	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Ishikura, Toru	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Ando, Yoshiko	Mgmt	For	For	For

Nippon Express Holdings, Inc.

Meeting Date: 03/30/2023	Country: Japan	Ticker: 9147
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: J53377107	Primary CUSIP: J53377107	Primary ISIN: JP3688370000
		Primary SEDOL: BKSHP63

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Watanabe, Kenji	Mgmt	For	For	For
1.2	Elect Director Saito, Mitsuru	Mgmt	For	For	For
1.3	Elect Director Akaishi, Mamoru	Mgmt	For	For	For
1.4	Elect Director Yasuoka, Sadako	Mgmt	For	For	For
1.5	Elect Director Shiba, Yojiro	Mgmt	For	For	For
1.6	Elect Director Ito, Yumiko	Mgmt	For	For	For

Novozymes A/S

Meeting Date: 03/30/2023	Country: Denmark	Ticker: NZYM.B
Record Date: 03/23/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K7317J133	Primary CUSIP: K7317J133	Primary ISIN: DK0060336014
		Primary SEDOL: B798FW0

Novozymes A/S

Shares Voted: 235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Chr. Hansen Holding A/S	Mgmt	For	For	For
2	Amend Articles Re: Number of Directors	Mgmt	For	For	For
3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
3.c	Amend Remuneration Policy	Mgmt	For	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 4578

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J63117105

Primary CUSIP: J63117105

Primary ISIN: JP3188220002

Primary SEDOL: B5LTM93

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	Mgmt	For	For	For
1.2	Elect Director Higuchi, Tatsuo	Mgmt	For	For	For
1.3	Elect Director Matsuo, Yoshiro	Mgmt	For	For	For
1.4	Elect Director Takagi, Shuichi	Mgmt	For	For	For
1.5	Elect Director Makino, Yuko	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Masayuki	Mgmt	For	For	For
1.7	Elect Director Tojo, Noriko	Mgmt	For	For	For
1.8	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For	For
1.10	Elect Director Sekiguchi, Ko	Mgmt	For	For	For
1.11	Elect Director Aoki, Yoshihisa	Mgmt	For	For	For
1.12	Elect Director Mita, Mayo	Mgmt	For	For	For
1.13	Elect Director Kitachi, Tatsuki	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 4755

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J64264104

Primary CUSIP: J64264104

Primary ISIN: JP3967200001

Primary SEDOL: 6229597

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against	Against
2.2	Elect Director Hosaka, Masayuki	Mgmt	For	For	For
2.3	Elect Director Hyakuno, Kentaro	Mgmt	For	For	For
2.4	Elect Director Takeda, Kazunori	Mgmt	For	For	For
2.5	Elect Director Hirose, Kenji	Mgmt	For	For	For
2.6	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.7	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.8	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.9	Elect Director Murai, Jun	Mgmt	For	For	For
2.10	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.11	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.12	Elect Director Habuka, Shigeki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Naganuma, Yoshito	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kataoka, Maki	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Renesas Electronics Corp.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 6723

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J4881V107

Primary CUSIP: J4881V107

Primary ISIN: JP3164720009

Primary SEDOL: 6635677

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For
1.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
1.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For
1.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For
1.5	Elect Director Hirano, Takuya	Mgmt	For	For	For

Renesas Electronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/30/2023

Country: Sweden

Ticker: SCA.B

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: W90152120

Primary CUSIP: W90152120

Primary ISIN: SE0000112724

Primary SEDOL: B1VVGZ5

Shares Voted: 611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Charlotte Bengtsson	Mgmt	For	For	For
8.c2	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c3	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c4	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.c5	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c6	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c7	Approve Discharge of Ulf Larsson (as board member)	Mgmt	For	For	For
8.c8	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c9	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c10	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8.c11	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c12	Approve Discharge of Karl Aberg	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c13	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c14	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c15	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c16	Approve Discharge of Employee Representative Johanna Viklund Linden	Mgmt	For	For	For
8.c17	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c18	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c19	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8.c20	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.089Million for Chairman and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Par Boman as Director	Mgmt	For	Against	Against
12.3	Reelect Lennart Evrell as Director	Mgmt	For	For	For
12.4	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.5	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.6	Reelect Ulf Larsson as Director	Mgmt	For	For	For
12.7	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
12.10	Reelect Karl Aberg as Director	Mgmt	For	For	For
13	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Meeting Date: 03/30/2023

Country: Sweden

Ticker: SWED.A

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: W94232100

Primary CUSIP: W94232100

Primary ISIN: SE0000242455

Primary SEDOL: 4846523

Shares Voted: 921

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.m	Approve Discharge of Bo Magnusson	Mgmt	For	For	For
10.n	Approve Discharge of Jens Henriksson	Mgmt	For	For	For
10.o	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.p	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.q	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.r	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For	For
13.f	Reelect Bengt Erik Lindgren as Director	Mgmt	For	For	For
13.g	Reelect Anna Mossberg as Director	Mgmt	For	For	For
13.h	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.i	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.j	Reelect Goran Persson as Director	Mgmt	For	For	For
13.k	Reelect Biorn Riese as Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
21.a	Approve Common Deferred Share Bonus Plan (Eken 2023)	Mgmt	For	For	For
21.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	Mgmt	For	For	For
21.c	Approve Equity Plan Financing	Mgmt	For	For	For
22	Approve Remuneration Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
23	Change Bank Software	SH	Against	Against	Against

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
24	Allocation of funds	SH	Against	Against	Against
25	Establishment of a Chamber of Commerce	SH	Against	Against	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt			
26	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Against	Against

Telefonica SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: TEF

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 879382109

Primary CUSIP: 879382109

Primary ISIN: ES0178430E18

Primary SEDOL: 5732524

Shares Voted: 5,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Tryg A/S

Meeting Date: 03/30/2023

Country: Denmark

Ticker: TRYG

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: K9640A110

Primary CUSIP: K9640A110

Primary ISIN: DK0060636678

Primary SEDOL: BXDZ972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Approve DKK 99 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.b	Approve Creation of DKK 317.4 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 314.4 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 314.4 Million	Mgmt	For	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For	For
6.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	For	For
7.2	Reelect Mari Thjomoe as Member of Board	Mgmt	For	For	For
7.3	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For	For
7.4	Reelect Mengmeng Du as Member of Board	Mgmt	For	For	For
7.5	Elect Thomas Hofman-Bang as Director	Mgmt	For	For	For
7.6	Elect Steffen Kragh as Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

DBS Group Holdings Ltd.

Meeting Date: 03/31/2023

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Primary Security ID: Y20246107

Primary CUSIP: Y20246107

Primary ISIN: SG1L01001701

Primary SEDOL: 6175203

Shares Voted: 1,700

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 and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Peter Seah Lim Huat as Director	Mgmt	For	Against	Against
6	Elect Punita Lal as Director	Mgmt	For	For	For
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	For
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 03/31/2023

Country: Italy

Ticker: UCG

Record Date: 03/22/2023

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Primary CUSIP: T9T23L642

Primary ISIN: IT0005239360

Primary SEDOL: BYMXP57

Shares Voted: 1,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
7	Approve 2023 Group Incentive System	Mgmt	For	For	For
8	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	For
9	Approve Decrease in Size of Board from 13 to 12	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against