

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): GTAUT - NTWG01

Azrieli Group Ltd.

Meeting Date: 01/01/2024

Country: Israel

Ticker: AZRG

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: M1571Q105

Primary CUSIP: M1571Q105

Primary ISIN: IL0011194789

Primary SEDOL: B5MN1W0

Shares Voted: 25

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Danna Azrieli as Director	Mgmt	For	For	For
1.2	Reelect Sharon Azrieli as Director	Mgmt	For	For	For
1.3	Reelect Naomi Azrieli as Director	Mgmt	For	For	For
1.4	Reelect Menachem Einan as Director	Mgmt	For	Against	Against
1.5	Reelect Dan Yitzhak Gillerman as Director	Mgmt	For	For	For
1.6	Reelect Ariel Kor as Director	Mgmt	For	Against	Against
2	Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors	Mgmt	For	Against	Against
3	Discuss Financial Statements and the Report of the Board	Mgmt			

Bank Leumi Le-Israel Ltd.

Meeting Date: 01/04/2024

Country: Israel

Ticker: LUMI

Record Date: 12/06/2023

Meeting Type: Special

Primary Security ID: M16043107

Primary CUSIP: M16043107

Primary ISIN: IL0006046119

Primary SEDOL: 6076425

Shares Voted: 1,131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Shmuel Ben Zvi, Chairman	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	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

Bank Leumi Le-Israel Ltd.

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

Zscaler, Inc.

Meeting Date: 01/05/2024	Country: USA	Ticker: ZS	
Record Date: 11/13/2023	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	Elect Director Jagtar (Jay) Chaudhry	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

Mondi Plc

Meeting Date: 01/15/2024	Country: United Kingdom	Ticker: MNDI	
Record Date: 01/11/2024	Meeting Type: Special		
Primary Security ID: G6258S107	Primary CUSIP: G6258S107	Primary ISIN: GB00B1CRLC47	Primary SEDOL: B1CRLC4

Shares Voted: 399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For	For
2	Approve Share Consolidation	Mgmt	For	For	For
3	Authorise Issue of Equity	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

D.R. Horton, Inc.

Meeting Date: 01/17/2024	Country: USA	Ticker: DHI	
Record Date: 11/30/2023	Meeting Type: Annual		
Primary Security ID: 23331A109	Primary CUSIP: 23331A109	Primary ISIN: US23331A1097	Primary SEDOL: 2250687

Shares Voted: 256

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 David V. Auld	Mgmt	For	For	For
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For
1h	Elect Director Paul J. Romanowski	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/18/2024	Country: USA	Ticker: COST	
Record Date: 11/10/2023	Meeting Type: Annual		
Primary Security ID: 22160K105	Primary CUSIP: 22160K105	Primary ISIN: US22160K1051	Primary SEDOL: 2701271

Shares Voted: 347

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 Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	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

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/18/2024	Country: USA	Ticker: INTU
Record Date: 11/20/2023	Meeting Type: Annual	
Primary Security ID: 461202103	Primary CUSIP: 461202103	Primary ISIN: US4612021034
		Primary SEDOL: 2459020

Shares Voted: 218

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 Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	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
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

Super Micro Computer, Inc.

Meeting Date: 01/22/2024	Country: USA	Ticker: SMCI
Record Date: 11/27/2023	Meeting Type: Annual	
Primary Security ID: 86800U104	Primary CUSIP: 86800U104	Primary ISIN: US86800U1043
		Primary SEDOL: B1VQR35

Super Micro Computer, Inc.

Shares Voted: 47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judy Lin	Mgmt	For	For	For
1b	Elect Director Sara Liu	Mgmt	For	For	For
1c	Elect Director Yih-Shyan (Wally) Liaw	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 Omnibus Stock Plan	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/23/2024	Country: USA	Ticker: BDX
Record Date: 12/04/2023	Meeting Type: Annual	
Primary Security ID: 075887109	Primary CUSIP: 075887109	Primary ISIN: US0758871091
		Primary SEDOL: 2087807

Shares Voted: 236

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 Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Joanne Waldstreicher	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

Visa Inc.

Meeting Date: 01/23/2024	Country: USA	Ticker: V
Record Date: 11/24/2023	Meeting Type: Annual	
Primary Security ID: 92826C839	Primary CUSIP: 92826C839	Primary ISIN: US92826C8394
		Primary SEDOL: B2PZN04

Shares Voted: 1,333

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 Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Meeting Date: 01/24/2024	Country: USA	Ticker: J	
Record Date: 11/27/2023	Meeting Type: Annual		
Primary Security ID: 46982L108	Primary CUSIP: 46982L108	Primary ISIN: US46982L1089	Primary SEDOL: BNGC0D3

Shares Voted: 111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For	For

Jacobs Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
1j	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1k	Elect Director Robert V. Pragada	Mgmt	For	For	For
1l	Elect Director Peter J. Robertson	Mgmt	For	For	For
1m	Elect Director Julie A. Sloat	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Catalent, Inc.

Meeting Date: 01/25/2024	Country: USA	Ticker: CTLT	
Record Date: 12/04/2023	Meeting Type: Annual		
Primary Security ID: 148806102	Primary CUSIP: 148806102	Primary ISIN: US1488061029	Primary SEDOL: BP96PQ4

Shares Voted: 136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Barber	Mgmt	For	For	For
1b	Elect Director Steven K. Barg	Mgmt	For	For	For
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For
1d	Elect Director Rolf Classon	Mgmt	For	Against	Against
1e	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1f	Elect Director John J. Greisch	Mgmt	For	For	For
1g	Elect Director Gregory T. Lucier	Mgmt	For	For	For
1h	Elect Director Alessandro Maselli	Mgmt	For	For	For
1i	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For
1j	Elect Director Stephanie Okey	Mgmt	For	For	For
1k	Elect Director Michelle R. Ryan	Mgmt	For	For	For
1l	Elect Director Jack Stahl	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/25/2024	Country: USA	Ticker: JBL
Record Date: 11/30/2023	Meeting Type: Annual	
Primary Security ID: 466313103	Primary CUSIP: 466313103	Primary ISIN: US4663131039
		Primary SEDOL: 2471789

Shares Voted: 122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For
1b	Elect Director Christopher S. Holland	Mgmt	For	For	For
1c	Elect Director Mark T. Mondello	Mgmt	For	For	For
1d	Elect Director John C. Plant	Mgmt	For	Against	Against
1e	Elect Director Steven A. Raymund	Mgmt	For	Against	Against
1f	Elect Director James Siminoff	Mgmt	For	For	For
1g	Elect Director David M. Stout	Mgmt	For	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	For	For
1j	Elect Director Kenneth S. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024	Country: USA	Ticker: WBA
Record Date: 11/27/2023	Meeting Type: Annual	
Primary Security ID: 931427108	Primary CUSIP: 931427108	Primary ISIN: US9314271084
		Primary SEDOL: BTN1Y44

Shares Voted: 605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	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 Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director Timothy C. Wentworth	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Cigarette Waste	SH	Against	For	Against
6	Require Independent Board Chair	SH	Against	Against	For
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Refer	For
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	For	Against

WestRock Company

Meeting Date: 01/26/2024	Country: USA	Ticker: WRK
Record Date: 12/04/2023	Meeting Type: Annual	
Primary Security ID: 96145D105	Primary CUSIP: 96145D105	Primary ISIN: US96145D1054
		Primary SEDOL: BYR0914

Shares Voted: 197

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

WestRock Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hormel Foods Corporation

Meeting Date: 01/30/2024	Country: USA	Ticker: HRL
Record Date: 12/01/2023	Meeting Type: Annual	
Primary Security ID: 440452100	Primary CUSIP: 440452100	Primary ISIN: US4404521001
		Primary SEDOL: 2437264

Shares Voted: 228

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 William A. Newlands	Mgmt	For	For	For
1f	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1g	Elect Director Jose Luis Prado	Mgmt	For	For	For
1h	Elect Director Sally J. Smith	Mgmt	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For
1j	Elect Director Steven A. White	Mgmt	For	For	For
1k	Elect Director Raymond G. Young	Mgmt	For	For	For
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Kobe Bussan Co., Ltd.

Meeting Date: 01/30/2024	Country: Japan	Ticker: 3038	
Record Date: 10/31/2023	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
1.1	Elect Director Numata, Hirokazu	Mgmt	For	Against	Against
1.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Kido, Yasuharu	Mgmt	For	For	For
1.4	Elect Director Asami, Kazuo	Mgmt	For	For	For
1.5	Elect Director Nishida, Satoshi	Mgmt	For	For	For
1.6	Elect Director Watanabe, Akihito	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Masada, Koichi	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Ieki, Takeshi	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Nomura, Sachiko	Mgmt	For	For	For

Metro Inc.

Meeting Date: 01/30/2024	Country: Canada	Ticker: MRU	
Record Date: 12/01/2023	Meeting Type: Annual		
Primary Security ID: 59162N109	Primary CUSIP: 59162N109	Primary ISIN: CA59162N1096	Primary SEDOL: 2583952

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 Genevieve Fortier	Mgmt	For	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.10	Elect Director Christine Magee	Mgmt	For	For	For
1.11	Elect Director Brian McManus	Mgmt	For	For	For
1.12	Elect Director Pietro Satriano	Mgmt	For	For	For

Metro Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Report on Cage-Free Egg Goal	SH	Against	For	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
6	SP 3: Auditor Rotation	SH	Against	Refer	Against
7	SP 4: Report on Anticompetitive Practices	SH	Against	For	Against

Sodexo SA

Meeting Date: 01/30/2024	Country: France	Ticker: SW
Record Date: 01/26/2024	Meeting Type: Ordinary Shareholders	
Primary Security ID: F84941123	Primary CUSIP: F84941123	Primary ISIN: FR0000121220
		Primary SEDOL: 7062713

Shares Voted: 68

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Distribution in Kind of Shares of Pluxee	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024	Country: Ireland	Ticker: ACN
Record Date: 12/04/2023	Meeting Type: Annual	
Primary Security ID: G1151C101	Primary CUSIP: G1151C101	Primary ISIN: IE00B4BNMY34
		Primary SEDOL: B4BNMY3

Shares Voted: 535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

CGI Inc.

Meeting Date: 01/31/2024	Country: Canada	Ticker: GIB.A	
Record Date: 12/04/2023	Meeting Type: Annual		
Primary Security ID: 12532H104	Primary CUSIP: 12532H104	Primary ISIN: CA12532H1047	Primary SEDOL: BJ2L575

Shares Voted: 169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shares	Mgmt			
1.1	Elect Director Sophie Brochu	Mgmt	For	For	For
1.2	Elect Director George A. Cope	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Julie Godin	Mgmt	For	For	For
1.5	Elect Director Serge Godin	Mgmt	For	For	For
1.6	Elect Director Andre Imbeau	Mgmt	For	For	For
1.7	Elect Director Gilles Labbe	Mgmt	For	For	For
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For	For
1.11	Elect Director Alison C. Reed	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Michael E. Roach	Mgmt	For	For	For
1.13	Elect Director George D. Schindler	Mgmt	For	For	For
1.14	Elect Director Kathy N. Waller	Mgmt	For	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
3	SP 1: Approve Incentive Compensation Relating to ESG Goals	SH	Against	Against	Against
4	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	SH	Against	For	For

The Sage Group plc

Meeting Date: 02/01/2024	Country: United Kingdom	Ticker: SGE	
Record Date: 01/30/2024	Meeting Type: Annual		
Primary Security ID: G7771K142	Primary CUSIP: G7771K142	Primary ISIN: GB00B8C3BL03	Primary SEDOL: B8C3BL0

Shares Voted: 990

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 Roisin Donnelly 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 Maggie Jones as Director	Mgmt	For	For	For
10	Re-elect Annette Court 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

The Sage Group plc

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

Emerson Electric Co.

Meeting Date: 02/06/2024	Country: USA	Ticker: EMR	
Record Date: 11/28/2023	Meeting Type: Annual		
Primary Security ID: 291011104	Primary CUSIP: 291011104	Primary ISIN: US2910111044	Primary SEDOL: 2313405

Shares Voted: 491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Leticia Goncalves Lourenco	Mgmt	For	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For	For
1d	Elect Director James S. Turley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Franklin Resources, Inc.

Meeting Date: 02/06/2024	Country: USA	Ticker: BEN	
Record Date: 12/11/2023	Meeting Type: Annual		
Primary Security ID: 354613101	Primary CUSIP: 354613101	Primary ISIN: US3546131018	Primary SEDOL: 2350684

Franklin Resources, Inc.

Shares Voted: 375

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
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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Rockwell Automation, Inc.

Meeting Date: 02/06/2024	Country: USA	Ticker: ROK	
Record Date: 12/11/2023	Meeting Type: Annual		
Primary Security ID: 773903109	Primary CUSIP: 773903109	Primary ISIN: US7739031091	Primary SEDOL: 2754060

Shares Voted: 108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For	For
A.2	Elect Director Lisa A. Payne	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/07/2024	Country: USA	Ticker: ATO	
Record Date: 12/12/2023	Meeting Type: Annual		
Primary Security ID: 049560105	Primary CUSIP: 049560105	Primary ISIN: US0495601058	Primary SEDOL: 2315359

Atmos Energy Corporation

Shares Voted: 109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For
1b	Elect Director John C. Ale	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

Israel Discount Bank Ltd.

Meeting Date: 02/07/2024	Country: Israel	Ticker: DSCT
Record Date: 01/07/2024	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 Employment Terms of Danny Yamin, Incoming Chairman and Amend Compensation Policy Accordingly	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

Israel Discount Bank Ltd.

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

Compass Group Plc

Meeting Date: 02/08/2024	Country: United Kingdom	Ticker: CPG
Record Date: 02/06/2024	Meeting Type: Annual	
Primary Security ID: G23296208	Primary CUSIP: G23296208	Primary ISIN: GB00BD6K4575
		Primary SEDOL: BD6K457

Shares Voted: 1,477

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 Petros Parras as Director	Mgmt	For	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For	For
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	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 02/08/2024	Country: Germany	Ticker: SIE	
Record Date: 02/01/2024	Meeting Type: Annual		
Primary Security ID: D69671218	Primary CUSIP: D69671218	Primary ISIN: DE0007236101	Primary SEDOL: 5727973

Shares Voted: 789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/08/2024	Country: USA	Ticker: TSN
Record Date: 12/11/2023	Meeting Type: Annual	
Primary Security ID: 902494103	Primary CUSIP: 902494103	Primary ISIN: US9024941034
		Primary SEDOL: 2909730

Shares Voted: 239

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	Against	Against
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	Against
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

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1k	Elect Director Kate B. Quinn	Mgmt	For	For	For
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
1m	Elect Director Barbara A. Tyson	Mgmt	For	For	For
1n	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Climate Lobbying	SH	Against	Refer	For
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	Refer	For
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	Against	Against
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	For	For

Fair Isaac Corporation

Meeting Date: 02/14/2024	Country: USA	Ticker: FICO
Record Date: 12/18/2023	Meeting Type: Annual	
Primary Security ID: 303250104	Primary CUSIP: 303250104	Primary ISIN: US3032501047
		Primary SEDOL: 2330299

Shares Voted: 19

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
1i	Elect Director H. Tayloe Stansbury	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

PTC Inc.

Meeting Date: 02/14/2024	Country: USA	Ticker: PTC	
Record Date: 12/08/2023	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 Neil Barua	Mgmt	For	For	For
1.2	Elect Director Mark Benjamin	Mgmt	For	For	For
1.3	Elect Director Janice Chaffin	Mgmt	For	For	For
1.4	Elect Director Amar Hanspal	Mgmt	For	For	For
1.5	Elect Director Michal Katz	Mgmt	For	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For	For
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
1.8	Elect Director Janesh Moorjani	Mgmt	For	For	For
1.9	Elect Director Robert Schechter	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

Mizrahi Tefahot Bank Ltd.

Meeting Date: 02/20/2024	Country: Israel	Ticker: MZTF	
Record Date: 01/21/2024	Meeting Type: Special		
Primary Security ID: M7031A135	Primary CUSIP: M7031A135	Primary ISIN: IL0006954379	Primary SEDOL: 6916703

Shares Voted: 111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Estery Giloz-Ran as External Director	Mgmt	For	Against	Against
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

Mizrahi Tefahot Bank Ltd.

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

Aristocrat Leisure Limited

Meeting Date: 02/22/2024	Country: Australia	Ticker: ALL	
Record Date: 02/20/2024	Meeting Type: Annual		
Primary Security ID: Q0521T108	Primary CUSIP: Q0521T108	Primary ISIN: AU000000ALL7	Primary SEDOL: 6253983

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Neil Chatfield as Director	Mgmt	For	For	For
2	***Withdrawn Resolution*** Elect Jennifer Aument as Director	Mgmt			
3	Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Mgmt	For	For	For
4	Approve Non-Executive Director Rights Plan	Mgmt	None	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Raymond James Financial, Inc.

Meeting Date: 02/22/2024	Country: USA	Ticker: RJF	
Record Date: 12/20/2023	Meeting Type: Annual		
Primary Security ID: 754730109	Primary CUSIP: 754730109	Primary ISIN: US7547301090	Primary SEDOL: 2718992

Shares Voted: 150

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 Art A. Garcia	Mgmt	For	For	For

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Anne Gates	Mgmt	For	For	For
1g	Elect Director Gordon L. Johnson	Mgmt	For	For	For
1h	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	For
1i	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1j	Elect Director Paul C. Reilly	Mgmt	For	For	For
1k	Elect Director Raj Seshadri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/23/2024	Country: Germany	Ticker: IFX	
Record Date: 02/16/2024	Meeting Type: Annual		
Primary Security ID: D35415104	Primary CUSIP: D35415104	Primary ISIN: DE0006231004	Primary SEDOL: 5889505

Shares Voted: 1,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/26/2024	Country: Germany	Ticker: ENR
Record Date: 02/19/2024	Meeting Type: Annual	
Primary Security ID: D6T47E106	Primary CUSIP: D6T47E106	Primary ISIN: DE000ENERGY0
		Primary SEDOL: BMTVQK9

Shares Voted: 669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
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 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	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 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Apple Inc.

Meeting Date: 02/28/2024	Country: USA	Ticker: AAPL
Record Date: 01/02/2024	Meeting Type: Annual	
Primary Security ID: 037833100	Primary CUSIP: 037833100	Primary ISIN: US0378331005
		Primary SEDOL: 2046251

Shares Voted: 10,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	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	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	For	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
7	Report on Use of Artificial Intelligence	SH	Against	Refer	Abstain
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	For	Against

Deere & Company

Meeting Date: 02/28/2024	Country: USA	Ticker: DE
Record Date: 01/02/2024	Meeting Type: Annual	
Primary Security ID: 244199105	Primary CUSIP: 244199105	Primary ISIN: US2441991054
		Primary SEDOL: 2261203

Shares Voted: 220

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 L. Neil Hunn	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against	Against

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Kone Oyj

Meeting Date: 02/29/2024	Country: Finland	Ticker: KNEBV
Record Date: 02/19/2024	Meeting Type: Annual	
Primary Security ID: X4551T105	Primary CUSIP: X4551T105	Primary ISIN: FI0009013403
		Primary SEDOL: B09M9D2

Shares Voted: 268

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 1.7475 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	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
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
14.e	Reelect Iiris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Fix Number of Auditors at One	Mgmt	For	For	For
17	Ratify Ernst & Young as Auditors	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	Against	Against
20	Close Meeting	Mgmt			

Novozymes A/S

Meeting Date: 03/04/2024	Country: Denmark	Ticker: NZYM.B
Record Date: 02/26/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K7317J133	Primary CUSIP: K7317J133	Primary ISIN: DK0060336014
		Primary SEDOL: B798FW0

Shares Voted: 214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 03/05/2024	Country: USA	Ticker: NDSN
Record Date: 01/05/2024	Meeting Type: Annual	
Primary Security ID: 655663102	Primary CUSIP: 655663102	Primary ISIN: US6556631025
		Primary SEDOL: 2641838

Nordson Corporation

Shares Voted: 40

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	For	For
1.4	Elect Director Milton M. Morris	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/05/2024	Country: Switzerland	Ticker: NOVN	
Record Date:	Meeting Type: Annual		
Primary Security ID: H5820Q150	Primary CUSIP: H5820Q150	Primary ISIN: CH0012005267	Primary SEDOL: 7103065

Shares Voted: 1,715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
6.12	Reelect William Winters as Director	Mgmt	For	For	For
6.13	Reelect John Young as Director	Mgmt	For	For	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Orsted A/S

Meeting Date: 03/05/2024	Country: Denmark	Ticker: ORSTED
Record Date: 02/27/2024	Meeting Type: Annual	
Primary Security ID: K7653Q105	Primary CUSIP: K7653Q105	Primary ISIN: DK0060094928
		Primary SEDOL: BYT16L4

Shares Voted: 279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Treatment of Net Loss	Mgmt	For	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	For	For
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For	For
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
9	Other Business	Mgmt			

QUALCOMM Incorporated

Meeting Date: 03/05/2024	Country: USA	Ticker: QCOM
Record Date: 01/08/2024	Meeting Type: Annual	
Primary Security ID: 747525103	Primary CUSIP: 747525103	Primary ISIN: US7475251036
		Primary SEDOL: 2714923

Shares Voted: 905

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

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Demant A/S

Meeting Date: 03/06/2024	Country: Denmark	Ticker: DEMANT
Record Date: 02/28/2024	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; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	For	For
6.d	Reelect Kristian Villumsen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8.a	Amend Articles Re: Board-Related	Mgmt	For	For	For
8.b	Approve DKK 569,929.60 Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program	Mgmt	For	For	For
8.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

Applied Materials, Inc.

Meeting Date: 03/07/2024	Country: USA	Ticker: AMAT	
Record Date: 01/10/2024	Meeting Type: Annual		
Primary Security ID: 038222105	Primary CUSIP: 038222105	Primary ISIN: US0382221051	Primary SEDOL: 2046552

Shares Voted: 686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against

Hologic, Inc.

Meeting Date: 03/07/2024	Country: USA	Ticker: HOLX	
Record Date: 01/11/2024	Meeting Type: Annual		
Primary Security ID: 436440101	Primary CUSIP: 436440101	Primary ISIN: US4364401012	Primary SEDOL: 2433530

Shares Voted: 195

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

Hologic, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/07/2024	Country: USA	Ticker: TDG
Record Date: 01/12/2024	Meeting Type: Annual	
Primary Security ID: 893641100	Primary CUSIP: 893641100	Primary ISIN: US8936411003
		Primary SEDOL: B11FJK3

Shares Voted: 43

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	For	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For
1.3	Elect Director Michael Graff	Mgmt	For	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Withhold	Withhold
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	For	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For

Wartsila Oyj Abp

Meeting Date: 03/07/2024	Country: Finland	Ticker: WRT1V
Record Date: 02/26/2024	Meeting Type: Annual	
Primary Security ID: X98155116	Primary CUSIP: X98155116	Primary ISIN: FI0009003727
		Primary SEDOL: 4525189

Shares Voted: 481

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

Wartsila Oyj Abp

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 Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.32 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Carlsberg A/S

Meeting Date: 03/11/2024	Country: Denmark	Ticker: CARL.B	
Record Date: 03/04/2024	Meeting Type: Annual		
Primary Security ID: K36628137	Primary CUSIP: K36628137	Primary ISIN: DK0010181759	Primary SEDOL: 4169219

Shares Voted: 87

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	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
5.B	Approve Remuneration of Directors	Mgmt	For	For	For
5.C	Approve DKK 62 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	For	For
6.b	Reelect Majken Schultz as New Director	Mgmt	For	Abstain	Abstain
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	Abstain	Abstain
6.g	Reelect Punita Lal as Director	Mgmt	For	For	For
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	Abstain	Abstain
6.i	Elect Bob Kunze-Concewitz as Director	Mgmt	For	Abstain	Abstain
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

Cencora, Inc.

Meeting Date: 03/12/2024	Country: USA	Ticker: COR	
Record Date: 01/16/2024	Meeting Type: Annual		
Primary Security ID: 03073E105	Primary CUSIP: 03073E105	Primary ISIN: US03073E1055	Primary SEDOL: 2795393

Shares Voted: 149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Werner Baumann	Mgmt	For	For	For
1c	Elect Director Steven H. Collis	Mgmt	For	For	For
1d	Elect Director D. Mark Durcan	Mgmt	For	For	For
1e	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against

Roche Holding AG

Meeting Date: 03/12/2024	Country: Switzerland	Ticker: ROG	
Record Date:	Meeting Type: Annual		
Primary Security ID: H69293217	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
2.1	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
2.2	Approve Sustainability Report	Mgmt	For	For	Do Not Vote
3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	Mgmt	For	Against	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 9.60 per Share	Mgmt	For	For	Do Not Vote

Roche Holding AG

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

Roche Holding AG

Meeting Date: 03/12/2024	Country: Switzerland	Ticker: ROG	
Record Date:	Meeting Type: Annual		
Primary Security ID: H69293217	Primary CUSIP: H69293217	Primary ISIN: CH0012032048	Primary SEDOL: 7110388

Roche Holding AG

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Broadridge Only Meeting Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	Mgmt	None	Refer	Do Not Vote

Analog Devices, Inc.

Meeting Date: 03/13/2024	Country: USA	Ticker: ADI
Record Date: 01/09/2024	Meeting Type: Annual	
Primary Security ID: 032654105	Primary CUSIP: 032654105	Primary ISIN: US0326541051
		Primary SEDOL: 2032067

Shares Voted: 448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Genmab A/S

Meeting Date: 03/13/2024	Country: Denmark	Ticker: GMAB
Record Date: 03/06/2024	Meeting Type: Annual	
Primary Security ID: K3967W102	Primary CUSIP: K3967W102	Primary ISIN: DK0010272202
		Primary SEDOL: 4595739

Shares Voted: 51

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
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 Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
7.b	Approve Director Indemnification	Mgmt	For	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	For
7.g	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			

Johnson Controls International plc

Meeting Date: 03/13/2024	Country: Ireland	Ticker: JCI	
Record Date: 01/08/2024	Meeting Type: Annual		
Primary Security ID: G51502105	Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61

Shares Voted: 676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For	For
1c	Elect Director Pierre Cohade	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 Seetarama (Swamy) Kotagiri	Mgmt	For	For	For
1h	Elect Director Simone Menne	Mgmt	For	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For	For
1l	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
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	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/13/2024	Country: USA	Ticker: SBUX	
Record Date: 01/05/2024	Meeting Type: Annual		
Primary Security ID: 855244109	Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDOL: 2842255

Starbucks Corporation

Shares Voted: 894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	Refer	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	For	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	For	Against

TE Connectivity Ltd.

Meeting Date: 03/13/2024	Country: Switzerland	Ticker: TEL	
Record Date: 02/22/2024	Meeting Type: Annual		
Primary Security ID: H84989104	Primary CUSIP: H84989104	Primary ISIN: CH0102993182	Primary SEDOL: B62B7C3

Shares Voted: 261

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024	Country: USA	Ticker: A
Record Date: 01/23/2024	Meeting Type: Annual	
Primary Security ID: 00846U101	Primary CUSIP: 00846U101	Primary ISIN: US00846U1016
		Primary SEDOL: 2520153

Shares Voted: 238

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

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024	Country: Spain	Ticker: BBVA
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: E11805103	Primary CUSIP: E11805103	Primary ISIN: ES0113211835
		Primary SEDOL: 5501906

Banco Bilbao Vizcaya Argentaria SA

Shares Voted: 5,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	Against	Against
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For

DSV A/S

Meeting Date: 03/14/2024	Country: Denmark	Ticker: DSV	
Record Date: 03/07/2024	Meeting Type: Annual		
Primary Security ID: K31864117	Primary CUSIP: K31864117	Primary ISIN: DK0060079531	Primary SEDOL: B1WT5G2

Shares Voted: 160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Abstain
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For	For
9	Other Business	Mgmt			

F5, Inc.

Meeting Date: 03/14/2024	Country: USA	Ticker: FFIV
Record Date: 01/08/2024	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 Michel Combes	Mgmt	For	For	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For
1e	Elect Director Tami Erwin	Mgmt	For	For	For
1f	Elect Director Alan J. Higginson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Peter S. Klein	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For	For
1j	Elect Director Michael F. Montoya	Mgmt	For	For	For
1k	Elect Director Sripada Shivananda	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

Pandora AS

Meeting Date: 03/14/2024	Country: Denmark	Ticker: PNDORA
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: K7681L102	Primary CUSIP: K7681L102	Primary ISIN: DK0060252690
		Primary SEDOL: B44XTX8

Shares Voted: 73

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 18.00 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 Lilian Fossum Biner as Director	Mgmt	For	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For	For
6.7	Reelect Jan Zijderveld as 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 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

HEICO Corporation

Meeting Date: 03/15/2024	Country: USA	Ticker: HEI
Record Date: 01/19/2024	Meeting Type: Annual	
Primary Security ID: 422806109	Primary CUSIP: 422806109	Primary ISIN: US4228061093
		Primary SEDOL: 2419217

Shares Voted: 123

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	Against	Against
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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Meeting Date: 03/19/2024	Country: USA	Ticker: ACM	
Record Date: 01/19/2024	Meeting Type: Annual		
Primary Security ID: 00766T100	Primary CUSIP: 00766T100	Primary ISIN: US00766T1007	Primary SEDOL: B1VZ431

Shares Voted: 149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.3	Elect Director Derek J. Kerr	Mgmt	For	For	For
1.4	Elect Director Kristy Pipes	Mgmt	For	For	For
1.5	Elect Director Troy Rudd	Mgmt	For	For	For
1.6	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
1.7	Elect Director Daniel R. Tishman	Mgmt	For	For	For
1.8	Elect Director Sander van't Noordende	Mgmt	For	For	For
1.9	Elect Director Janet C. Wolfenbarger	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

Schindler Holding AG

Meeting Date: 03/19/2024	Country: Switzerland	Ticker: SCHP	
Record Date:	Meeting Type: Annual		
Primary Security ID: H7258G209	Primary CUSIP: H7258G209	Primary ISIN: CH0024638196	Primary SEDOL: B11TCY0

Shares Voted: 21

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 Ordinary Dividends of CHF 4.00 per Share and Extraordinary Dividends of CHF 1.00 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Mgmt	For	Against	Against
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7.6 Million	Mgmt	For	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	For	For
6.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Against	Against
6.2.1	Reelect Alfred Schindler as Director	Mgmt	For	For	For
6.2.2	Reelect Patrice Bula as Director	Mgmt	For	For	For
6.2.3	Reelect Luc Bonnard as Director	Mgmt	For	For	For
6.2.4	Reelect Monika Buetler as Director	Mgmt	For	For	For
6.2.5	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
6.2.6	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
6.2.7	Reelect Carole Vischer as Director	Mgmt	For	For	For
6.2.8	Reelect Petra Winkler as Director	Mgmt	For	Against	Against
6.3	Elect Christoph Maeder as Director	Mgmt	For	For	For
6.4	Elect Thomas Zurbuchen as Director	Mgmt	For	For	For
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
6.8	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
7	Amend Articles Re: Annulment of the Compulsory Shares for the Board of Directors Clause	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024	Country: Sweden	Ticker: SEB.A
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: W25381141	Primary CUSIP: W25381141	Primary ISIN: SE0000148884
		Primary SEDOL: 4813345

Shares Voted: 1,304

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

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Carina Sverin as Inspector 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 8.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Members (11) 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

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	For	For
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16a	Approve Remuneration Report	Mgmt	For	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For	For
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	For
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Change Bank Software	SH	None	Refer	Against
23	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt			
	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Refer	Against
24	Close Meeting	Mgmt			

Swiss Prime Site AG

Meeting Date: 03/19/2024	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
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
6.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.1.2	Reelect Reto Conrad as Director	Mgmt	For	For	For
6.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
6.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
6.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
6.1.7	Elect Detlef Trefzger as Director	Mgmt	For	For	For
6.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
6.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Cooper Companies, Inc.

Meeting Date: 03/19/2024	Country: USA	Ticker: COO
Record Date: 01/24/2024	Meeting Type: Annual	
Primary Security ID: 216648501	Primary CUSIP: 216648501	Primary ISIN: US2166485019
		Primary SEDOL: BQPDXR3

Shares Voted: 38

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 Lawrence E. Kurzius	Mgmt	For	For	For
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
1.5	Elect Director Teresa S. Madden	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Toro Company

Meeting Date: 03/19/2024	Country: USA	Ticker: TTC	
Record Date: 01/22/2024	Meeting Type: Annual		
Primary Security ID: 891092108	Primary CUSIP: 891092108	Primary ISIN: US8910921084	Primary SEDOL: 2897040

Shares Voted: 85

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Ellis	Mgmt	For	For	For
1.2	Elect Director Jill M. Pemberton	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

Enagas SA

Meeting Date: 03/20/2024	Country: Spain	Ticker: ENG	
Record Date: 03/15/2024	Meeting Type: Annual		
Primary Security ID: E41759106	Primary CUSIP: E41759106	Primary ISIN: ES0130960018	Primary SEDOL: 7383072

Shares Voted: 198

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	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
6.1	Reelect Sociedad Estatal de Participaciones Industriales (SEPI) as Director	Mgmt	For	Against	Against
6.2	Reelect Jose Blanco Lopez as Director	Mgmt	For	For	For
6.3	Reelect Jose Montilla Aguilera as Director	Mgmt	For	For	For
6.4	Reelect Cristobal Gallego Castillo as Director	Mgmt	For	For	For
6.5	Fix Number of Directors at 15	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Gjensidige Forsikring ASA

Meeting Date: 03/20/2024	Country: Norway	Ticker: GJF	
Record Date: 03/13/2024	Meeting Type: Annual		
Primary Security ID: R2763X101	Primary CUSIP: R2763X101	Primary ISIN: NO0010582521	Primary SEDOL: B4PH0C5

Shares Voted: 185

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	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.75 Per Share	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	For	For
8.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	For
8.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
8.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
9	Amend Articles Re: Notice of Attendance at General Meetings	Mgmt	For	For	For
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Mgmt	For	Against	Against
10.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
10.b2	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
10.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
10.b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
10.b5	Elect Hans Seierstad as New Member of Nominating Committee	Mgmt	For	For	For
10.c	Ratify Deloitte as Auditors	Mgmt	For	For	For

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of NOK 786,000 for Chairman, NOK 395,000 for Other Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Orion Oyj

Meeting Date: 03/20/2024	Country: Finland	Ticker: ORNBV
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: X6002Y112	Primary CUSIP: X6002Y112	Primary ISIN: FI0009014377
		Primary SEDOL: B17NY40

Shares Voted: 88

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 1.62 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
16	Ratify KPMG as Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Stora Enso Oyj

Meeting Date: 03/20/2024	Country: Finland	Ticker: STERV
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: X8T9CM113	Primary CUSIP: X8T9CM113	Primary ISIN: FI0009005961
		Primary SEDOL: 5072673

Shares Voted: 481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.10 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsoola as New Director	Mgmt	For	Abstain	Abstain
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Decision on Making Order	Mgmt			
19	Close Meeting	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/20/2024	Country: Sweden	Ticker: SHB.A	
Record Date: 03/12/2024	Meeting Type: Annual		
Primary Security ID: W9112U104	Primary CUSIP: W9112U104	Primary ISIN: SE0007100599	Primary SEDOL: BXDZ9Q1

Shares Voted: 1,070

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 13.00 Per Share	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For	For
16	Determine Number of Directors (9)	Mgmt	For	For	For
17	Determine Number of Auditors (2)	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
19.1	Reelect Jon Fredrik Baksas as Director	Mgmt	For	For	For
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For	For
19.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
19.9	Reelect Ulf Riese as Director	Mgmt	For	For	For
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
24	Amend Bank's Mainframe Computers Software	SH	None	Refer	Against
25	Close Meeting	Mgmt			

Meeting Date: 03/21/2024	Country: Switzerland	Ticker: ABBN	
Record Date: 03/13/2024	Meeting Type: Annual		
Primary Security ID: H0010V101	Primary CUSIP: H0010V101	Primary ISIN: CH0012221716	Primary SEDOL: 7108899

Shares Voted: 1,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	Against	Against
7.5	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	Against	Against
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/21/2024	Country: Spain	Ticker: SAN	
Record Date: 03/15/2024	Meeting Type: Annual		
Primary Security ID: E19790109	Primary CUSIP: E19790109	Primary ISIN: ES0113900J37	Primary SEDOL: 5705946

Shares Voted: 14,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	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: 03/21/2024	Country: Spain	Ticker: CABK	
Record Date: 03/15/2024	Meeting Type: Annual		
Primary Security ID: E2427M123	Primary CUSIP: E2427M123	Primary ISIN: ES0140609019	Primary SEDOL: B283W97

Shares Voted: 3,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Reelect Maria Veronica Fisas Verges as Director	Mgmt	For	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For	For
6.1	Amend Remuneration Policy	Mgmt	For	For	For
6.2	Approve 2024 Variable Remuneration Scheme	Mgmt	For	For	For
6.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.4	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8.1	Receive Amendments to Board of Directors Regulations	Mgmt			
8.2	Receive Board of Directors Report	Mgmt			

Carl Zeiss Meditec AG

Meeting Date: 03/21/2024	Country: Germany	Ticker: AFX	
Record Date: 02/28/2024	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
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (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 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Elect Stefan Mueller to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

Danske Bank A/S

Meeting Date: 03/21/2024Country: DenmarkTicker: DANSKE

Record Date: 03/14/2024Meeting Type: Annual

Primary Security ID: K22272114Primary CUSIP: K22272114Primary ISIN: DK0010274414Primary SEDOL: 4588825

Shares Voted: 538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
6.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	For	For
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt			
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Refer	Against
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Refer	Against
	Management Proposals	Mgmt			
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Against
14	Other Business	Mgmt			

Givaudan SA

Meeting Date: 03/21/2024	Country: Switzerland	Ticker: GIVN	
Record Date:	Meeting Type: Annual		
Primary Security ID: H3238Q102	Primary CUSIP: H3238Q102	Primary ISIN: CH0010645932	Primary SEDOL: 5980613

Shares Voted: 8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	Against	Against
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Keysight Technologies, Inc.

Meeting Date: 03/21/2024	Country: USA	Ticker: KEYS	
Record Date: 01/22/2024	Meeting Type: Annual		
Primary Security ID: 49338L103	Primary CUSIP: 49338L103	Primary ISIN: US49338L1035	Primary SEDOL: BQZJ0Q9

Shares Voted: 142

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

Nordea Bank Abp

Meeting Date: 03/21/2024	Country: Finland	Ticker: NDA.SE	
Record Date: 03/11/2024	Meeting Type: Annual		
Primary Security ID: X5S8VL105	Primary CUSIP: X5S8VL105	Primary ISIN: FI4000297767	Primary SEDOL: BYZF9J9

Shares Voted: 2,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellemfolkeligt Samvirke / Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Refer	Against

Nordea Bank Abp

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

Novo Nordisk A/S

Meeting Date: 03/21/2024	Country: Denmark	Ticker: NOVO.B	
Record Date: 03/14/2024	Meeting Type: Annual		
Primary Security ID: K72807140	Primary CUSIP: K72807140	Primary ISIN: DK0062498333	Primary SEDOL: BP6KMJ1

Shares Voted: 2,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

Tryg A/S

Meeting Date: 03/21/2024	Country: Denmark	Ticker: TRYG
Record Date: 03/14/2024	Meeting Type: Annual	
Primary Security ID: K9640A110	Primary CUSIP: K9640A110	Primary ISIN: DK0060636678
		Primary SEDOL: BXDZ972

Shares Voted: 287

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 92 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 308 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 30.8 Million	Mgmt	For	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For	For
6.d	Amend Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	Mgmt	For	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	For	For
7.2	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For	For
7.3	Reelect Mengmeng Du as Member of Board	Mgmt	For	For	For
7.4	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For	For
7.5	Reelect Steffen Kragh as Director	Mgmt	For	For	For
7.6	Elect Benedicte Bakke Agerup as New Director	Mgmt	For	For	For
7.7	Elect Jorn Rise Andersen as New Director	Mgmt	For	Abstain	Abstain
7.8	Elect Claus Wistof as New Director	Mgmt	For	For	For
7.9	Elect Anne Kaltoft as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability Auditors	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			

Yamaha Motor Co., Ltd.

Meeting Date: 03/21/2024	Country: Japan	Ticker: 7272	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J95776126	Primary CUSIP: J95776126	Primary ISIN: JP3942800008	Primary SEDOL: 6985264

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 72.5	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 Tashiro, Yuko	Mgmt	For	For	For
2.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.9	Elect Director Jin Song Montesano	Mgmt	For	For	For

Yamaha Motor Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Masui, Keiji	Mgmt	For	For	For

Kao Corp.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 4452	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J30642169	Primary CUSIP: J30642169	Primary ISIN: JP3205800000	Primary SEDOL: 6483809

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 Hasebe, Yoshihiro	Mgmt	For	Against	Against
2.2	Elect Director Negoro, Masakazu	Mgmt	For	For	For
2.3	Elect Director Nishiguchi, Toru	Mgmt	For	For	For
2.4	Elect Director David J. Muenz	Mgmt	For	For	For
2.5	Elect Director Shinobe, Osamu	Mgmt	For	For	For
2.6	Elect Director Sakurai, Eriko	Mgmt	For	For	For
2.7	Elect Director Nishii, Takaaki	Mgmt	For	For	For
2.8	Elect Director Takashima, Makoto	Mgmt	For	For	For
3	Appoint Statutory Auditor Arai, Saeko	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 6326	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J36662138	Primary CUSIP: J36662138	Primary ISIN: JP3266400005	Primary SEDOL: 6497509

Shares Voted: 900

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

Kubota Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.9	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ito, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Yamada, Yuichi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Kyowa Kirin Co., Ltd.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 4151	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J38296117	Primary CUSIP: J38296117	Primary ISIN: JP3256000005	Primary SEDOL: 6499550

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For
2.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
2.2	Elect Director Osawa, Yutaka	Mgmt	For	For	For
2.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For
2.4	Elect Director Akieda, Shinjiro	Mgmt	For	For	For
2.5	Elect Director Morita, Akira	Mgmt	For	For	For
2.6	Elect Director Haga, Yuko	Mgmt	For	For	For
2.7	Elect Director Oyamada, Takashi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
2.9	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kobayashi, Hajime	Mgmt	For	Against	Against
4	Approve Performance Share Plan	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/22/2024	Country: Sweden	Ticker: SCA.B	
Record Date: 03/14/2024	Meeting Type: Annual		
Primary Security ID: W90152120	Primary CUSIP: W90152120	Primary ISIN: SE0000112724	Primary SEDOL: B1VVGZ5

Shares Voted: 562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	Against	Against
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

MonotaRO Co., Ltd.

Meeting Date: 03/24/2024	Country: Japan	Ticker: 3064	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J46583100	Primary CUSIP: J46583100	Primary ISIN: JP3922950005	Primary SEDOL: B1GHR88

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 8	Mgmt	For	For	For
2.1	Elect Director Suzuki, Masaya	Mgmt	For	For	For

MonotaRO Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Tamura, Sakuya	Mgmt	For	For	For
2.3	Elect Director Kishida, Masahiro	Mgmt	For	For	For
2.4	Elect Director Ise, Tomoko	Mgmt	For	For	For
2.5	Elect Director Sagiya, Mari	Mgmt	For	For	For
2.6	Elect Director Miura, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Nakashima, Kiyoshi	Mgmt	For	For	For
2.8	Elect Director Barry Greenhouse	Mgmt	For	For	For

Fortum Oyj

Meeting Date: 03/25/2024	Country: Finland	Ticker: FORTUM	
Record Date: 03/13/2024	Meeting Type: Annual		
Primary Security ID: X2978Z118	Primary CUSIP: X2978Z118	Primary ISIN: FI0009007132	Primary SEDOL: 5579550

Shares Voted: 366

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 1.15 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 128,200 for Chair, EUR 79,400 for Deputy Chair and EUR 56,800 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson, Essimari Kairisto (Vice-Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstram and Vesa-Pekka Takala as Directors	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Amend Articles Re: Auditor	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Approve Charitable Donations	Mgmt	For	For	For
23	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For	For
24	Close Meeting	Mgmt			

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 2502	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J02100113	Primary CUSIP: J02100113	Primary ISIN: JP3116000005	Primary SEDOL: 6054409

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 65	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
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
2.9	Elect Director Nishinaka, Naoko	Mgmt	For	For	For
2.10	Elect Director Sato, Chika	Mgmt	For	For	For

Asahi Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.11	Elect Director Melanie Brock	Mgmt	For	For	For
3	Appoint Statutory Auditor Oshima, Akiko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Bridgestone Corp.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 5108
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J04578126	Primary CUSIP: J04578126	Primary ISIN: JP3830800003
		Primary SEDOL: 6132101

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 100	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

Hulic Co., Ltd.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 3003
Record Date: 12/31/2023	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 27	Mgmt	For	For	For
2.1	Elect Director Nishiura, Saburo	Mgmt	For	For	For
2.2	Elect Director Maeda, Takaya	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Hajime	Mgmt	For	For	For
2.4	Elect Director Nakajima, Tadashi	Mgmt	For	For	For
2.5	Elect Director Hara, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Miyajima, Tsukasa	Mgmt	For	For	For
2.7	Elect Director Yamada, Hideo	Mgmt	For	For	For
2.8	Elect Director Fukushima, Atsuko	Mgmt	For	For	For
2.9	Elect Director Tsuji, Shinji	Mgmt	For	For	For
2.10	Elect Director Akita, Kiyomi	Mgmt	For	For	For
2.11	Elect Director Takahashi, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Nobuyuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Aratani, Masao	Mgmt	For	Against	Against
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Kesko Oyj

Meeting Date: 03/26/2024	Country: Finland	Ticker: KESKOB	
Record Date: 03/14/2024	Meeting Type: Annual		
Primary Security ID: X44874109	Primary CUSIP: X44874109	Primary ISIN: F10009000202	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			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of EUR 107,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Fix Number of Directors at Seven	Mgmt	For	For	For
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For	For
18	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
19	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
20	Amend Articles	Mgmt	For	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For	For
22	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
23	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
24	Close Meeting	Mgmt			

Randstad NV

Meeting Date: 03/26/2024	Country: Netherlands	Ticker: RAND	
Record Date: 02/27/2024	Meeting Type: Annual		
Primary Security ID: N7291Y137	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 Executive Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	For	For
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2f	Approve Dividend	Mgmt	For	For	For
2g	Approve Special Dividend	Mgmt	For	For	For
3a	Approve Discharge of Executive Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Elect Dimitra Manis to Supervisory Board	Mgmt	For	For	For
4b	Elect Philippe Vimard to Supervisory Board	Mgmt	For	For	For
5a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
5b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Other Business (Non-Voting)	Mgmt			
7	Close Meeting	Mgmt			

Renesas Electronics Corp.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 6723	
Record Date: 12/31/2023	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	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For

Renesas Electronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Authorize Board to Determine Income Allocation - Establish Record Dates for Quarterly Dividends	Mgmt	For	For	For
3	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
4.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For
4.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
4.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For
4.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For
4.5	Elect Director Hirano, Takuya	Mgmt	For	For	For
4.6	Elect Director Mizuno, Tomoko	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024	Country: France	Ticker: DIM	
Record Date: 03/22/2024	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 0.69 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Reelect Susan Dexter as Director	Mgmt	For	For	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	For	For
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Meeting Date: 03/26/2024	Country: Switzerland	Ticker: SGSN	
Record Date:	Meeting Type: Annual		
Primary Security ID: H63838116	Primary CUSIP: H63838116	Primary ISIN: CH1256740924	Primary SEDOL: BMBQHZ4

Shares Voted: 136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	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
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 Jens Riedl 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
4.2	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 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 10.5 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For	For	For
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Shiseido Co., Ltd.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 4911
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J74358144	Primary CUSIP: J74358144	Primary ISIN: JP3351600006
		Primary SEDOL: 6805265

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

Meeting Date: 03/26/2024	Country: Switzerland	Ticker: SIKA	
Record Date:	Meeting Type: Annual		
Primary Security ID: H7631K273	Primary CUSIP: H7631K273	Primary ISIN: CH0418792922	Primary SEDOL: BF2DSG3

Shares Voted: 134

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

Meeting Date: 03/26/2024	Country: Sweden	Ticker: SKF.B	
Record Date: 03/18/2024	Meeting Type: Annual		
Primary Security ID: W84237143	Primary CUSIP: W84237143	Primary ISIN: SE0000108227	Primary SEDOL: B1Q3J35

Shares Voted: 316

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 Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 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 Geert Follens	Mgmt	For	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For	For

SKF AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For	For
11.15	Approve Discharge of President Rickard Gustafsson	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 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 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	Reelect Beth Ferreira as Director	Mgmt	For	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against	Against
14.10	Reelect Niko Pakalen as 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 2024 Performance Share Program	Mgmt	For	For	For

Swedbank AB

Meeting Date: 03/26/2024	Country: Sweden	Ticker: SWED.A
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: W94232100	Primary CUSIP: W94232100	Primary ISIN: SE0000242455
		Primary SEDOL: 4846523

Shares Voted: 734

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 15.15 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 Jens Henriksson	Mgmt	For	For	For
10.n	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.o	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.p	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.q	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.1 Million for Vice Chairman and SEK 750,000 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

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For	For
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	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	Mgmt	For	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	Mgmt	For	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For	For
21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	Mgmt	For	For	For
22	Approve Remuneration Report	Mgmt	For	For	For
23	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt	None	Refer	Against
	Change Bank Software	SH			
24	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt	None	Refer	Against
	Adopt Company Strategy Aligned with the Paris Agreement Goal	SH			
25	Close Meeting	Mgmt			

Volvo Car AB

Meeting Date: 03/26/2024	Country: Sweden	Ticker: VOLCAR.B	
Record Date: 03/18/2024	Meeting Type: Annual		
Primary Security ID: W9835L159	Primary CUSIP: W9835L159	Primary ISIN: SE0016844831	Primary SEDOL: BMXC0X9

Shares Voted: 504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	Mgmt	For	For	For
9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
9.c3	Approve Discharge of Thomas Johnstone	Mgmt	For	For	For
9.c4	Approve Discharge of Daniel Li (Li Donghui)	Mgmt	For	For	For
9.c5	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
9.c6	Approve Discharge of Diarmuid O'Connell	Mgmt	For	For	For
9.c7	Approve Discharge of Jim Rowan	Mgmt	For	For	For
9.c8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.c9	Approve Discharge of Lila Tretikov	Mgmt	For	For	For
9.c10	Approve Discharge of Winfried Vahland	Mgmt	For	For	For
9.c11	Approve Discharge of Ruby Lu	Mgmt	For	For	For
9.c12	Approve Discharge of Adrian Avdullahu	Mgmt	For	For	For
9.c13	Approve Discharge of Bjorn Olsson	Mgmt	For	For	For
9.c14	Approve Discharge of Jorgen Olsson	Mgmt	For	For	For
9.c15	Approve Discharge of Anna Margitin	Mgmt	For	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c16	Approve Discharge of Marie Stenqvist	Mgmt	For	For	For
9.c17	Approve Discharge of Jim Rowan as CEO	Mgmt	For	For	For
10.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Chairman and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Eric Li (Li Shufu) as Director	Mgmt	For	Against	Against
12.b	Reelect Lone Fonss Schroder as Director	Mgmt	For	Against	Against
12.c	Reelect Daniel Li (Li Donghui) as Director	Mgmt	For	Against	Against
12.d	Reelect Anna Mossberg as Director	Mgmt	For	For	For
12.e	Reelect Diarmuid O'Connell as Director	Mgmt	For	For	For
12.f	Reelect Jim Rowan as Director	Mgmt	For	For	For
12.g	Reelect Jonas Samuelson as Director	Mgmt	For	For	For
12.h	Reelect Lila Tretikov as Director	Mgmt	For	For	For
12.i	Reelect Ruby Lu as Director	Mgmt	For	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	Mgmt	For	Against	Against
12.k	Reelect Lone Fonss Schroder as Vice Chair	Mgmt	For	Against	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15.A2	Approve Performance Share Plan 2024 for Key Employees	Mgmt	For	For	For
15.A3	Approve Share Matching Plan 2024 for Key Employees	Mgmt	For	For	For
15.B1	Approve Equity Plan Financing	Mgmt	For	For	For
15.B2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	Mgmt	For	For	For
16.C1	Approve Equity Plan Financing	Mgmt	For	For	For
16.C2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For

Volvo Car AB

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

HOSHIZAKI Corp.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 6465
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J23254105	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
1.8	Elect Director Yaguchi, Kyo	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Mizutani, Tadashi	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Horinishi, Yoshimi	Mgmt	For	For	For
3.1	Elect Alternate Director and Audit Committee Member Kawashima, Masami	Mgmt	For	For	For
3.2	Elect Alternate Director and Audit Committee Member Suzuki, Tachio	Mgmt	For	For	For

NEXON Co., Ltd.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 3659
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J4914X104	Primary CUSIP: J4914X104	Primary ISIN: JP3758190007
		Primary SEDOL: B63QM77

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Junghun Lee	Mgmt	For	Against	Against

NEXON Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Uemura, Shiro	Mgmt	For	For	For
1.3	Elect Director Patrick Soderlund	Mgmt	For	For	For
1.4	Elect Director Owen Mahoney	Mgmt	For	For	For
1.5	Elect Director Mitchell Lasky	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Alexander Iosilevich	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Honda, Satoshi	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Kuniya, Shiro	Mgmt	For	For	For
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 4612	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J55053128	Primary CUSIP: J55053128	Primary ISIN: JP3749400002	Primary SEDOL: 6640507

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For
2.1	Elect Director Goh Hup Jin	Mgmt	For	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

OTSUKA CORP.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 4768	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J6243L115	Primary CUSIP: J6243L115	Primary ISIN: JP3188200004	Primary SEDOL: 6267058

OTSUKA CORP.

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 135	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Nakai, Kazuhiko	Mgmt	For	Against	Against
2.2	Appoint Statutory Auditor Hada, Etsuo	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Minagawa, Katsumasa	Mgmt	For	For	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Shimano, Inc.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 7309	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J72262108	Primary CUSIP: J72262108	Primary ISIN: JP3358000002	Primary SEDOL: 6804820

Shares Voted: 133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For	For	For
2.1	Elect Director Shimano, Yozo	Mgmt	For	Against	Against
2.2	Elect Director Shimano, Taizo	Mgmt	For	Against	Against
2.3	Elect Director Toyoshima, Takashi	Mgmt	For	For	For
2.4	Elect Director Tsuzaki, Masahiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Yoshimoto, Masayoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Kondo, Yukihiko	Mgmt	For	For	For

Skanska AB

Meeting Date: 03/27/2024	Country: Sweden	Ticker: SKA.B	
Record Date: 03/19/2024	Meeting Type: Annual		
Primary Security ID: W83567110	Primary CUSIP: W83567110	Primary ISIN: SE0000113250	Primary SEDOL: 7142091

Shares Voted: 277

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 5.50 Per Share	Mgmt	For	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For	For
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 (9) and Deputy Members (0) of Board	Mgmt	For	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 800,000 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 Asa Soderstrom Winberg as Director	Mgmt	For	For	For
14h	Elect Jayne McGivern as New Director	Mgmt	For	For	For
14i	Elect Henrik Sjolund as New Director	Mgmt	For	For	For
14j	Reelect Hans Biorck as Board Chair	Mgmt	For	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For	For
19	Amend Articles Re: General Meeting	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Suntory Beverage & Food Ltd.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 2587	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J78186103	Primary CUSIP: J78186103	Primary ISIN: JP3336560002	Primary SEDOL: BBD7Q84

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 40	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

Suntory Beverage & Food Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Nakamura, Maki	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Kanda, Hideki	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Swisscom AG

Meeting Date: 03/27/2024	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
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	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	Elect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For	Against	Against

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Unicharm Corp.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 8113	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J94104114	Primary CUSIP: J94104114	Primary ISIN: JP3951600000	Primary SEDOL: 6911485

Shares Voted: 500

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

Volvo AB

Meeting Date: 03/27/2024	Country: Sweden	Ticker: VOLV.B	
Record Date: 03/19/2024	Meeting Type: Annual		
Primary Security ID: 928856301	Primary CUSIP: 928856301	Primary ISIN: SE0000115446	Primary SEDOL: B1QH830

Shares Voted: 1,389

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 Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Elect Par Boman as New Director	Mgmt	For	For	For
14.4	Reelect Jan Carlson as Director	Mgmt	For	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For	For
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For

Canon, Inc.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 7751	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J05124144	Primary CUSIP: J05124144	Primary ISIN: JP3242800005	Primary SEDOL: 6172323

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 70	Mgmt	For	For	For

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Ogawa, Kazuto	Mgmt	For	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Okayama, Chikahiro	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 4519	
Record Date: 12/31/2023	Meeting Type: Annual		
Primary Security ID: J06930101	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	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Okuda, Osamu	Mgmt	For	For	For
3.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
3.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Momoi, Mariko	Mgmt	For	For	For
3.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
3.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For
3.7	Elect Director Christoph Franz	Mgmt	For	For	For
3.8	Elect Director James H. Sabry	Mgmt	For	For	For
3.9	Elect Director Teresa A. Graham	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Masuda, Kenichi	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Appoint Statutory Auditor Yunoki, Mami	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2024	Country: Singapore	Ticker: D05
Record Date: 03/26/2024	Meeting Type: Annual	
Primary Security ID: Y20246107	Primary CUSIP: Y20246107	Primary ISIN: SG1L01001701
		Primary SEDOL: 6175203

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Piyush Gupta as Director	Mgmt	For	For	For
6	Elect Chng Kai Fong as Director	Mgmt	For	Against	Against
7	Elect Judy Lee as Director	Mgmt	For	For	For
8	Elect David Ho Hing-Yuen as Director	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 2503
Record Date: 12/31/2023	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 Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For	For
3.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For	For
3.2	Elect Director Minakata, Takeshi	Mgmt	For	For	For
3.3	Elect Director Tsuboi, Junko	Mgmt	For	For	For
3.4	Elect Director Yoshimura, Toru	Mgmt	For	For	For
3.5	Elect Director Akieda, Shinjiro	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 Shiono, Noriko	Mgmt	For	For	For
3.9	Elect Director Rod Eddington	Mgmt	For	For	For
3.10	Elect Director George Olcott	Mgmt	For	For	For
3.11	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
3.12	Elect Director Ando, Yoshiko	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Kashima, Kaoru	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Dochi, Yoko	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 4578
Record Date: 12/31/2023	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 Inoue, Makoto	Mgmt	For	For	For
1.4	Elect Director Matsuo, Yoshiro	Mgmt	For	For	For
1.5	Elect Director Makino, Yuko	Mgmt	For	For	For
1.6	Elect Director Takagi, Shuichi	Mgmt	For	For	For
1.7	Elect Director Kobayashi, Masayuki	Mgmt	For	For	For
1.8	Elect Director Tojo, Noriko	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

Otsuka Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Mita, Mayo	Mgmt	For	For	For
1.13	Elect Director Kitachi, Tatsuki	Mgmt	For	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 4755
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J64264104	Primary CUSIP: J64264104	Primary ISIN: JP3967200001
		Primary SEDOL: 6229597

Shares Voted: 1,900

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

Trend Micro, Inc.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 4704
Record Date: 12/31/2023	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 738	Mgmt	For	For	For
2.1	Elect Director Chang Ming-Jang	Mgmt	For	Against	Against
2.2	Elect Director Eva Chen	Mgmt	For	Against	Against
2.3	Elect Director Mahendra Negi	Mgmt	For	For	For
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
3.1	Appoint Statutory Auditor Jomen, Kenichiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Funamoto, Miwako	Mgmt	For	For	For
4	Approve Stock Option Plan	Mgmt	For	For	For
5	Approve Stock Option Plan	Mgmt	For	For	For
6	Approve Stock Option Plan	Mgmt	For	For	For