

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 06/30/2024

Voting Statistics

	Total	Percent
Votable Meetings	468	
Meetings Voted	449	95.94%
Meetings with One or More Votes Against Management	161	34.40%
Votable Ballots	2638	
Ballots Voted	2497	94.66%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	7956		405		8361	
Proposals Voted	7395	92.95%	374	92.35%	7769	92.92%
FOR Votes	7107	89.33%	140	34.57%	7247	86.68%
AGAINST Votes	245	3.08%	226	55.80%	471	5.63%
ABSTAIN Votes	6	0.08%	0	0.00%	6	0.07%
WITHHOLD Votes	28	0.35%	8	1.98%	36	0.43%
Votes WITH Management	7122	89.52%	241	59.51%	7363	88.06%
Votes AGAINST Management	273	3.43%	133	32.84%	406	4.86%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	558	6.67%	531	6.35%	558	6.67%	0	0.00%	0	0.00%
Capitalization	885	10.58%	856	10.24%	885	10.58%	0	0.00%	11	0.13%
Company Articles	82	0.98%	74	0.89%	72	0.86%	10	0.12%	3	0.04%
Compensation	1041	12.45%	972	11.63%	1011	12.09%	30	0.36%	98	1.17%
Corporate Governance	27	0.32%	27	0.32%	0	0.00%	27	0.32%	22	0.26%
Director Election	3738	44.71%	3553	42.49%	3704	44.30%	34	0.41%	135	1.61%
Director Related	712	8.52%	552	6.60%	678	8.11%	34	0.41%	17	0.20%
E&S Blended	91	1.09%	89	1.06%	26	0.31%	65	0.78%	9	0.11%
Environmental	63	0.75%	62	0.74%	10	0.12%	53	0.63%	15	0.18%
Miscellaneous	70	0.84%	68	0.81%	63	0.75%	7	0.08%	1	0.01%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	24	0.29%	0	0.00%	24	0.29%	0	0.00%	0	0.00%
Non-Routine Business	33	0.39%	33	0.39%	30	0.36%	3	0.04%	8	0.10%
Routine Business	684	8.18%	604	7.22%	681	8.14%	3	0.04%	20	0.24%
Social	209	2.50%	204	2.44%	70	0.84%	139	1.66%	61	0.73%
Strategic Transactions	21	0.25%	21	0.25%	21	0.25%	0	0.00%	6	0.07%
Takeover Related	123	1.47%	123	1.47%	123	1.47%	0	0.00%	0	0.00%
Total	8361	100.00%	7769	92.92%	7956	95.16%	405	4.84%	406	4.86%

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary Security ID: 22160K105

Costco Wholesale Corporation

Shares Voted: 28,898

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
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

Shares Voted: 19,180

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

Intuit Inc.

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

Micron Technology, Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: MU

Record Date: 11/20/2023

Meeting Type: Annual

Primary Security ID: 595112103

Shares Voted: 66,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Micron Technology, Inc.

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

Focusrite Plc

Meeting Date: 01/19/2024 **Country:** United Kingdom **Ticker:** TUNE
Record Date: 01/17/2024 **Meeting Type:** Annual
Primary Security ID: G3610N108

Shares Voted: 157,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Philip Dudderidge as Director	Mgmt	For	For	For
4	Re-elect Tim Carroll as Director	Mgmt	For	For	For
5	Re-elect Sally McKone as Director	Mgmt	For	For	For
6	Re-elect David Bezem as Director	Mgmt	For	For	For
7	Re-elect Naomi Climer as Director	Mgmt	For	For	For
8	Re-elect Mike Butterworth as Director	Mgmt	For	For	For
9	Reappoint KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	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

Becton, Dickinson and Company

Shares Voted: 58,931

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

Marston's Plc

Meeting Date: 01/23/2024

Country: United Kingdom

Ticker: MARS

Record Date: 01/19/2024

Meeting Type: Annual

Primary Security ID: G5852L104

Shares Voted: 16,803,239

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	Elect Justin Platt as Director	Mgmt	For	For	For
4	Elect Rachel Osborne as Director	Mgmt	For	For	For
5	Re-elect Bridget Lea as Director	Mgmt	For	For	For
6	Re-elect Hayleigh Lupino as Director	Mgmt	For	For	For

Marston's Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Octavia Morley as Director	Mgmt	For	For	For
8	Re-elect William Rucker as Director	Mgmt	For	For	For
9	Re-elect Sir Nick Varney as Director	Mgmt	For	For	For
10	Appoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	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

Shares Voted: 15,156

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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify 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	Against	Against

Tracsis Plc

Meeting Date: 01/24/2024 **Country:** United Kingdom **Ticker:** TRCS
Record Date: 01/22/2024 **Meeting Type:** Annual
Primary Security ID: G90029102

Shares Voted: 629,850

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	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
6	Re-elect Elizabeth Richards as Director	Mgmt	For	For	For
7	Re-elect James Routh as Director	Mgmt	For	For	For
8	Elect Tracy Sheedy as Director	Mgmt	For	For	For
9	Re-elect Christopher Barnes as Director	Mgmt	For	For	For
10	Re-elect Andrew Kelly as Director	Mgmt	For	For	For
11	Approve Final Dividend	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Tracsis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Britvic Plc

Meeting Date: 01/25/2024 **Country:** United Kingdom **Ticker:** BVIC
Record Date: 01/23/2024 **Meeting Type:** Annual
Primary Security ID: G17387104

Shares Voted: 3,315,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Ian Durant as Director	Mgmt	For	For	For
5	Elect Rebecca Napier as Director	Mgmt	For	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For	For
7	Re-elect William Eccleshare as Director	Mgmt	For	For	For
8	Re-elect Emer Finnan as Director	Mgmt	For	For	For
9	Re-elect Hounaida Lasry as Director	Mgmt	For	For	For
10	Re-elect Simon Litherland as Director	Mgmt	For	For	For
11	Re-elect Euan Sutherland as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Britvic Plc

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

Shares Voted: 58,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director 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	Against	Against

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company has underperformed its peers by a significant margin over the short and long term. While the current lead independent director role is robust, the lead independent director needs to effectively act as a counterweight to both a CEO and an executive chairman. An independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight.</i></p>					
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against
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	Against	Against

Avon Protection Plc

Meeting Date: 01/26/2024

Country: United Kingdom

Ticker: AVON

Record Date: 01/24/2024

Meeting Type: Annual

Primary Security ID: G06860103

Shares Voted: 1,145,831

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jos Sclater as Director	Mgmt	For	For	For
6	Re-elect Rich Cashin as Director	Mgmt	For	For	For
7	Re-elect Bruce Thompson as Director	Mgmt	For	For	For
8	Re-elect Chloe Ponsonby as Director	Mgmt	For	For	For
9	Re-elect Bindi Foyle as Director	Mgmt	For	For	For
10	Re-elect Victor Chavez as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Avon Protection Plc

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

On The Beach Group Plc

Meeting Date: 01/26/2024

Country: United Kingdom

Ticker: OTB

Record Date: 01/24/2024

Meeting Type: Annual

Primary Security ID: G6754C101

Shares Voted: 4,854,279

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	Re-elect Richard Pennycook as Director	Mgmt	For	For	For
4	Re-elect Simon Cooper as Director	Mgmt	For	For	For
5	Re-elect Shaun Morton as Director	Mgmt	For	For	For
6	Re-elect David Kelly as Director	Mgmt	For	For	For
7	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
8	Re-elect Justine Greening as Director	Mgmt	For	For	For
9	Re-elect Zoe Harris as Director	Mgmt	For	For	For
10	Elect Veronica Sharma as Director	Mgmt	For	For	For
11	Elect Jon Wormald as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

On The Beach Group Plc

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

Hollywood Bowl Group Plc

Meeting Date: 01/29/2024 **Country:** United Kingdom **Ticker:** BOWL
Record Date: 01/25/2024 **Meeting Type:** Annual
Primary Security ID: G45655100

Shares Voted: 5,180,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Special Dividend	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Elect Rachel Addison as Director	Mgmt	For	For	For
6	Re-elect Peter Boddy as Director	Mgmt	For	For	For
7	Re-elect Stephen Burns as Director	Mgmt	For	For	For
8	Re-elect Melanie Dickinson as Director	Mgmt	For	For	For
9	Re-elect Laurence Keen as Director	Mgmt	For	For	For
10	Re-elect Julia Porter as Director	Mgmt	For	For	For
11	Re-elect Ivan Schofield as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Hollywood Bowl Group Plc

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

Auction Technology Group Plc

Meeting Date: 01/30/2024 **Country:** United Kingdom **Ticker:** ATG
Record Date: 01/26/2024 **Meeting Type:** Annual
Primary Security ID: G0623K105

Shares Voted: 2,719,316

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	Re-elect Breon Corcoran as Director	Mgmt	For	For	For
4	Re-elect John-Paul Savant as Director	Mgmt	For	For	For
5	Re-elect Tom Hargreaves as Director	Mgmt	For	For	For
6	Re-elect Scott Forbes as Director	Mgmt	For	For	For
7	Re-elect Morgan Seigler as Director	Mgmt	For	For	For
8	Re-elect Pauline Reader as Director	Mgmt	For	For	For
9	Re-elect Suzanne Baxter as Director	Mgmt	For	For	For
10	Re-elect Tamsin Todd as Director	Mgmt	For	For	For
11	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Auction Technology Group Plc

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

Sodexo SA

Meeting Date: 01/30/2024 **Country:** France **Ticker:** SW
Record Date: 01/26/2024 **Meeting Type:** Ordinary Shareholders
Primary Security ID: F84941123

Shares Voted: 9,970

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

SSP Group Plc

Meeting Date: 01/30/2024 **Country:** United Kingdom **Ticker:** SSPG
Record Date: 01/26/2024 **Meeting Type:** Annual
Primary Security ID: G8402N125

Shares Voted: 9,926,262

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 Remuneration Policy	Mgmt	For	For	For
4	Approve UK and International Share Incentive Plans	Mgmt	For	For	For

SSP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Mike Clasper as Director	Mgmt	For	For	For
7	Re-elect Patrick Coveney as Director	Mgmt	For	For	For
8	Re-elect Jonathan Davies as Director	Mgmt	For	For	For
9	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For
10	Re-elect Tim Lodge as Director	Mgmt	For	For	For
11	Re-elect Judy Vezmar as Director	Mgmt	For	For	For
12	Re-elect Kelly Kuhn as Director	Mgmt	For	For	For
13	Re-elect Apurvi Sheth as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024

Country: Ireland

Ticker: ACN

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 55,048

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 Brudermuller	Mgmt	For	For	For

Accenture plc

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

Imperial Brands Plc

Meeting Date: 01/31/2024

Country: United Kingdom

Ticker: IMB

Record Date: 01/29/2024

Meeting Type: Annual

Primary Security ID: G4720C107

Shares Voted: 1,364,110

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Therese Esperdy as Director	Mgmt	For	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
7	Re-elect Susan Clark as Director	Mgmt	For	For	For
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For	For
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For
10	Re-elect Alan Johnson as Director	Mgmt	For	For	For
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
14	Elect Andrew Gilchrist as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	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

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

Shares Voted: 2,992,324

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

The Sage Group plc

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

Emerson Electric Co.

Shares Voted: 70,558

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

Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

Rockwell Automation, Inc.

Meeting Date: 02/06/2024

Country: USA

Ticker: ROK

Record Date: 12/11/2023

Meeting Type: Annual

Primary Security ID: 773903109

Shares Voted: 15,748

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

Grainger Plc

Meeting Date: 02/07/2024

Country: United Kingdom

Ticker: GRI

Record Date: 02/05/2024

Meeting Type: Annual

Primary Security ID: G40432117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Clare as Director	Mgmt	For	For	For
5	Re-elect Helen Gordon as Director	Mgmt	For	For	For
6	Re-elect Robert Hudson as Director	Mgmt	For	For	For
7	Re-elect Justin Read as Director	Mgmt	For	For	For
8	Re-elect Janette Bell as Director	Mgmt	For	For	For
9	Re-elect Carol Hui as Director	Mgmt	For	For	For
10	Re-elect Michael Brodtman as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	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

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
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

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 59,433

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
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

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Maria Claudia Borras	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1k	Elect Director 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	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
<i>Voting Policy Rationale: Support FOR the proposal is warranted, as such disclosure would help shareholders better evaluate the company's approach to direct and indirect climate lobbying and may help mitigate any related risks.</i>					
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the effectiveness of the company's policies and practices for avoiding child labor in its supply chain could allow shareholders to better gauge how the company is managing human rights related risks.</i>					
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	Against	Against

Tritax Eurobox Plc

Meeting Date: 02/14/2024 **Country:** United Kingdom **Ticker:** EBOX
Record Date: 02/12/2024 **Meeting Type:** Annual
Primary Security ID: G9101X109

Shares Voted: 1,592,400

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	Re-elect Robert Orr as Director	Mgmt	For	For	For
4	Re-elect Taco de Groot as Director	Mgmt	For	For	For
5	Re-elect Keith Mansfield as Director	Mgmt	For	For	For
6	Re-elect Eva-Lotta Sjostedt as Director	Mgmt	For	For	For
7	Re-elect Sarah Whitney as Director	Mgmt	For	For	For
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	Mgmt	For	For	For

Tritax Eurobox Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Cerence Inc.

Meeting Date: 02/15/2024 **Country:** USA **Ticker:** CRNC
Record Date: 12/18/2023 **Meeting Type:** Annual
Primary Security ID: 156727109

Shares Voted: 119,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arun Sarin	Mgmt	For	For	For
1.2	Elect Director Thomas Beaudoin	Mgmt	For	For	For
1.3	Elect Director Marianne Budnik	Mgmt	For	For	For
1.4	Elect Director Douglas Davis	Mgmt	For	For	For
1.5	Elect Director Sanjay Jha	Mgmt	For	For	For
1.6	Elect Director Marcy Klevorn	Mgmt	For	For	For
1.7	Elect Director Kristi Ann Matus	Mgmt	For	For	For
1.8	Elect Director Alfred Nietzel	Mgmt	For	For	For
1.9	Elect Director Stefan Ortmanns	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify BDO USA PC as Auditors	Mgmt	For	For	For

RWS Holdings Plc

Meeting Date: 02/22/2024 **Country:** United Kingdom **Ticker:** RWS
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: G7734E126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Julie Southern as Director	Mgmt	For	For	For
5	Re-elect Andrew Brode as Director	Mgmt	For	For	For
6	Re-elect David Clayton as Director	Mgmt	For	For	For
7	Re-elect Frances Earl as Director	Mgmt	For	For	For
8	Re-elect Gordon Stuart as Director	Mgmt	For	For	For
9	Re-elect Ian El-Mokadem as Director	Mgmt	For	For	For
10	Re-elect Candida Davies as Director	Mgmt	For	For	For
11	Elect Paul Abbott as Director	Mgmt	For	For	For
12	Elect Graham Cooke as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/23/2024

Country: Germany

Ticker: IFX

Record Date: 02/16/2024

Meeting Type: Annual

Primary Security ID: D35415104

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
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

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

Infinion 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

Shares Voted: 40,971

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

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

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

Siemens Energy AG

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

LondonMetric Property Plc

Meeting Date: 02/27/2024 **Country:** United Kingdom **Ticker:** LMP
Record Date: 02/23/2024 **Meeting Type:** Special

Primary Security ID: G5689W109

Shares Voted: 5,712,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Merger of LondonMetric Property plc and LXI REIT plc	Mgmt	For	For	For

LXI REIT PLC

Meeting Date: 02/27/2024 **Country:** United Kingdom **Ticker:** LXI
Record Date: 02/23/2024 **Meeting Type:** Court

Primary Security ID: G57009105

Shares Voted: 1,639,201

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

LXI REIT PLC

Meeting Date: 02/27/2024 **Country:** United Kingdom **Ticker:** LXI
Record Date: 02/23/2024 **Meeting Type:** Special

Primary Security ID: G57009105

Shares Voted: 1,639,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the All-Share Merger of LXI REIT Plc and LondonMetric Property Plc	Mgmt	For	For	For

Victorian Plumbing Group Plc

Meeting Date: 02/27/2024

Country: United Kingdom

Ticker: VIC

Record Date: 02/23/2024

Meeting Type: Annual

Primary Security ID: G9345Z100

Shares Voted: 2,191,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Philip Bowcock as Director	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: Item 5 An ABSTENTION on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 6-9 A vote FOR the re-election/election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.</i></p>					
6	Re-elect Mark Radcliffe as Director	Mgmt	For	For	For
7	Elect Daniel Barton as Director	Mgmt	For	For	For
8	Re-elect Damian Sanders as Director	Mgmt	For	For	For
9	Re-elect Dianne Walker as Director	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary 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

Shares Voted: 1,036,285

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
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	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
7	Report on Use of Artificial Intelligence	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's lack of disclosure regarding AI limits shareholders' ability to evaluate the risks associated with the use of AI or the actions the company is potentially taking to mitigate those risks. Improved transparency and the disclosure of an ethical guideline may alleviate shareholder concerns.</i></p>					
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 244199105

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
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

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

Integratin Holdings Plc

Meeting Date: 02/29/2024

Country: United Kingdom

Ticker: IHP

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: G4796T109

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	Re-elect Richard Cranfield as Director	Mgmt	For	For	For
4	Re-elect Alexander Scott as Director	Mgmt	For	For	For
5	Re-elect Jonathan Gunby as Director	Mgmt	For	For	For
6	Re-elect Michael Howard as Director	Mgmt	For	For	For
7	Elect Euan Marshall as Director	Mgmt	For	For	For
8	Re-elect Caroline Banzsky as Director	Mgmt	For	For	For
9	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For
10	Re-elect Rita Dhut as Director	Mgmt	For	For	For
11	Re-elect Charles Robert Lister as Director	Mgmt	For	For	For
12	Re-elect Christopher Munro as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 02/29/2024

Country: Finland

Ticker: KNEBV

Record Date: 02/19/2024

Meeting Type: Annual

Primary Security ID: X4551T105

Shares Voted: 40,612

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	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has not included weights and performance outcomes for the individual performance criteria for its STIP; * The company has made an excessive exit payment to its former CEO; * The performance period for the LTI 2020 which vested during 2023 is insufficient.</i></p>					
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * There is not a maximum cap for the STIP; * The policy allows for one-year performance periods for the LTIP.</i></p>					
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates Susan Duinhoven (Item 14.b), Marika Fredriksson (Item 14.c), Iris Herlin (14.e), Timo Ihamuotila (Item 14.g), Ravi Kant (Item 14.h), and Krishna Mikkilineni (Item 14.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights.</i></p>					
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates Susan Duinhoven (Item 14.b), Marika Fredriksson (Item 14.c), Iris Herlin (14.e), Timo Ihamuotila (Item 14.g), Ravi Kant (Item 14.h), and Krishna Mikkilineni (Item 14.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights.</i></p>					
14.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates Susan Duinhoven (Item 14.b), Marika Fredriksson (Item 14.c), Iris Herlin (14.e), Timo Ihamuotila (Item 14.g), Ravi Kant (Item 14.h), and Krishna Mikkilineni (Item 14.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee). Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i></p>					
20	Close Meeting	Mgmt			

Kromek Group Plc

Meeting Date: 03/04/2024

Country: United Kingdom

Ticker: KMK

Record Date: 02/29/2024

Meeting Type: Special

Primary Security ID: G5317Z102

Shares Voted: 4,248,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Convertible Loan Notes	Mgmt	For	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Convertible Loan Notes	Mgmt	For	For	For

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

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For	Do Not Vote
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	Do Not Vote
3.a	Elect Lise Kaae as Director	Mgmt	For	For	Do Not Vote
3.b	Elect Kevin Lane as Director	Mgmt	For	For	Do Not Vote
3.c	Elect Kim Stratton as Director	Mgmt	For	For	Do Not Vote
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote

Aberforth Smaller Companies Trust PLC

Meeting Date: 03/05/2024

Country: United Kingdom

Ticker: ASL

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: G8198E107

Aberforth Smaller Companies Trust PLC

Shares Voted: 243,276

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 and Special Dividend	Mgmt	For	For	For
4	Re-elect Richard Davidson as Director	Mgmt	For	For	For
5	Re-elect Jaz Bains as Director	Mgmt	For	For	For
6	Re-elect Patricia Dimond as Director	Mgmt	For	For	For
7	Re-elect Victoria Stewart as Director	Mgmt	For	For	For
8	Re-elect Martin Warner as Director	Mgmt	For	For	For
9	Reappoint Johnston Carmichael LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Increase in the Aggregate Annual Amount of Fees Payable to the Directors	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/05/2024

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 17,910

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

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

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Orsted A/S

Meeting Date: 03/05/2024

Country: Denmark

Ticker: ORSTED

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: K7653Q105

Shares Voted: 0

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	Do Not Vote
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
4	Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
5	Approve Treatment of Net Loss	Mgmt	For	For	Do Not Vote
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	For	Do Not Vote
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For	Do Not Vote
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For	Do Not Vote
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For	Do Not Vote
6.4C	Reelect Julia King as Director	Mgmt	For	For	Do Not Vote
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For	Do Not Vote

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Do Not Vote
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	Do Not Vote
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	Do Not Vote
9	Other Business	Mgmt			

QUALCOMM Incorporated

Meeting Date: 03/05/2024

Country: USA

Ticker: QCOM

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 183,322

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

QUALCOMM Incorporated

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
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

Paragon Banking Group Plc

Meeting Date: 03/06/2024

Country: United Kingdom

Ticker: PAG

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: G6376N154

Shares Voted: 208,300

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 Zoe Howorth as Director	Mgmt	For	For	For
5	Re-elect Robert East as Director	Mgmt	For	For	For
6	Re-elect Nigel Terrington as Director	Mgmt	For	For	For
7	Re-elect Richard Woodman as Director	Mgmt	For	For	For
8	Re-elect Tanvi Davda as Director	Mgmt	For	For	For
9	Re-elect Peter Hill as Director	Mgmt	For	For	For
10	Re-elect Alison Morris as Director	Mgmt	For	For	For
11	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For
12	Re-elect Hugo Tudor as Director	Mgmt	For	For	For
13	Re-elect Graeme Yorston as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Paragon Banking 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 Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 68,283

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

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against

XPS Pensions Group Plc

Meeting Date: 03/07/2024 **Country:** United Kingdom **Ticker:** XPS
Record Date: 03/05/2024 **Meeting Type:** Special
Primary Security ID: G9829Q105

Shares Voted: 2,662,093

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	For	For

Toll Brothers, Inc.

Meeting Date: 03/12/2024 **Country:** USA **Ticker:** TOL
Record Date: 01/18/2024 **Meeting Type:** Annual
Primary Security ID: 889478103

Shares Voted: 28,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
1.6	Elect Director John A. McLean	Mgmt	For	For	For
1.7	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
1.8	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
1.9	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For

Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Paul E. Shapiro	Mgmt	For	For	For
1.11	Elect Director Scott D. Stowell	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

Analog Devices, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: ADI

Record Date: 01/09/2024

Meeting Type: Annual

Primary Security ID: 032654105

Shares Voted: 35,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While acknowledging certain positive changes to the LTI program, including the increase in performance equity for the CEO, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. Most notably, while annual incentives were based on objective financial metrics, the company continues to set certain target goals below prior actual achievement levels, while allowing for a high maximum payout opportunity which significantly exceeds market norms.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.

GN Store Nord A/S

Meeting Date: 03/13/2024

Country: Denmark

Ticker: GN

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: K4001S214

Shares Voted: 0

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	Do Not Vote
3	Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	Do Not Vote
7.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
7.b.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	For	Do Not Vote
7.b.2	Reelect Klaus Holve as Director	Mgmt	For	For	Do Not Vote
7.b.3	Reelect Helene Barnekow as Director	Mgmt	For	For	Do Not Vote
7.b.4	Reelect Anette Weber as Director	Mgmt	For	For	Do Not Vote
7.b.5	Elect Kim Vejlbj Hansen as New Director	Mgmt	For	For	Do Not Vote
7.b.6	Elect Jorgen Bundgaard Hansen as New Director	Mgmt	For	For	Do Not Vote
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
9.a	Approve Creation of DKK 301.8 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	Do Not Vote
9.b	Approve Creation of DKK 60.4 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
9.c	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote
9.e1	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
9.e2	Amend Articles Re: Indemnification	Mgmt	For	For	Do Not Vote
9.e3	Amend Remuneration Policy	Mgmt	For	For	Do Not Vote
10	Other Proposals from Shareholders (None Submitted)	Mgmt			
11	Other Business (Non-Voting)	Mgmt			

Safestore Holdings Plc

Meeting Date: 03/13/2024

Country: United Kingdom

Ticker: SAFE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: G77733106

Shares Voted: 350,253

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 Avis Darzins as Director	Mgmt	For	For	For
5	Re-elect David Hearn as Director	Mgmt	For	For	For
6	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For
7	Re-elect Andy Jones as Director	Mgmt	For	For	For
8	Re-elect Jane Bentall as Director	Mgmt	For	For	For
9	Re-elect Laure Duhot as Director	Mgmt	For	For	For
10	Re-elect Delphine Mousseau as Director	Mgmt	For	For	For
11	Re-elect Gert van de Weerdhof as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Safestore Holdings Plc

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

Shares Voted: 87,872

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	For	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			

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Banco Bilbao Vizcaya Argentaria SA

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

Shares Voted: 360,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For	For
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

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For

DSV A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: DSV

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 0

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	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration of Directors	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	Do Not Vote
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	Do Not Vote
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Beat Walti as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	Do Not Vote
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	Do Not Vote

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For	Do Not Vote
	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	Do Not Vote
9	Other Business	Mgmt			

Meyer Burger Technology AG

Meeting Date: 03/18/2024

Country: Switzerland

Ticker: MBTN

Record Date: 03/08/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: H5498Z128

Shares Voted: 135,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves Followed by Creation of CHF 250 Million Pool of Share Capital with Preemptive Rights	Mgmt	For	For	For
2	Approve Creation of CHF 21.8 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments, if Item 1 is Accepted	Mgmt	For	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 314.6 Million and the Lower Limit of CHF 286 Million with or without Exclusion of Preemptive Rights, if Item 1 is Accepted	Mgmt	For	For	For

Meyer Burger Technology AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves Followed by Creation of CHF 250 Million Pool of Share Capital with Preemptive Rights	Mgmt	For	For	
2	Approve Creation of CHF 21.8 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments, if Item 1 is Accepted	Mgmt	For	For	
3	Approve Creation of Capital Band within the Upper Limit of CHF 314.6 Million and the Lower Limit of CHF 286 Million with or without Exclusion of Preemptive Rights, if Item 1 is Accepted	Mgmt	For	For	
4	Transact Other Business (Voting)	Mgmt	For	Against	

Crest Nicholson Holdings Plc

Meeting Date: 03/19/2024

Country: United Kingdom

Ticker: CRST

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: G25425102

Shares Voted: 589,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Bill Floyd as Director	Mgmt	For	For	For
4	Elect Maggie Semple as Director	Mgmt	For	For	For

Crest Nicholson Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
6	Re-elect Peter Truscott as Director	Mgmt	For	For	For
7	Re-elect David Arnold as Director	Mgmt	For	For	For
8	Re-elect Louise Hardy as Director	Mgmt	For	For	For
9	Re-elect Octavia Morley as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ECO Animal Health Group Plc

Meeting Date: 03/19/2024 **Country:** United Kingdom **Ticker:** EAH
Record Date: 03/15/2024 **Meeting Type:** Special
Primary Security ID: G3039F108

Shares Voted: 796,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

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

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of John Flint	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	Do Not Vote
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
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	Do Not Vote
13.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For	Do Not Vote
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Do Not Vote
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	Do Not Vote
14a4	Reelect John Flint as Director	Mgmt	For	For	Do Not Vote
14a5	Reelect Winnie Fok as Director	Mgmt	For	For	Do Not Vote
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	Do Not Vote
14a7	Reelect Sven Nyman as Director	Mgmt	For	For	Do Not Vote
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For	Do Not Vote
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against	Do Not Vote
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For	Do Not Vote
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
16a	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	Do Not Vote
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	Do Not Vote
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	Do Not Vote
18a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
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	Do Not Vote
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For	Do Not Vote
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	Do Not Vote
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	Do Not Vote
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For	Do Not Vote
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Change Bank Software	SH	None	Against	Do Not Vote
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt			

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against	Do Not Vote
24	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

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
11	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
13	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For	Do Not Vote
16	Determine Number of Directors (9)	Mgmt	For	For	Do Not Vote
17	Determine Number of Auditors (2)	Mgmt	For	For	Do Not Vote
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	Do Not Vote
19.1	Reelect Jon Fredrik Baksaaas as Director	Mgmt	For	Against	Do Not Vote
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For	Do Not Vote
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For	Do Not Vote
19.4	Reelect Hans Biorck as Director	Mgmt	For	For	Do Not Vote
19.5	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	Do Not Vote
19.7	Elect Louise Lindh as New Director	Mgmt	For	For	Do Not Vote
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Do Not Vote
19.9	Reelect Ulf Riese as Director	Mgmt	For	Against	Do Not Vote
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Do Not Vote
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	Do Not Vote
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
24	Amend Bank's Mainframe Computers Software	SH	None	Against	Do Not Vote
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

Shares Voted: 16,660

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	For	For
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	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For

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

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

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	
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	
7.1	Reelect David Constable as Director	Mgmt	For	For	
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For	
7.4	Elect Johan Forssell as Director	Mgmt	For	For	
7.5	Reelect Denise Johnson as Director	Mgmt	For	For	
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	
7.8	Reelect David Meline as Director	Mgmt	For	For	

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	For	
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	
10	Ratify KPMG AG as Auditors	Mgmt	For	For	
11	Transact Other Business (Voting)	Mgmt	For	Against	

Banco Santander SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: SAN

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: E19790109

Shares Voted: 1,188,679

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

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Item 6.A is warranted because the increase in the chair pay package will likely exacerbate existing pay-for-performance concerns. Item 6.D warrants a qualified vote FOR because the company's variable remuneration scheme is overall in line with acceptable market standards. This is not without highlighting that: * The long-term portion of variable pay accounts for 36 percent of the total variable remuneration, which makes performance-based pay insufficiently long-term oriented. * Vesting of relative TSR may occur (marginally) below peer group median. * The incentive system allows for compensatory effects between long-term objectives.</i></p>					
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

Essity AB

Meeting Date: 03/21/2024 **Country:** Sweden **Ticker:** ESSITY.B
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: W3R06F100

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chairmen and Auditor Review	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For	Do Not Vote
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	Do Not Vote
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	Do Not Vote
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	Do Not Vote
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	Do Not Vote
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	Do Not Vote
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For	Do Not Vote
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For	Do Not Vote
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For	Do Not Vote
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	Do Not Vote
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For	Do Not Vote
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	Do Not Vote
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For	Do Not Vote
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For	Do Not Vote
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	Do Not Vote
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	Do Not Vote
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	Do Not Vote
12.b	Reelect Maria Carell as Director	Mgmt	For	For	Do Not Vote
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	Do Not Vote
12.d	Reelect Magnus Groth as Director	Mgmt	For	For	Do Not Vote
12.e	Reelect Jan Gurander as Director	Mgmt	For	For	Do Not Vote
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For	Do Not Vote
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For	Do Not Vote
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For	Do Not Vote
12.i	Elect Karl Aberg as New Director	Mgmt	For	Against	Do Not Vote
13	Elect Jan Gurander as Board Chair	Mgmt	For	For	Do Not Vote
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	Do Not Vote
15	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	Do Not Vote
18.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 92

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	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1.1-6.1.7) A vote AGAINST the incumbent nomination committee chair, Calvin Grieder, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Tom Knutzen is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees: Victor Balli, Ingrid Deltenre, Olivier Filliol, Sophie Gasperment, and Roberto Guidetti are warranted due to a lack of further concerns. Compensation committee elections (Items 6.2.1-6.2.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1.1-6.1.7) A vote AGAINST the incumbent nomination committee chair, Calvin Grieder, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Tom Knutzen is warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees: Victor Balli, Ingrid Deltenre, Olivier Filliol, Sophie Gasperment, and Roberto Guidetti are warranted due to a lack of further concerns. Compensation committee elections (Items 6.2.1-6.2.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
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

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

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

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	
2	Approve Non-Financial Report	Mgmt	For	For	
3	Approve Remuneration Report	Mgmt	For	For	
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For	For	
5	Approve Discharge of Board of Directors	Mgmt	For	For	
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	For	
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.2	Reappoint Ingrid Deltrenne as Member of the Compensation Committee	Mgmt	For	For	
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	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	
8	Transact Other Business (Voting)	Mgmt	For	Against	

Munters Group AB

Meeting Date: 03/21/2024

Country: Sweden

Ticker: MTRS

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: W5S77G155

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Designate Inspector(s) of Minutes of Meeting	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote

Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For	Do Not Vote
10.a	Approve Discharge of Hakan Buskhe	Mgmt	For	For	Do Not Vote
10.b	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For	For	Do Not Vote
10.c	Approve Discharge of CEO Klas Forsstrom	Mgmt	For	For	Do Not Vote
10.d	Approve Discharge of Simon Henriksson	Mgmt	For	For	Do Not Vote
10.e	Approve Discharge of Maria Hakansson	Mgmt	For	For	Do Not Vote
10.f	Approve Discharge of Tor Jansson	Mgmt	For	For	Do Not Vote
10.g	Approve Discharge of Anders Lindqvist	Mgmt	For	For	Do Not Vote
10.h	Approve Discharge of Linus Morell	Mgmt	For	For	Do Not Vote
10.i	Approve Discharge of Magnus Nicolin	Mgmt	For	For	Do Not Vote
10.j	Approve Discharge of Kristian Sildeby	Mgmt	For	For	Do Not Vote
10.k	Approve Discharge of Sabine Simeon-Aissaoui	Mgmt	For	For	Do Not Vote
10.l	Approve Discharge of Robert Wahlgren	Mgmt	For	For	Do Not Vote
10.m	Approve Discharge of Anna Westerberg	Mgmt	For	For	Do Not Vote
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12	Approve Remuneration of Directors in the Amount of SEK 1.3 Million for Chair and SEK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.a	Reelect Helen Fasth Gillstedt as Director	Mgmt	For	For	Do Not Vote
13.b	Reelect Maria Hakansson as Director	Mgmt	For	For	Do Not Vote
13.c	Reelect Anders Lindqvist as Director	Mgmt	For	For	Do Not Vote
13.d	Reelect Magnus Nicolin as Director	Mgmt	For	Against	Do Not Vote
13.e	Reelect Kristian Sildeby as Director	Mgmt	For	Against	Do Not Vote
13.f	Reelect Sabine Simeon-Aissaoui as Director	Mgmt	For	For	Do Not Vote

Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.g	Elect Elizabeth Nugent as New Director	Mgmt	For	For	Do Not Vote
14.a	Reelect Magnus Nicolin as Board Chair	Mgmt	For	Against	Do Not Vote
15	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote
17	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
18	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
20	Close Meeting	Mgmt			

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

Shares Voted: 284,501

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

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration 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

Nordea Bank Abp

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

Novo Nordisk A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: NOVO.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: K72807140

Shares Voted: 0

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	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
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	Do Not Vote
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	Do Not Vote
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	Do Not Vote
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	Do Not Vote

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	Do Not Vote
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Do Not Vote
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	Do Not Vote
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	Do Not Vote
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	Do Not Vote
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Do Not Vote
6.3e	Reelect Christina Law as Director	Mgmt	For	For	Do Not Vote
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	Do Not Vote
7	Ratify Deloitte as Auditor	Mgmt	For	For	Do Not Vote
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
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	Do Not Vote
9	Other Business	Mgmt			

SGS SA

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 1,065

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	For
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

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	
1.2	Approve Non-Financial Report	Mgmt	For	For	
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	
2	Approve Discharge of Board and Senior Management	Mgmt	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	
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	
4.1.6	Reelect Jens Riedl as Director	Mgmt	For	For	
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For	
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	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	
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	For	
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	
6.2	Amend Articles of Association	Mgmt	For	For	
7	Transact Other Business (Voting)	Mgmt	For	Against	

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 1,260

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	For	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Elect Thomas Aebischer as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	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	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

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

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

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	
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	
3	Approve Discharge of Board of Directors	Mgmt	For	For	
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	For	
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	
4.1.3	Reelect Justin Howell as Director	Mgmt	For	For	
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	For	
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	For	
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	
4.2	Elect Thomas Aebischer as Director	Mgmt	For	For	
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	
5	Approve Sustainability Report	Mgmt	For	For	
6.1	Approve Remuneration Report	Mgmt	For	For	
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	For	
7	Transact Other Business (Voting)	Mgmt	For	Against	

Wynnstay Group Plc

Meeting Date: 03/26/2024

Country: United Kingdom

Ticker: WYN

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: G9824A105

Shares Voted: 53,134

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 Final Dividend	Mgmt	For	For	For
3	Elect Steven Esom as Director	Mgmt	For	For	For
4	Elect Rob Thomas as Director	Mgmt	For	For	For
5	Re-elect Steve Ellwood as Director	Mgmt	For	For	For
6	Appoint Crowe UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Market Purchase of Ordinary Shares	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
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	Do Not Vote
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	Do Not Vote
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For	Do Not Vote
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	Do Not Vote
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	Do Not Vote
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	Do Not Vote
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	Do Not Vote
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	Do Not Vote
14.3	Elect Par Boman as New Director	Mgmt	For	Against	Do Not Vote
14.4	Reelect Jan Carlsson as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	Do Not Vote
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	Do Not Vote
14.10	Reelect Martina Merz as Director	Mgmt	For	For	Do Not Vote

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Do Not Vote
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Do Not Vote
16	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	Do Not Vote
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
19	Approve Remuneration Report	Mgmt	For	For	Do Not Vote

Nokia Oyj

Meeting Date: 04/03/2024 **Country:** Finland **Ticker:** NOKIA
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: X61873133

Shares Voted: 717,446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 0.13 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 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
14.5	Reelect Lisa Hook as Director	Mgmt	For	For	For
14.6	Elect Michael McNamara as New Director	Mgmt	For	For	For
14.7	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
14.8	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For	For
14.9	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For	For

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21.1	Amend Corporate Purpose	Mgmt	For	For	For
21.2	Amend Articles Re: Auditor	Mgmt	For	For	For
21.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
21.4	Amend Articles Re: Matters to be considered at the Annual General Meeting	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Schlumberger N.V.

Meeting Date: 04/03/2024 **Country:** Curacao **Ticker:** SLB
Record Date: 02/07/2024 **Meeting Type:** Annual
Primary Security ID: 806857108

Shares Voted: 183,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Jim Hackett	Mgmt	For	For	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.8	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.9	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Walt Disney Company

Meeting Date: 04/03/2024

Country: USA

Ticker: DIS

Record Date: 02/05/2024

Meeting Type: Proxy Contest

Primary Security ID: 254687106

Shares Voted: 255,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	Do Not Vote	Do Not Vote
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	Do Not Vote	Do Not Vote
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	Do Not Vote	Do Not Vote
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	Do Not Vote	Do Not Vote
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	Do Not Vote	Do Not Vote
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	Do Not Vote	Do Not Vote
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	Do Not Vote	Do Not Vote
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	Do Not Vote	Do Not Vote
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	Do Not Vote	Do Not Vote
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	Do Not Vote	Do Not Vote
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	Do Not Vote	Do Not Vote
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	Do Not Vote	Do Not Vote
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Do Not Vote	Do Not Vote
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Do Not Vote	Do Not Vote
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Do Not Vote	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	Against	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Do Not Vote	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	For	For
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>					
	OPPOSED COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	For	For
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>					
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Withhold	Withhold
	ACCEPTABLE COMPANY NOMINEES	Mgmt			

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	For	For
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	For	For
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	For	For
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	For	For
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	For	For
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	For	For
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	For	For
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	For	For
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	For	For
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	For	For
	BLACKWELLS NOMINEES	Mgmt			
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Withhold	Withhold
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Withhold	Withhold
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. Specifically, annual bonuses are largely based on pre-set objective metrics, while financial metrics appear to utilize rigorous target setting. In addition, a majority of the CEO's equity grant, and half of the equity grant for other NEOs, consisted of performance-conditioned equity with multi-year goals. However, though the company provides a rationale in the proxy statement, some concerns are raised by CEO Iger's perquisite values, which were relatively large in in FY23.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	None	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	For	For
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Against	Against
8	Report on Charitable Contributions	SH	None	Against	Against

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	For	For
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Against	Against
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Do Not Vote	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Do Not Vote	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Do Not Vote	Do Not Vote
	COMPANY NOMINEES	Mgmt			
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Do Not Vote	Do Not Vote
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Do Not Vote	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Do Not Vote	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Do Not Vote	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt			
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	None	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Do Not Vote	Do Not Vote

Rio Tinto Plc

Meeting Date: 04/04/2024

Country: United Kingdom

Ticker: RIO

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: G75754104

Shares Voted: 2,049,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
6	Elect Dean Valle as Director	Mgmt	For	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
8	Elect Martina Merz as Director	Mgmt	For	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For	For
10	Re-elect Dominic Barton as Director	Mgmt	For	For	For
11	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
12	Re-elect Simon Henry as Director	Mgmt	For	For	For
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
22	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
23	Authorise Issue of Equity	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Rio Tinto Plc

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

UPM-Kymmene Oyj

Meeting Date: 04/04/2024 **Country:** Finland **Ticker:** UPM
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: X9518S108

Shares Voted: 53,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the level of transparency for the company's variable pay plans is not aligned with current market expectations.</i>					
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Remuneration of Directors in the Amount of EUR 231,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Pii-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Melanie Maas-Brunner as New Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditor for FY 2025	Mgmt	For	For	For
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Authorize Charitable Donations	Mgmt	For	For	For
20	Close Meeting	Mgmt			

The Bank of New York Mellon Corporation

Meeting Date: 04/09/2024

Country: USA

Ticker: BK

Record Date: 02/14/2024

Meeting Type: Annual

Primary Security ID: 064058100

Shares Voted: 189,163

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

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Vestas Wind Systems A/S

Meeting Date: 04/09/2024

Country: Denmark

Ticker: VWS

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: K9773J201

Shares Voted: 0

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	Do Not Vote
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	Do Not Vote
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	Do Not Vote
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	Do Not Vote
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	Do Not Vote
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For	Do Not Vote

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For	Do Not Vote
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For	Do Not Vote
7	Ratify Deloitte as Auditor	Mgmt	For	For	Do Not Vote
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
10	Other Business	Mgmt			

VINCI SA

Meeting Date: 04/09/2024 **Country:** France **Ticker:** DG
Record Date: 04/05/2024 **Meeting Type:** Annual/Special
Primary Security ID: F5879X108

Shares Voted: 40,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
4	Reelect Benoit Bazin as Director	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
11	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Airbus SE

Meeting Date: 04/10/2024

Country: Netherlands

Ticker: AIR

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: N0280G100

Shares Voted: 41,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
2	Adopt Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Extraordinary Dividend	Mgmt	For	For	For
5	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Executive Directors	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8	Approve Implementation of Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration Policy for Board of Directors	Mgmt	For	For	For

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Rene Obermann as Non-Executive Director	Mgmt	For	For	For
10	Reelect Victor Chu as Non-Executive Director	Mgmt	For	For	For
11	Reelect Jean-Pierre Clamadiou as Non-Executive Director	Mgmt	For	For	For
12	Reelect Amparo Moraleda as Non-Executive Director	Mgmt	For	For	For
13	Elect Feiyu Xu as Non-Executive Director	Mgmt	For	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/10/2024

Country: Germany

Ticker: DTE

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 251,298

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 0.77 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Telekom 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 the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/10/2024

Country: Netherlands

Ticker: AD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: N0074E105

Shares Voted: 60,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Management Board (Non-Voting)	Mgmt			
2.2	Discussion on Company's Corporate Governance Structure	Mgmt			
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.4	Adopt Financial Statements	Mgmt	For	For	For
2.5	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	For	For	For
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	For	For	For
5.4	Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	For	For	For
5.5	Elect Laura Miller to Supervisory Board	Mgmt	For	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
7.4	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/10/2024

Country: Switzerland

Ticker: ZURN

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 1,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For

Zurich Insurance Group AG

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

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	
1.2	Approve Remuneration Report	Mgmt	For	For	
1.3	Approve Sustainability Report	Mgmt	For	For	
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	
4.1.i	Reelect Monica Maechler as Director	Mgmt	For	For	
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	For	For	
4.1.k	Reelect Peter Maurer as Director	Mgmt	For	For	
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	
4.1.n	Elect John Rafter as Director	Mgmt	For	For	
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	
6	Transact Other Business (Voting)	Mgmt	For	Against	

AstraZeneca PLC

Meeting Date: 04/11/2024 **Country:** United Kingdom **Ticker:** AZN
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: G0593M107

Shares Voted: 2,617,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5h	Elect Anna Manz as Director	Mgmt	For	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this item is warranted: * The new maximum pay opportunities, especially a new LTIP maximum of 850% of salary, represent a substantial pay adjustment which positions executive pay very significantly above the Company's FTSE 10 peers. Bonus opportunities are increased simultaneously, further increasing variable pay. * The proposed variable incentive repositioning follows a trend of large increases to potential pay every policy year and represents the opportunity of an additional 3.5x salary since 2020 (although the growth of the Company in market cap, revenue, and TSR since 2020 is also recognised). The merits of the Company's rationale are acknowledged: AstraZeneca undoubtedly has a global reach, is in a high-paying sector, and is led by a very highly regarded CEO. However, the degree by which the new opportunity exceeds FTSE peers is very high, to the extent that support is not recommended.*

8	Amend Performance Share Plan 2020	Mgmt	For	Against	Against
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*Voting Policy Rationale: A vote AGAINST this item is warranted: * The new LTIP maximum of 850% of salary represents a significant pay adjustment which positions executive pay significantly above the Company's FTSE 10 peers.*

9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Dow Inc.

Meeting Date: 04/11/2024

Country: USA

Ticker: DOW

Record Date: 02/15/2024

Meeting Type: Annual

Primary Security ID: 260557103

Shares Voted: 155,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	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	Provide Right to Act by Written Consent	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>					
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enable shareholders to more effectively evaluate the company's efforts to address a potential decrease in the demand for virgin plastics and its corresponding financial implications.</i>					

Julius Baer Gruppe AG

Meeting Date: 04/11/2024

Country: Switzerland

Ticker: BAER

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: H4414N103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.7 Million	Mgmt	For	For	For
4.2.1	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2024	Mgmt	For	For	For
4.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14.8 Million for Fiscal Year 2025	Mgmt	For	For	For
4.2.3	Approve Supplementary Remuneration of Executive Committee for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For	For
5.1.2	Reelect Richard Campbell-Breeden as Director	Mgmt	For	For	For
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For	For	For
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For	For	For
5.1.5	Reelect Tomas Muina as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For	For	For
5.2.1	Elect Bruce Fletcher as Director	Mgmt	For	For	For
5.2.2	Elect Andrea Sambo as Director	Mgmt	For	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.2	Appoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For	For
8	Approve Creation of CHF 460,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Royal Bank of Canada

Meeting Date: 04/11/2024 **Country:** Canada **Ticker:** RY
Record Date: 02/13/2024 **Meeting Type:** Annual
Primary Security ID: 780087102

Shares Voted: 99,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Amanda Norton	Mgmt	For	For	For

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Barry Perry	Mgmt	For	For	For
1.10	Elect Director Maryann Turcke	Mgmt	For	For	For
1.11	Elect Director Thierry Vandal	Mgmt	For	For	For
1.12	Elect Director Frank Vettese	Mgmt	For	For	For
1.13	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
1	SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios	SH	Against	Against	Against
2	SP 2: Report on Impact of Oil and Gas Divestment	SH	Against	Against	Against
3	SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against	Against
4	SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
<p><i>Voting Policy Rationale: Vote FOR this shareholder proposal. Similar to last year, the bank will be holding its 2024 annual shareholder meeting in hybrid format. However, in its response, the board indicates that despite its current hybrid meeting format, virtual-only meetings may support the bank's environmental objectives, reduce costs associated with annual shareholder meetings, provide shareholders with the same rights and opportunities, and increase flexibility. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, especially when combined with a physical meeting, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. Furthermore, if unforeseen circumstances arise, companies governed by the Bank Act can hold a virtual meeting in lieu of an in-person meeting by obtaining a court order. In the absence of any extenuating circumstances preventing the bank from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i></p>					
5	SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
6	SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	Against	Against
7	SP 7: Advisory Vote on Environmental Policies	SH	Against	Against	Against

Telefonica SA

Meeting Date: 04/11/2024

Country: Spain

Ticker: TEF

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 879382109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Reelect Isidro Faine Casas as Director	Mgmt	For	For	For
4.2	Reelect Jose Javier Echenique Landiribar as Director	Mgmt	For	For	For
4.3	Reelect Peter Loscher as Director	Mgmt	For	For	For
4.4	Reelect Veronica Maria Pascual Boe as Director	Mgmt	For	For	For
4.5	Reelect Claudia Sender Ramirez as Director	Mgmt	For	For	For
4.6	Ratify Appointment of and Elect Solange Sobral Targa as Director	Mgmt	For	For	For
4.7	Ratify Appointment of and Elect Alejandro Reynal Ample as Director	Mgmt	For	For	For
5	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 04/12/2024

Country: Italy

Ticker: UCG

Record Date: 04/03/2024

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Management	Mgmt	For	For	For
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Meeting Date: 04/16/2024

Country: Netherlands

Ticker: STLAM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: N82405106

Shares Voted: 59,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * Concerns are raised regarding the CEO's realized pay package amounting to EUR 42 million, which appears excessive according to ISS-selected peers and European standards, and is considered high even when compared to the company's own selected US peers. The package is 6.77x ISS peer median. * The excessive quantum of the package is largely driven by the so-called 'transformation incentive' of EUR 10 million which is a one-off additional cash incentive, whereas the existing package is not considered uncompetitive and should already aim to retain and reward the CEO; * Concerns are raised with regard to the generous benefit package for the executive chair (personal use of aircraft) and CEO (tax equalization without clear disclosure and pension contributions of EUR 1.9 million). * Furthermore, minor concerns are raised on the lack of disclosure on a portion of 15 percent of STI performance metrics related to non-financials regarding actual achievement and payout. It is noted that we recognize and acknowledge the exceptional context of this reward including: * The company's global footprint (with 75 percent of profit stemming from outside EU and 53 percent originating from the US) and size (Stellantis grew among the top 10 largest companies in Europe based on revenue). * Since the FCA/PSA merger in 2021, the company successfully delivered and outperformed on synergy goals, and is currently outperforming market expectations. We note also that the company was responsive to shareholder feedback from the prior year and improved the ongoing pay-for-performance framework and transparency of the pay program. * The market is generally appreciative of the company's financial performance and transformation, and the pay package is recognizing strong performance. However, pay is considered excessive even in this context.</i></p>					
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Sulzer AG

Meeting Date: 04/16/2024 **Country:** Switzerland **Ticker:** SUN
Record Date: **Meeting Type:** Annual
Primary Security ID: H83580284

Shares Voted: 4,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.75 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.5 Million	Mgmt	For	For	For
6.1	Reelect Suzanne Thoma as Director and Board Chair	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1 – 6.2.6) A vote AGAINST Suzanne Thoma is warranted because the combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. A vote AGAINST the incumbent nomination committee chair, Per Utnegaard, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
6.2.1	Reelect David Metzger as Director	Mgmt	For	For	For
6.2.2	Reelect Alexey Moskov as Director	Mgmt	For	For	For
6.2.3	Reelect Markus Kammuller as Director	Mgmt	For	For	For
6.2.4	Reelect Prisca Havranek-Kosicek as Director	Mgmt	For	For	For
6.2.5	Reelect Hariolf Kottmann as Director	Mgmt	For	For	For

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.6	Reelect Per Utnegaard as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1 – 6.2.6) A vote AGAINST Suzanne Thoma is warranted because the combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. A vote AGAINST the incumbent nomination committee chair, Per Utnegaard, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
7.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Markus Kammueller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Hariolf Kottman as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

U.S. Bancorp

Meeting Date: 04/16/2024

Country: USA

Ticker: USB

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 902973304

Shares Voted: 168,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1i	Elect Director Richard P. McKenney	Mgmt	For	For	For
1j	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1k	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For
1m	Elect Director Scott W. Wine	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/17/2024

Country: USA

Ticker: ADBE

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 39,589

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

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against

Hunting Plc

Meeting Date: 04/17/2024 **Country:** United Kingdom **Ticker:** HTG
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: G46648104

Shares Voted: 131,109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted as the Company is introducing restricted shares into its long term incentive framework without making any reduction in award opportunity to offset the increased certainty of award payout.</i>					
3	Approve Performance Share Plan	Mgmt	For	For	Against
4	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted because EDs' salaries are to be increased by 8.5% (3.5% over the average of the workforce) and the Company has provided limited rationale for these increases. Increases will materially impact pay opportunity, with concerns further compounded by the introduction of restricted shares.</i>					
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Margaret Amos as Director	Mgmt	For	For	For
7	Re-elect Annell Bay as Director	Mgmt	For	For	For
8	Re-elect Stuart Brightman as Director	Mgmt	For	For	For
9	Re-elect Carol Chesney as Director	Mgmt	For	For	For
10	Re-elect Bruce Ferguson as Director	Mgmt	For	For	For
11	Re-elect Paula Harris as Director	Mgmt	For	For	For
12	Re-elect Jim Johnson as Director	Mgmt	For	For	For

Hunting Plc

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

Royal KPN NV

Meeting Date: 04/17/2024

Country: Netherlands

Ticker: KPN

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: N4297B146

Shares Voted: 197,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Discussion on Company's Corporate Governance Structure	Mgmt			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
13	Notification of the Intended Reappointments of Farwerck, Figee, Garssen and Snoep to Management Board	Mgmt			
14	Discuss Composition of the Supervisory Board	Mgmt			
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

Viscofan SA

Meeting Date: 04/17/2024

Country: Spain

Ticker: VIS

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: E97579192

Shares Voted: 1,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6	Approve Scrip Dividends	Mgmt	For	For	For
7	Approve Scrip Dividends	Mgmt	For	For	For

Viscofan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
10	Fix Number of Directors at 10	Mgmt	For	For	For
11	Reelect Santiago Domecq Bohorquez as Director	Mgmt	For	For	For
12	Ratify Appointment of and Elect Veronica Pascual Boe as Director	Mgmt	For	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For	For
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Beiersdorf AG

Meeting Date: 04/18/2024 **Country:** Germany **Ticker:** BEI
Record Date: 03/27/2024 **Meeting Type:** Annual
Primary Security ID: D08792109

Shares Voted: 9,588

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 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.</i></p>					
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.</i></p>					
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.</i></p>					
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Carrier Global Corporation

Meeting Date: 04/18/2024 **Country:** USA **Ticker:** CARR
Record Date: 02/27/2024 **Meeting Type:** Annual
Primary Security ID: 14448C104

Shares Voted: 139,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
1h	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1i	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1j	Elect Director Beth A. Wozniak	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	Report on Lobbying Payments and Policy	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024 **Country:** France **Ticker:** MC
Record Date: 04/16/2024 **Meeting Type:** Annual/Special
Primary Security ID: F58485115

Shares Voted: 17,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.2 percent vs 50 percent recommended) (Items 5, 7 and 8). * Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure (Items 5, 7 and 8). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 6).</i></p>					
6	Elect Henri de Castries as Director	Mgmt	For	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.2 percent vs 50 percent recommended) (Items 5, 7 and 8). * Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure (Items 5, 7 and 8). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 6).</i></p>					
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.2 percent vs 50 percent recommended) (Items 5, 7 and 8). * Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure (Items 5, 7 and 8). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 6).</i></p>					
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company. * the limited perimeter used for the pay ratio.</i></p>					
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>					
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>					
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</i></p>					

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</i></p>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The performance conditions are vague. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i></p>					
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: NESN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 165,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	For	For
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	For	For
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposal	Mgmt			
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against	Against
	Management Proposal	Mgmt			
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

SEGRO PLC

Meeting Date: 04/18/2024 **Country:** United Kingdom **Ticker:** SGRO
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: G80277141

Shares Voted: 4,536,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Andy Harrison as Director	Mgmt	For	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
9	Re-elect Simon Fraser as Director	Mgmt	For	For	For
10	Re-elect David Sleath as Director	Mgmt	For	For	For
11	Re-elect Linda Yueh as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For

SEGR0 PLC

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

Siemens Healthineers AG

Meeting Date: 04/18/2024

Country: Germany

Ticker: SHL

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 33,635

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 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Corporate Purpose	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Ralf Thomas, Veronika Bienert, Roland Busch, Peter Koerte, and Nathalie von Siemens are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Ralf Thomas and Veronika Bienert, are further warranted because of the failure to establish a sufficiently independent committee. Votes AGAINST: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, and Dow Wilson are warranted because their proposed terms of office exceed four years. Votes FOR the independent nominees, Marion Helmes and Karl-Heinz Streibich, are warranted due to a lack of governance concerns.</i></p>					

The Toronto-Dominion Bank

Meeting Date: 04/18/2024 **Country:** Canada **Ticker:** TD
Record Date: 02/20/2024 **Meeting Type:** Annual/Special
Primary Security ID: 891160509

Shares Voted: 17,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Cherie L. Brant	Mgmt	For	For	For
1.3	Elect Director Amy W. Brinkley	Mgmt	For	For	For
1.4	Elect Director Brian C. Ferguson	Mgmt	For	For	For
1.5	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.7	Elect Director John B. MacIntyre	Mgmt	For	For	For
1.8	Elect Director Karen E. Maidment	Mgmt	For	For	For
1.9	Elect Director Keith G. Martell	Mgmt	For	For	For

The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Bharat B. Masrani	Mgmt	For	For	For
1.11	Elect Director Claude Mongeau	Mgmt	For	For	For
1.12	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.13	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.14	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.15	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Increase in Maximum Aggregate Remuneration of Directors	Mgmt	For	For	For
5	Approve Other By-law No. 1 Amendments	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
6	SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against	Against
7	SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets	SH	Against	Against	Against
8	SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives	SH	Against	Against	Against
9	SP 4: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
10	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	Against
11	SP 6: Report on Impact of Oil and Gas Divestment	SH	Against	Against	Against
12	SP 7: Report on All Out-of-Court Settlements	SH	Against	Against	Against
13	SP 8: Establish an All Out-of-Court Settlements Committee	SH	Against	Against	Against
14	SP 9: Provide All Employees the Same Amount of Benefit Credits	SH	Against	Against	Against

Ascential Plc

Meeting Date: 04/22/2024

Country: United Kingdom

Ticker: ASCL

Record Date: 04/18/2024

Meeting Type: Special

Primary Security ID: G0519G101

Shares Voted: 688,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares in Connection with a Tender Offer	Mgmt	For	For	For
2	Approve Share Consolidation	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/22/2024

Country: USA

Ticker: AVGO

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: 11135F101

Shares Voted: 23,892

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

Voting Policy Rationale: The compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote. However, there are pay magnitude and structure concerns that underscore a pay-for-performance misalignment. The CEO and NEO were awarded front-loaded equity awards that cover five years of incentive pay; the awards are entirely performance-conditioned and linked to far-reaching stock price hurdles, although the magnitude is outsized and locks in high pay opportunities over a prolonged period. There are also other pay design concerns identified, including a complex regular performance LTI design. In light of these concerns, a vote AGAINST this proposal is warranted.

Meeting Date: 04/22/2024

Country: Netherlands

Ticker: INGA

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: N4578E595

Shares Voted: 330,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Discussion on Company's Corporate Governance Structure	Mgmt			
2D	Approve Remuneration Report	Mgmt	For	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	For	For	For
6A	Approve Remuneration Policy of the Executive Board	Mgmt	For	For	For
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	For	For	For
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	For	For	For
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	For	For	For
7C	Reelect Harold Naus to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	For	For

ING Groep NV

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

Assicurazioni Generali SpA

Meeting Date: 04/23/2024 **Country:** Italy **Ticker:** G
Record Date: 04/12/2024 **Meeting Type:** Annual/Special
Primary Security ID: T05040109

Shares Voted: 92,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
3a	Amend Company Bylaws Re: Article 7.2	Mgmt	For	For	For
3b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For
3c	Amend Company Bylaws Re: Article 16.1	Mgmt	For	For	For
3d	Amend Company Bylaws Re: Article 18	Mgmt	For	For	For
3e	Amend Company Bylaws Re: Article 19.1 letter h)	Mgmt	For	For	For
3f	Amend Company Bylaws Re: Articles 28.2, 28.7, 28.13, 37.2, and 37.9	Mgmt	For	For	For
3g	Amend Company Bylaws Re: Article 28.4	Mgmt	For	For	For
3h	Amend Company Bylaws Re: Article 29.4	Mgmt	For	For	For
3i	Amend Company Bylaws Re: Articles 30.1 and 30.2	Mgmt	For	For	For
3j	Amend Company Bylaws Re: Article 32.2 letters f) g) and h)	Mgmt	For	For	For
3k	Amend Company Bylaws Re: Articles 33.1 and 33.2	Mgmt	For	For	For

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3l	Amend Company Bylaws Re: Article 34.1	Mgmt	For	For	For
	Ordinary Business	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For

AXA SA

Meeting Date: 04/23/2024 **Country:** France **Ticker:** CS
Record Date: 04/19/2024 **Meeting Type:** Annual/Special
Primary Security ID: F06106102

Shares Voted: 62,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For	For
13	Reelect Isabel Hudson as Director	Mgmt	For	For	For
14	Reelect Angelien Kemna as Director	Mgmt	For	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt			
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Benjamin Saunier as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Ordinary Business Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 04/23/2024 Country: USA Ticker: CHTR
 Record Date: 02/23/2024 Meeting Type: Annual
 Primary Security ID: 16119P108

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1b	Elect Director W. Lance Conn	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1c	Elect Director Kim C. Goodman	Mgmt	For	For	For
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	For
1f	Elect Director David C. Merritt	Mgmt	For	For	For
1g	Elect Director James E. Meyer	Mgmt	For	For	For

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Steven A. Miron	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1i	Elect Director Balan Nair	Mgmt	For	For	For
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1k	Elect Director Mauricio Ramos	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1l	Elect Director Carolyn J. Slaski	Mgmt	For	For	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting</i></p>					
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i></p>					
6	Report on Political Contributions and Expenditures	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i></p>					

L'Oreal SA

Meeting Date: 04/23/2024 **Country:** France **Ticker:** OR
Record Date: 04/19/2024 **Meeting Type:** Annual/Special
Primary Security ID: F58149133

Shares Voted: 16,721

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For	For
6	Reelect Ilham Kadri as Director	Mgmt	For	For	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NatWest Group Plc

Meeting Date: 04/23/2024 **Country:** United Kingdom **Ticker:** NWG
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: G6422B147

Shares Voted: 7,344,110

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 Rick Haythornthwaite as Director	Mgmt	For	For	For
5	Elect Paul Thwaite as Director	Mgmt	For	For	For
6	Re-elect Katie Murray as Director	Mgmt	For	For	For
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	For
8	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
10	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
11	Re-elect Stuart Lewis as Director	Mgmt	For	For	For
12	Re-elect Mark Seligman as Director	Mgmt	For	For	For
13	Re-elect Lena Wilson as Director	Mgmt	For	For	For
14	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Approve Amendments to Directed Buyback Contract	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For
27	Approve Employee Share Plan	Mgmt	For	For	For
28	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For

Taylor Wimpey Plc

Meeting Date: 04/23/2024 **Country:** United Kingdom **Ticker:** TW
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: G86954107

Shares Voted: 5,276,561

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Robert Noel as Director	Mgmt	For	For	For
4	Re-elect Jennie Daly as Director	Mgmt	For	For	For

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Chris Carney as Director	Mgmt	For	For	For
6	Re-elect Humphrey Singer as Director	Mgmt	For	For	For
7	Re-elect Irene Dorner as Director	Mgmt	For	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Scilla Grimble as Director	Mgmt	For	For	For
10	Re-elect Mark Castle as Director	Mgmt	For	For	For
11	Re-elect Clodagh Moriarty as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Truist Financial Corporation

Meeting Date: 04/23/2024

Country: USA

Ticker: TFC

Record Date: 02/15/2024

Meeting Type: Annual

Primary Security ID: 89832Q109

Shares Voted: 217,623

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For

Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Dallas S. Clement	Mgmt	For	For	For
1e	Elect Director Patrick C. Graney, III	Mgmt	For	For	For
1f	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1g	Elect Director Donna S. Morea	Mgmt	For	For	For
1h	Elect Director Charles A. Patton	Mgmt	For	For	For
1i	Elect Director William H. Rogers, Jr	Mgmt	For	For	For
1j	Elect Director Thomas E. Skains	Mgmt	For	For	For
1k	Elect Director Laurence Stein	Mgmt	For	For	For
1l	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1m	Elect Director Steven C. Voorhees	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i></p>					
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Anheuser-Busch InBev SA/NV

Meeting Date: 04/24/2024 **Country:** Belgium **Ticker:** ABI
Record Date: 04/10/2024 **Meeting Type:** Annual
Primary Security ID: B639CJ108

Shares Voted: 52,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
A.1	Receive Directors' Reports (Non-Voting)	Mgmt			

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.2	Receive Auditors' Reports (Non-Voting)	Mgmt			
A.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
A.5	Approve Discharge of Directors	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.a	Reelect Michele Burns as Independent Director	Mgmt	For	For	For
A.7.b	Reelect Paul Cornet de Ways Ruart as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
A.7.c	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
A.7.d	Reelect Paulo Lemann as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
A.7.e	Reelect Alexandre Van Damme as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
A.7.f	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.7.g	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
A.7.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Michele Burns is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the elections of Martin Barrington, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, Paulo Alberto Lemann, Salvatore Mancuso, Alejandro Santo Domingo Davila, and Alexandre Van Damme is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
A.8	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For
A.9	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted, because: * A lack of disclosure of the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * In 2023, the non-executive directors real pay is substantially higher than that of peers. * The company did not provide any response regarding the dissent on remuneration report (vote AGM 2023), in deviation of SRD II reporting requirements; * The volume of awards under the long term incentive plan is beyond 5 percent of the company's current issued share capital.</i></p>					
B.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/24/2024 **Country:** Netherlands **Ticker:** ASML
Record Date: 03/27/2024 **Meeting Type:** Annual
Primary Security ID: N07059202

Shares Voted: 24,956

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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For	For
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Meeting Date: 04/24/2024

Country: Sweden

Ticker: ASSA.B

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: W0817X204

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Johan Hjertsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	For	Against	Do Not Vote
17	Close Meeting	Mgmt			

Atlas Copco AB

Meeting Date: 04/24/2024

Country: Sweden

Ticker: ATCO.A

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: W1R924252

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b2	Approve Discharge of Staffan Bohman	Mgmt	For	For	Do Not Vote
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
8.b4	Approve Discharge of Helene Mellquist	Mgmt	For	For	Do Not Vote
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	Do Not Vote
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	Do Not Vote
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	Do Not Vote
8.b8	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	Do Not Vote
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	Do Not Vote
8.b11	Approve Discharge of Benny Larsson	Mgmt	For	For	Do Not Vote
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	Do Not Vote
8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	For	For	Do Not Vote
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	Do Not Vote
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	Do Not Vote
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For	Do Not Vote
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Do Not Vote
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For	Do Not Vote
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Against	Do Not Vote
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	Do Not Vote
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Do Not Vote
10.b1	Elect Vagner Rego as New Director	Mgmt	For	For	Do Not Vote
10.b2	Elect Karin Radstrom as New Director	Mgmt	For	For	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Do Not Vote
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.a	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
12.c	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	Do Not Vote
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For	Do Not Vote
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	Do Not Vote
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	Mgmt	For	For	Do Not Vote
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	Do Not Vote
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	Mgmt	For	For	Do Not Vote
14	Close Meeting	Mgmt			

Bank of America Corporation

Meeting Date: 04/24/2024

Country: USA

Ticker: BAC

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 748,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Clayton S. Rose	Mgmt	For	For	For
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.</i></p>					
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.</i></p>					
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Measuring and disclosing this statistic will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.</i></p>					
8	Provide Right to Act by Written Consent	SH	Against	Against	Against

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i>					
10	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

British American Tobacco plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: BATS

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G1510J102

Shares Voted: 2,074,753

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	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	For	For
6	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
7	Re-elect Kandy Anand as Director	Mgmt	For	For	For
8	Re-elect Karen Guerra as Director	Mgmt	For	For	For
9	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
10	Re-elect Veronique Laury as Director	Mgmt	For	For	For
11	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
12	Elect Murray Keller as Director	Mgmt	For	For	For
13	Elect Serpil Timuray as Director	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bunzl Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: BNZL

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G16968110

Shares Voted: 335,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
7	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
8	Re-elect Vin Murria as Director	Mgmt	For	For	For
9	Re-elect Pam Kirby as Director	Mgmt	For	For	For
10	Re-elect Jacky Simmonds as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Long Term Incentive Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Bunzl Plc

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

Canadian Pacific Kansas City Limited

Meeting Date: 04/24/2024 **Country:** Canada **Ticker:** CP
Record Date: 03/12/2024 **Meeting Type:** Annual
Primary Security ID: 13646K108

Shares Voted: 115,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Management Advisory Vote on Climate Change	Mgmt	For	For	For
4.1	Elect Director John Baird	Mgmt	For	For	For
4.2	Elect Director Isabelle Courville	Mgmt	For	For	For
4.3	Elect Director Keith E. Creel	Mgmt	For	For	For
4.4	Elect Director Antonio Garza	Mgmt	For	For	For
4.5	Elect Director Edward R. Hamberger	Mgmt	For	For	For
4.6	Elect Director Janet H. Kennedy	Mgmt	For	For	For
4.7	Elect Director Henry J. Maier	Mgmt	For	For	For
4.8	Elect Director Matthew H. Paull	Mgmt	For	For	For
4.9	Elect Director Jane L. Peverett	Mgmt	For	For	For
4.10	Elect Director Andrea Robertson	Mgmt	For	For	For
4.11	Elect Director Gordon T. Trafton	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
5	SP 1: Adopt a Paid Sick Leave Policy	SH	Against	Against	Against

Croda International Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: CRDA

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G25536155

Shares Voted: 456,811

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 Chris Good as Director	Mgmt	For	For	For
5	Elect Danuta Gray as Director	Mgmt	For	For	For
6	Re-elect Louisa Burdett as Director	Mgmt	For	For	For
7	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
8	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
9	Re-elect Steve Foots as Director	Mgmt	For	For	For
10	Re-elect Julie Kim as Director	Mgmt	For	For	For
11	Re-elect Keith Layden as Director	Mgmt	For	For	For
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
13	Re-elect John Ramsay as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Amendment to the Performance Share Plan 2014	Mgmt	For	For	For

Intesa Sanpaolo SpA

Meeting Date: 04/24/2024 **Country:** Italy **Ticker:** ISP
Record Date: 04/15/2024 **Meeting Type:** Annual/Special
Primary Security ID: T55067101

Shares Voted: 1,218,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For	For
3a	Authorize Share Repurchase Program	Mgmt	For	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Primary Health Properties Plc

Meeting Date: 04/24/2024 **Country:** United Kingdom **Ticker:** PHP
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: G7240B186

Shares Voted: 283,346

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

Primary Health Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Dividend Policy	Mgmt	For	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Harry Hyman as Director	Mgmt	For	For	For
8	Re-elect Richard Howell as Director	Mgmt	For	For	For
9	Re-elect Laure Duhot as Director	Mgmt	For	For	For
10	Re-elect Ian Krieger as Director	Mgmt	For	For	For
11	Re-elect Ivonne Cantu as Director	Mgmt	For	For	For
12	Elect Mark Davies as Director	Mgmt	For	For	For
13	Elect Bandhana Rawal as Director	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

The PNC Financial Services Group, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: PNC

Record Date: 02/02/2024

Meeting Type: Annual

Primary Security ID: 693475105

Shares Voted: 48,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For

The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director William S. Demchak	Mgmt	For	For	For
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1h	Elect Director Renu Khator	Mgmt	For	For	For
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1l	Elect Director Bryan S. Salesky	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Risk Management and Implementation of Human Rights Statement	SH	Against	Against	Against

UBS Group AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: UBSG

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 207,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
7.11	Reelect Jeanette Wong as Director	Mgmt	For	For	For
7.12	Elect Gail Kelly as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For	For
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	None	Against	Against

Akzo Nobel NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: AKZA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N01803308

Shares Voted: 31,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure	Mgmt			
3a	Adopt Financial Statements	Mgmt	For	For	For
3b	Discuss on the Company's Dividend Policy	Mgmt			
3c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3d	Approve Remuneration Report	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Amend Remuneration Policy of Management Board	Mgmt	For	For	For
5b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
6a	Elect J.M. de Bakker to Supervisory Board	Mgmt	For	For	For
6b	Elect U. Wolf to Supervisory Board	Mgmt	For	For	For

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6c	Elect W.A. Kolk to Supervisory Board	Mgmt	For	For	For
6d	Reelect B.E. Grote to Supervisory Board	Mgmt	For	For	For
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Close Meeting	Mgmt			

BASF SE

Meeting Date: 04/25/2024

Country: Germany

Ticker: BAS

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: D06216317

Shares Voted: 84,541

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 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For	For

BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Kurt Bock to the supervisory board is warranted because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. Votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i></p>					
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	For	For
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	For	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

BP Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: BP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G12793108

Shares Voted: 31,904,687

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	Re-elect Helge Lund as Director	Mgmt	For	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Melody Meyer as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For

BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Scrip Dividend Programme	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

CLS Holdings Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: CLI

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G2212D187

Shares Voted: 2,681,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lennart Sten as Director	Mgmt	For	For	For

CLS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Anna Seeley as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 4, and 6-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 5 and 11 A vote AGAINST the re-election of Anna Seeley, and Bengt Mortstedt is warranted because: * The Directors are non-independent NEDs and, as in the previous year, the Board's composition is not compliant with the Code for a company of this size.</i></p>					
6	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For
7	Re-elect Andrew Kirkman as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For
9	Re-elect Bill Holland as Director	Mgmt	For	For	For
10	Elect Eva Lindqvist as Director	Mgmt	For	For	For
11	Re-elect Bengt Mortstedt as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 4, and 6-10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 5 and 11 A vote AGAINST the re-election of Anna Seeley, and Bengt Mortstedt is warranted because: * The Directors are non-independent NEDs and, as in the previous year, the Board's composition is not compliant with the Code for a company of this size.</i></p>					
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Coventry Building Society

Meeting Date: 04/25/2024 **Country:** United Kingdom **Ticker:** CVBP
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: G2479PHJ7

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	
2	Approve Remuneration Report	Mgmt	For	Refer	
3	Reappoint PricewaterhouseCoopers UK as Auditors	Mgmt	For	Refer	

Coventry Building Society

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Iraj Amiri as Director	Mgmt	For	Refer	
5	Re-elect Stephen Hughes as Director	Mgmt	For	Refer	
6	Re-elect Joanne Kenrick as Director	Mgmt	For	Refer	
7	Re-elect Shamira Mohammed as Director	Mgmt	For	Refer	
8	Re-elect Brendan O'Connor as Director	Mgmt	For	Refer	
9	Re-elect Lee Raybould as Director	Mgmt	For	Refer	
10	Re-elect Martin Stewart as Director	Mgmt	For	Refer	
11	Re-elect David Thorburn as Director	Mgmt	For	Refer	

Danone SA

Meeting Date: 04/25/2024

Country: France

Ticker: BN

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F12033134

Shares Voted: 60,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For	For
9	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights Ordinary Business	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 04/25/2024

Country: Luxembourg

Ticker: ERF

Record Date: 04/11/2024

Meeting Type: Annual/Special

Primary Security ID: L31839134

Shares Voted: 2,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted, because: * the company introduced non-performance based LTI awards for stock options (50 percent of LTI) * The TSR performance measurement allows for vesting for below median performance.</i>				
10	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted, because the proposed remuneration report is below par in relation to market standards, particularly with regard to disclosure of the performance achievement of non-financial metrics for the STI award, which does not allow shareholders to assess the stringency of the total STI payout. Furthermore, we note that 50 percent of the LTI award is not performance based (stock options). We do note that the company improved disclosure regarding the actual STI payout for other executives, performance targets and achievement of STI financial metrics and the actual 2023 LTI grant (RSUs and stock options). Considering the disclosure being below par and not sufficient to fully understand the alignment between pay and performance and the rigor of target setting, support is not warranted.</i>				
11	Reelect Gilles Martin as Executive Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote FOR the elections of Pascal Rakovsky, Valerie Hanote, Patrizia Luchetta, Erica Monfardini and Evie Roos is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the reelection of Gilles Martin is warranted, because the nominee combines the functions of chairman and CEO. Furthermore, we raise concerns regarding the reelection of Gilles Martin due to the company maintaining a share structure with unequal voting rights. A vote AGAINST the election of Yves-Loic Martin is warranted due to the company maintaining a share structure with unequal voting rights.</i>				
12	Reelect Yves-Loic Martin as Non-Executive Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote FOR the elections of Pascal Rakovsky, Valerie Hanote, Patrizia Luchetta, Erica Monfardini and Evie Roos is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the reelection of Gilles Martin is warranted, because the nominee combines the functions of chairman and CEO. Furthermore, we raise concerns regarding the reelection of Gilles Martin due to the company maintaining a share structure with unequal voting rights. A vote AGAINST the election of Yves-Loic Martin is warranted due to the company maintaining a share structure with unequal voting rights.</i>				
13	Reelect Valerie Hanote as Executive Director	Mgmt	For	For	For
14	Reelect Pascal Rakovsky as Non-Executive Director	Mgmt	For	For	For
15	Reelect Patrizia Luchetta as Non-Executive Director	Mgmt	For	For	For
16	Reelect Evie Roos as Non-Executive Director	Mgmt	For	For	For
17	Elect Erica Monfardini as Non-Executive Director	Mgmt	For	For	For
18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For	For
19	Approve Attendance Fees of Directors	Mgmt	For	For	For
20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For	For
21	Approve Share Repurchase Program	Mgmt	For	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
2	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because it allows the company to issue shares without preemptive rights in excess of the 10 percent of the issued share capital.</i></p>					
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Fastenal Company

Meeting Date: 04/25/2024

Country: USA

Ticker: FAST

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 77,230

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

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement for Business Combinations	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to continue to seek removal of supermajority voting requirements if Item 4 is not approved.

Fugro NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: FUR

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N3385Q312

Shares Voted: 53,436

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3a	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3b	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements	Mgmt	For	For	For
5	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
6a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6b	Approve Dividends	Mgmt	For	For	For
7a	Approve Discharge of Management Board	Mgmt	For	For	For
7b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
9a	Reelect Sjoerd S. Vollebregt to Supervisory Board	Mgmt	For	For	For
9b	Reelect Ron Mobed to Supervisory Board	Mgmt	For	For	For

Fugro NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c	Reelect Antonio J. Campo to Supervisory Board	Mgmt	For	For	For
10	Ratify Deloitte as Auditors	Mgmt	For	For	For
11a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
11b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Hammerson Plc

Meeting Date: 04/25/2024 **Country:** United Kingdom **Ticker:** HMSO
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: G4273Q164

Shares Voted: 29,122,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Habib Annous as Director	Mgmt	For	For	For
5	Re-elect Meka Brunel as Director	Mgmt	For	For	For
6	Re-elect Mike Butterworth as Director	Mgmt	For	For	For
7	Re-elect Rita-Rose Gagne as Director	Mgmt	For	For	For
8	Re-elect Adam Metz as Director	Mgmt	For	For	For
9	Re-elect Robert Noel as Director	Mgmt	For	For	For
10	Re-elect Himanshu Raja as Director	Mgmt	For	For	For
11	Re-elect Carol Welch as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Hammerson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: HEIA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N39427211

Shares Voted: 33,765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt			
1c	Approve Remuneration Report	Mgmt	For	For	For
1d	Adopt Financial Statements	Mgmt	For	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/25/2024

Country: USA

Ticker: JNJ

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 204,885

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

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH			

Kering SA

Meeting Date: 04/25/2024

Country: France

Ticker: KER

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Shares Voted: 6,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For	For
6	Elect Rachel Duan as Director	Mgmt	For	For	For
7	Elect Giovanna Melandri as Director	Mgmt	For	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: The lack of disclosure surrounding this transaction merits a vote AGAINST this proposal. In addition, it compromises Maureen Chiquet's capacity as independent board director.</i>					
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Extraordinary Business	Mgmt			
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Due to the lack of disclosure regarding the performance conditions pertaining to beneficiaries other than the CEO (in particular, executive committee members or assimilates), a vote AGAINST is warranted.</i>					
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

London Stock Exchange Group plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: LSEG

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G5689U103

Shares Voted: 790,588

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

London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
9	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For
15	Elect Michel-Alain Proch as Director	Mgmt	For	For	For
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Equity Incentive Plan	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/25/2024

Country: Germany

Ticker: MUV2

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 1,145

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 15.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Nikolaus von Bomhard to the supervisory board is warranted because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. Votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i></p>					
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For	For
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Shares Voted: 0

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 15.00 per Share	Mgmt	For	For	
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	For	
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	For	
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	For	
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	For	
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	For	
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	For	
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	For	
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	For	
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	For	
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	For	
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	For	
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	For	
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	For	
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	For	
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	For	
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	For	
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	For	
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	For	
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	For	
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	For	
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	For	
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	For	
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	For	
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	For	
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	For	
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	For	
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Against	
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	For	
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	For	
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	For	
7.5	Elect Renata Bruenger to the Supervisory Board	Mgmt	For	For	
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	For	
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For	
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For	
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	For	
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	

Pfizer Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: PFE

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 656,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayan	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	For
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	Against	Against
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

RELX Plc

Meeting Date: 04/25/2024 **Country:** United Kingdom **Ticker:** REL
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: G7493L105

Shares Voted: 3,912,251

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For

RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 04/25/2024

Country: Finland

Ticker: SAMPO

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: X75653232

Shares Voted: 43,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.80 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

Sampo Oyj

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 235,000 for Chair, EUR 135,000 for Vice Chairman and EUR 104,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Mgmt	For	For	For
15	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Ratify Deloitte as Auditor and Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Authorize Board of Directors to Resolve upon a Share Issue without Payment	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Schroders Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: SDR

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G78602144

Shares Voted: 753,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	Against
4	Elect Iain Mackay as Director	Mgmt	For	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Richard Oldfield as Director	Mgmt	For	For	For
6	Elect Annette Thomas as Director	Mgmt	For	For	For
7	Elect Frederic Wakeman as Director	Mgmt	For	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
9	Re-elect Peter Harrison as Director	Mgmt	For	For	For
10	Re-elect Ian King as Director	Mgmt	For	For	For
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Waiver of Rule 9 of the Takeover Code	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

Texas Instruments Incorporated

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** TXN
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 882508104

Shares Voted: 68,205

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

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1h	Elect Director Jean M. Hobby	Mgmt	For	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For
1k	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1l	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1m	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse is small.</i></p>					
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

The Weir Group Plc

Meeting Date: 04/25/2024 **Country:** United Kingdom **Ticker:** WEIR
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: G95248137

Shares Voted: 531,636

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

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
5	Re-elect Jon Stanton as Director	Mgmt	For	For	For
6	Elect Brian Puffer as Director	Mgmt	For	For	For
7	Elect Andrew Agg as Director	Mgmt	For	For	For
8	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For	For
9	Elect Penelope Freer as Director	Mgmt	For	For	For
10	Re-elect Tracey Kerr as Director	Mgmt	For	For	For
11	Re-elect Ben Magara as Director	Mgmt	For	For	For
12	Re-elect Stephen Young as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024

Country: Belgium

Ticker: UCB

Record Date: 04/11/2024

Meeting Type: Annual/Special

Primary Security ID: B93562120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.36 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9.1.A	Elect Pierre Gurdjian as Director	Mgmt	For	For	For
9.1.B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For	For	For
9.2.A	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
9.2.B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For	For	For
9.3	Elect Charles-Antoine Janssen as Director	Mgmt	For	For	For
9.4.A	Elect Nefertiti Greene as Director	Mgmt	For	For	For
9.4.B	Indicate Nefertiti Greene as Independent Director	Mgmt	For	For	For
9.5.A	Elect Dolca Thomas as Director	Mgmt	For	For	For
9.5.B	Indicate Dolca Thomas as Independent Director	Mgmt	For	For	For
9.6.A	Elect Rodolfo Savitzky as Director	Mgmt	For	For	For
9.6.B	Indicate Rodolfo Savitzky as Independent Director	Mgmt	For	For	For
10	Ratify Mazars, Permanently Represented by Sebastien Schueremans, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
	Special Part	Mgmt			

UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Long-Term Incentive Plans	Mgmt	For	For	For
12.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For
12.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 24 August 2023	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024 **Country:** Belgium **Ticker:** UCB
Record Date: 04/11/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: B93562120

Shares Voted: 13,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders Meeting Agenda	Mgmt			
1	Receive Special Board Report	Mgmt			
2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital and Amend Article 6 of the Articles of Association	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Umicore SA

Meeting Date: 04/25/2024 **Country:** Belgium **Ticker:** UMI
Record Date: 04/11/2024 **Meeting Type:** Annual/Special
Primary Security ID: B95505184

Shares Voted: 12,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
	Ordinary Shareholders' Meeting Agenda	Mgmt			
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.2	Approve Remuneration Report	Mgmt	For	For	For
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.5	Approve Discharge of Supervisory Board Members	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.1	Reelect Thomas Leysen as Member of the Supervisory Board	Mgmt	For	For	For
A.7.2	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.7.3	Reelect Mark Garrett as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.7.4	Reelect Birgit Behrendt as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.7.5	Elect Frederic Oudea as Member of the Supervisory Board	Mgmt	For	For	For
A.7.6	Elect Philip Eykerman as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
A.9.1	Ratify EY BV, Represented by Marnix Van Dooren and Eef Naessens, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
A.9.2	Appoint EY as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Special Shareholders' Meeting Agenda	Mgmt			
B.1.1	Approve Change-of-Control Clause Re: Grant Agreement	Mgmt	For	For	For
B.1.2	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	Mgmt	For	For	For
B.1.3	Approve Change-of-Control Clause Re: Finance Contract	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/25/2024

Country: France

Ticker: VIE

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F9686M107

Shares Voted: 54,923

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Isabelle Courville as Director	Mgmt	For	For	For
6	Reelect Guillaume Texier as Director	Mgmt	For	For	For
7	Elect Julia Marton-Lefevre as Director	Mgmt	For	For	For
8	Appoint KPMG SA as Authorized Sustainability Auditors	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	For	For	For
10	Approve Compensation of Antoine Frerot, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Estelle Brachlianoff, CEO	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,088,117,500	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 362,705,833	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 362,705,833	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
25	Authorize up to 0.35 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
27	Amend Article 10 of Bylaws Re: Rights and Obligations Attached to Shares	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/26/2024

Country: USA

Ticker: ABT

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 198,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	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

Bayer AG

Meeting Date: 04/26/2024

Country: Germany

Ticker: BAYN

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: D0712D163

Shares Voted: 93,690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Bayer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect Horst Baier to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	For	For
4.3	Elect Lori Schechter to the Supervisory Board	Mgmt	For	For	For
4.4	Elect Nancy Simonian to the Supervisory Board	Mgmt	For	For	For
4.5	Elect Jeffrey Ubben to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7.2	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Affiliation Agreement with Bayer CropScience AG	Mgmt	For	For	For
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Continental AG

Meeting Date: 04/26/2024

Country: Germany

Ticker: CON

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: D16212140

Shares Voted: 18,848

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 2.20 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9.1	Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Wolfgang Reitzle, Gunter Dunkel, Klaus Rosenfeld, and Georg Schaeffler, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Klaus Rosenfeld and Georg Schaeffler, are further warranted due to the failure to establish a sufficiently independent audit committee. However, votes FOR the remaining nominees are warranted and due to a lack of governance concerns.</i></p>					
9.2	Elect Satish Khatu to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
9.3	Elect Sabine Neuss to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
9.4	Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Wolfgang Reitzle, Gunter Dunkel, Klaus Rosenfeld, and Georg Schaeffler, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Klaus Rosenfeld and Georg Schaeffler, are further warranted due to the failure to establish a sufficiently independent audit committee. However, votes FOR the remaining nominees are warranted and due to a lack of governance concerns.</i></p>					
9.5	Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Wolfgang Reitzle, Gunter Dunkel, Klaus Rosenfeld, and Georg Schaeffler, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Klaus Rosenfeld and Georg Schaeffler, are further warranted due to the failure to establish a sufficiently independent audit committee. However, votes FOR the remaining nominees are warranted and due to a lack of governance concerns.</i></p>					
9.6	Elect Dorothea von Boxberg to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.7	Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.8	Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.9	Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.10	Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Wolfgang Reitzle, Gunter Dunkel, Klaus Rosenfeld, and Georg Schaeffler, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Klaus Rosenfeld and Georg Schaeffler, are further warranted due to the failure to establish a sufficiently independent audit committee. However, votes FOR the remaining nominees are warranted and due to a lack of governance concerns.</i></p>					
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Corteva, Inc.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** CTVA
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 22052L104

Shares Voted: 153,389

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

Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

Kingspan Group Plc

Meeting Date: 04/26/2024 **Country:** Ireland **Ticker:** KRX
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: G52654103

Shares Voted: 19,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Jost Massenber as Director	Mgmt	For	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	For	For
3k	Elect Louise Phelan as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Merck KGaA

Meeting Date: 04/26/2024

Country: Germany

Ticker: MRK

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: D5357W103

Shares Voted: 8,355

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	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For	For

Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Pearson Plc

Meeting Date: 04/26/2024 **Country:** United Kingdom **Ticker:** PSON
Record Date: 04/24/2024 **Meeting Type:** Annual
Primary Security ID: G69651100

Shares Voted: 556,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Omar Abbosh as Director	Mgmt	For	For	For
4	Elect Alison Dolan as Director	Mgmt	For	For	For
5	Elect Alex Hardiman as Director	Mgmt	For	For	For
6	Re-elect Sherry Coutu as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 3-5, 7-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Sherry Coutu is considered warranted: * As Chair of the Remuneration Committee for the year under review, she is considered to be ultimately responsible for the Company's remuneration practices. The response to significant shareholder dissent received by the remuneration policy resolution at the 2023 AGM is not considered sufficient. See Item 13 for further analysis.</i></p>					
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For

Pearson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted because: * The Company's remuneration policy received significant dissent at the 2023 AGM (46% against) in light of concerns around the substantial increase in both the annual bonus and LTIP maximum opportunities. Despite the level of dissent recorded, no material actions have been taken to the remuneration arrangements to address the concerns. * Concerns remain on the subjective nature of the Co-Investment Award's performance underpins and their sufficiency and appropriateness to justify the substantial payout. It is, however, recognised that the Remuneration Committee has provided commentary in the annual report on its assessment of the performance underpins. This scheme was previously supported by majority of shareholders, albeit not without notable dissents.</i></p>					
14	Approve Save for Shares Plan	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	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

Hexagon AB

Meeting Date: 04/29/2024

Country: Sweden

Ticker: HEXA.B

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: W4R431112

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive the Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9.b	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For	Do Not Vote
9.c1	Approve Discharge of Ola Rollen	Mgmt	For	For	Do Not Vote
9.c2	Approve Discharge of Gun Nilsson	Mgmt	For	For	Do Not Vote
9.c3	Approve Discharge of Marta Schorling	Mgmt	For	For	Do Not Vote
9.c4	Approve Discharge of John Brandon	Mgmt	For	For	Do Not Vote
9.c5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	Do Not Vote
9.c6	Approve Discharge of Brett Watson	Mgmt	For	For	Do Not Vote
9.c7	Approve Discharge of Erik Huggers	Mgmt	For	For	Do Not Vote
9.c8	Approve Discharge of Ulrika Francke	Mgmt	For	For	Do Not Vote
9.c9	Approve Discharge of Henrik Henriksson	Mgmt	For	For	Do Not Vote
9c.10	Approve Discharge of Patrick Soderlund	Mgmt	For	For	Do Not Vote
9c.11	Approve Discharge of Paolo Guglielmini	Mgmt	For	For	Do Not Vote
9c.12	Approve Discharge of Ola Rollen	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair and SEK 740,000 for Other Directors	Mgmt	For	For	Do Not Vote
11.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against	Do Not Vote
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Do Not Vote

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Reelect John Brandon as Director	Mgmt	For	For	Do Not Vote
12.4	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Do Not Vote
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against	Do Not Vote
12.6	Reelect Brett Watson as Director	Mgmt	For	For	Do Not Vote
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	Do Not Vote
12.8	Elect Annika Falkengren as New Director	Mgmt	For	For	Do Not Vote
12.9	Elect Ralph Haupter as New Director	Mgmt	For	For	Do Not Vote
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against	Do Not Vote
12.11	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	Do Not Vote
13	Reelect Mikael Ek Dahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
16	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	Do Not Vote
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
19	Close Meeting	Mgmt			

Sandvik Aktiebolag

Meeting Date: 04/29/2024

Country: Sweden

Ticker: SAND

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: W74857165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Patrik Marcellius as Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10.1	Approve Discharge of Johan Molin	Mgmt	For	For	Do Not Vote
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For	Do Not Vote
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For	Do Not Vote
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	Do Not Vote
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	Do Not Vote
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For	Do Not Vote
10.8	Approve Discharge of Kai Warn	Mgmt	For	For	Do Not Vote
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For	Do Not Vote
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For	Do Not Vote
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	Do Not Vote
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For	Do Not Vote
10.13	Approve Discharge of CEO Stefan Widing	Mgmt	For	For	Do Not Vote
11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	Do Not Vote

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	Do Not Vote
14.1	Elect Susanna Schneeberger as New Director	Mgmt	For	For	Do Not Vote
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For	Do Not Vote
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For	Do Not Vote
14.4	Reelect Johan Molin as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Stefan Widing as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Kai Warn as Director	Mgmt	For	For	Do Not Vote
15	Reelect Johan Molin as Board Chair	Mgmt	For	For	Do Not Vote
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
17	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
19	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	Against	Do Not Vote
20	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
21	Close Meeting	Mgmt			

Skipton Building Society

Meeting Date: 04/29/2024

Country: United Kingdom

Ticker: SKIP

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: G8175CEY0

Skipton Building Society

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Refer	
3	Approve Remuneration Report	Mgmt	For	Refer	
4.1	Elect Paul Chambers as Director	Mgmt	For	Refer	
4.2	Elect Steven Davis as Director	Mgmt	For	Refer	
4.3	Re-elect Andrew Bottomley as Director	Mgmt	For	Refer	
4.4	Re-elect Gwyneth Burr as Director	Mgmt	For	Refer	
4.5	Re-elect Iain Cummings as Director	Mgmt	For	Refer	
4.6	Re-elect Stuart Haire as Director	Mgmt	For	Refer	
4.7	Re-elect Denis Hall as Director	Mgmt	For	Refer	
4.8	Re-elect Heather Jackson as Director	Mgmt	For	Refer	
4.9	Re-elect Mark Lund as Director	Mgmt	For	Refer	
4.10	Re-elect Philip Moore as Director	Mgmt	For	Refer	

Air Liquide SA

Meeting Date: 04/30/2024

Country: France

Ticker: AI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 33,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	For	For
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 04/30/2024 **Country:** United Kingdom **Ticker:** AAL
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: G03764134

Shares Voted: 1,167,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect John Heasley as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect Ian Tyler as Director	Mgmt	For	For	For
7	Re-elect Magali Anderson as Director	Mgmt	For	For	For
8	Re-elect Ian Ashby as Director	Mgmt	For	For	For
9	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
10	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
11	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
12	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Barrick Gold Corporation

Meeting Date: 04/30/2024

Country: Canada

Ticker: ABX

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 067901108

Shares Voted: 478,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. Mark Bristow	Mgmt	For	For	For
1.2	Elect Director Helen Cai	Mgmt	For	For	For
1.3	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1.4	Elect Director Isela A. Costantini	Mgmt	For	For	For
1.5	Elect Director Brian L. Greenspun	Mgmt	For	For	For
1.6	Elect Director J. Brett Harvey	Mgmt	For	For	For
1.7	Elect Director Anne N. Kabagambe	Mgmt	For	For	For
1.8	Elect Director Andrew J. Quinn	Mgmt	For	For	For
1.9	Elect Director M. Loreto Silva	Mgmt	For	For	For
1.10	Elect Director John L. Thornton	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
4	Commission an Independent Third Party Audit of Environmental Water Impacts	SH	Against	Against	Against

Meeting Date: 04/30/2024

Country: USA

Ticker: C

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 172967424

Shares Voted: 191,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.</i></p>					
5	Require Independent Board Chair	SH	Against	Against	For
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i></p>					
7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	SH			
8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against	Against

Constellation Energy Corporation

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** CEG
Record Date: 03/06/2024 **Meeting Type:** Annual
Primary Security ID: 21037T109

Shares Voted: 27,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1.2	Elect Director Charles L. Harrington	Mgmt	For	For	For
1.3	Elect Director Dhiaa M. Jamil	Mgmt	For	For	For
1.4	Elect Director Nneka Rimmer	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

Elementis Plc

Meeting Date: 04/30/2024 **Country:** United Kingdom **Ticker:** ELM
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: G2996U108

Shares Voted: 4,529,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Maria Ciliberti as Director	Mgmt	For	For	For
5	Elect Heejae Chae as Director	Mgmt	For	For	For

Elementis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect John O'Higgins as Director	Mgmt	For	For	For
7	Re-elect Paul Waterman as Director	Mgmt	For	For	For
8	Re-elect Ralph Hewins as Director	Mgmt	For	For	For
9	Re-elect Dorothee Deuring as Director	Mgmt	For	For	For
10	Re-elect Trudy Schoolenberg as Director	Mgmt	For	For	For
11	Re-elect Christine Soden as Director	Mgmt	For	For	For
12	Re-elect Clement Woon as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	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

ENGIE SA

Meeting Date: 04/30/2024

Country: France

Ticker: ENGI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F7629A107

Shares Voted: 66,900

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Fabrice Bregier as Director	Mgmt	For	For	For
7	Elect Michel Giannuzzi as Director	Mgmt	For	For	For
8	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For

ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17, 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 25-26 at EUR 265 Million	Mgmt	For	For	For
23	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie	Mgmt	For	For	For
28	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2024

Country: France

Ticker: EL

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F31665106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The board neglected shareholders' dissent during the last AGM by proposing once again a sharp increase in the CEO's remuneration policy for 2024.</i></p>					
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted, despite the proposed improvements, because: * For the second year in a row, the CEO's remuneration is substantially augmented without any further significant rationale compared with last year (Item 9); * The significant raise of the Vice-CEO's package is not completely convincing (Item 10); and * Improvements proposed this year are not outweighed by the lack of rationale surrounding the proposed compensation increases for both executives.</i></p>					
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted, despite the proposed improvements, because: * For the second year in a row, the CEO's remuneration is substantially augmented without any further significant rationale compared with last year (Item 9); * The significant raise of the Vice-CEO's package is not completely convincing (Item 10); and * Improvements proposed this year are not outweighed by the lack of rationale surrounding the proposed compensation increases for both executives.</i></p>					
11	Elect Francesco Milleri as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 14, 15, 16, and 19 to 22). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 12, 13, 17, and 18). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francesco Milleri (Item 11) is warranted.</i></p>					
12	Elect Paul du Saillant as Director	Mgmt	For	For	For
13	Elect Romolo Bardin as Director	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	For	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For
16	Elect Jose Gonzalo as Director	Mgmt	For	For	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	For	For
18	Elect Mario Notari as Director	Mgmt	For	For	For
19	Elect Swati Piralal as Director	Mgmt	For	For	For
20	Elect Cristina Scocchia as Director	Mgmt	For	For	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	For	For
22	Elect Andrea Zappia as Director	Mgmt	For	For	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
	Ordinary Business	Mgmt			
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** EXC
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 30161N101

Shares Voted: 87,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director Linda P. Jojo	Mgmt	For	For	For
1e	Elect Director Charisse R. Lillie	Mgmt	For	For	For
1f	Elect Director Anna Richo	Mgmt	For	For	For
1g	Elect Director Matthew Rogers	Mgmt	For	For	For
1h	Elect Director Bryan Segedi	Mgmt	For	For	For
1i	Elect Director John Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For

Exelon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR this proposal is warranted. The management proposal contains restrictions on special meeting timing and subject matter that shareholders may view as unnecessary. Should both proposals pass, an affirmative vote on the shareholder proposal will signal support for the removal of this restrictive language.</i></p>					

Hermes International SCA

Meeting Date: 04/30/2024 **Country:** France **Ticker:** RMS
Record Date: 04/26/2024 **Meeting Type:** Annual/Special
Primary Security ID: F48051100

Shares Voted: 182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.</i></p>					
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i></p>					
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * As previous years, the company remains unresponsive about last AGM's significant dissent on compensation-related items.</i></p>					

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.</i></p>					
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.</i></p>					
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted, despite the proposal to add an annual cap to the raise of the executives' fixed salary, because: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped; * Adding an annual cap to the fixed salary increases would not entirely remove those systemic issues; and * The company does not provide any rationale supporting the addition of a new pension scheme for Axel Dumas.</i></p>					
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand as non-independent nominees are warranted given the lack of independence at board level (28.6 percent vs 33.3 percent recommended) (Items 13 to 15). * In addition, votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15). * A vote FOR the reelection of Alexandre Viros as independent nominee is warranted in the absence of specific concerns (Item 16).</i></p>					
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand as non-independent nominees are warranted given the lack of independence at board level (28.6 percent vs 33.3 percent recommended) (Items 13 to 15). * In addition, votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15). * A vote FOR the reelection of Alexandre Viros as independent nominee is warranted in the absence of specific concerns (Item 16).</i></p>					
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand as non-independent nominees are warranted given the lack of independence at board level (28.6 percent vs 33.3 percent recommended) (Items 13 to 15). * In addition, votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15). * A vote FOR the reelection of Alexandre Viros as independent nominee is warranted in the absence of specific concerns (Item 16).</i></p>					
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For	For

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i></p>					
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

International Business Machines Corporation

Meeting Date: 04/30/2024

Country: USA

Ticker: IBM

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 100,216

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

International Business Machines Corporation

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	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.</i>					
7	Report on Climate Lobbying	SH	Against	For	For
<i>Voting Policy Rationale: Support FOR the proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.</i>					
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the company's adoption of science-based targets including for scope 3 emissions.</i>					

Knowles Corporation

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** KN
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 49926D109

Shares Voted: 341,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith Barnes	Mgmt	For	For	For
1b	Elect Director Erania Brackett	Mgmt	For	For	For
1c	Elect Director Daniel J. Crowley	Mgmt	For	For	For
1d	Elect Director Didier Hirsch	Mgmt	For	For	For
1e	Elect Director Ye Jane Li	Mgmt	For	For	For
1f	Elect Director Donald Macleod	Mgmt	For	For	For
1g	Elect Director Jeffrey Niew	Mgmt	For	For	For
1h	Elect Director Cheryl Shavers	Mgmt	For	For	For
1i	Elect Director Michael Wishart	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Knowles Corporation

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 Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Novonesis AS Novozymes AS

Meeting Date: 04/30/2024

Country: Denmark

Ticker: NSIS.B

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: K7317J133

Shares Voted: 0

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	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Do Not Vote
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For	Do Not Vote
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	Do Not Vote
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Do Not Vote
8.b	Reelect Sharon James as Director	Mgmt	For	For	Do Not Vote
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Do Not Vote
8.d	Reelect Lise Kaae as Director	Mgmt	For	For	Do Not Vote
8.e	Reelect Kevin Lane as Director	Mgmt	For	For	Do Not Vote

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	Do Not Vote
8.g	Reelect Kim Stratton as Director	Mgmt	For	For	Do Not Vote
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	Do Not Vote
10.b	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	Do Not Vote
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	Do Not Vote
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	Do Not Vote
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
11	Amend Remuneration Policy	Mgmt	For	For	Do Not Vote
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
13	Other Business	Mgmt			

Robert Walters Plc

Meeting Date: 04/30/2024

Country: United Kingdom

Ticker: RWA

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: G7608T118

Shares Voted: 148,400

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

Robert Walters Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Leslie Van de Walle as Director	Mgmt	For	For	For
5	Elect Toby Fowlston as Director	Mgmt	For	For	For
6	Elect David Bower as Director	Mgmt	For	For	For
7	Re-elect Tanith Dodge as Director	Mgmt	For	For	For
8	Re-elect Matt Ashley as Director	Mgmt	For	For	For
9	Elect Michaela Tod as Director	Mgmt	For	For	For
10	Elect Jane Hesmondhalgh as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rotork Plc

Meeting Date: 04/30/2024

Country: United Kingdom

Ticker: ROR

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: G76717134

Shares Voted: 1,204,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Tim Cobbold as Director	Mgmt	For	For	For
5	Elect Andrew Heath as Director	Mgmt	For	For	For
6	Re-elect Kiet Huynh as Director	Mgmt	For	For	For
7	Re-elect Karin Meurk-Harvey as Director	Mgmt	For	For	For

Rotork Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Ben Peacock as Director	Mgmt	For	For	For
9	Re-elect Janice Stipp as Director	Mgmt	For	For	For
10	Re-elect Dorothy Thompson as Director	Mgmt	For	For	For
11	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sandoz Group AG

Meeting Date: 04/30/2024

Country: Switzerland

Ticker: SDZ

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: H7140B103

Shares Voted: 44,713

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 Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Karen Huebscher as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.3	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
5.1.4	Reelect Urs Riedener as Director	Mgmt	For	For	For
5.1.5	Reelect Aarti Shah as Director	Mgmt	For	For	For
5.1.6	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
5.1.7	Reelect Maria Varsellona as Director	Mgmt	For	For	For
5.2.1	Elect Mathai Mammen as Director	Mgmt	For	For	For
5.2.2	Elect Graeme Pitkethly as Director	Mgmt	For	For	For
5.2.3	Elect Michael Rechsteiner as Director	Mgmt	For	For	For
5.3a1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a2	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a3	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a4	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3.2	Appoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Meeting Date: 04/30/2024

Country: France

Ticker: SAN

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Shares Voted: 68,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	Mgmt	For	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Elect Clotilde Delbos as Director	Mgmt	For	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
8	Elect John Sundry as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Appoint Mazars as Auditor	Mgmt	For	For	For
17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries Ordinary Business	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Pebble Group Plc

Meeting Date: 04/30/2024

Country: United Kingdom

Ticker: PEBB

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: G0809Q108

Shares Voted: 565,539

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	Elect David Moss as Director	Mgmt	For	For	For
4	Re-elect Richard Law as Director	Mgmt	For	For	For
5	Re-elect Christopher Lee as Director	Mgmt	For	For	For
6	Re-elect Claire Thomson as Director	Mgmt	For	For	For
7	Re-elect Yvonne Monaghan as Director	Mgmt	For	For	For
8	Re-elect Stuart Warriner as Director	Mgmt	For	For	For
9	Appoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

The Pebble Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Wells Fargo & Company

Meeting Date: 04/30/2024

Country: USA

Ticker: WFC

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 949746101

Shares Voted: 396,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	For	For	For
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>					
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from an assessment of the company's respect for its employees' right to freedom of association and collective bargaining.</i>					
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>					
9	Issue Audited Report on Climate Transition Policies	SH	Against	Against	Against
10	Report on Climate Lobbying	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with its climate goals.</i>					
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>					
12	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.</i>					
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Alfa Financial Software Holdings Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: ALFA

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: G01682106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Steve Breach as Director	Mgmt	For	For	For
6	Re-elect Adrian Chamberlain as Director	Mgmt	For	For	For
7	Re-elect Charlotte de Metz as Director	Mgmt	For	For	For
8	Re-elect Andrew Denton as Director	Mgmt	For	For	For
9	Re-elect Duncan Magrath as Director	Mgmt	For	For	For
10	Re-elect Andrew Page as Director	Mgmt	For	For	For
11	Re-elect Chris Sullivan as Director	Mgmt	For	For	For
12	Re-elect Matthew White as Director	Mgmt	For	For	For
13	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Domino's Pizza Group Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: DOM

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: G28113101

Shares Voted: 1,337,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Matt Shattock as Director	Mgmt	For	For	For
6	Re-elect Ian Bull as Director	Mgmt	For	For	For
7	Re-elect Elias Diaz Sese as Director	Mgmt	For	For	For
8	Re-elect Lynn Fordham as Director	Mgmt	For	For	For
9	Re-elect Natalia Barseguyan as Director	Mgmt	For	For	For
10	Re-elect Tracy Corrigan as Director	Mgmt	For	For	For
11	Re-elect Edward Jamieson as Director	Mgmt	For	For	For
12	Elect Andrew Rennie as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Flutter Entertainment Plc

Meeting Date: 05/01/2024

Country: Ireland

Ticker: FLTR

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: G3643J108

Shares Voted: 42,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect John Bryant as Director	Mgmt	For	For	For
2a	Re-elect Nancy Cruickshank as Director	Mgmt	For	For	For
2b	Re-elect Nancy Dubuc as Director	Mgmt	For	For	For
2c	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
2d	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For	For
2e	Re-elect Peter Jackson as Director	Mgmt	For	For	For
2f	Re-elect Holly Koeppel as Director	Mgmt	For	For	For
2g	Re-elect Carolan Lennon as Director	Mgmt	For	For	For
2h	Re-elect Atif Rafiq as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
10	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
11	Adopt New Articles of Association	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: IFF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 459506101

Shares Voted: 144,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Mark J. Costa	Mgmt	For	For	For
1c	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1e	Elect Director John F. Ferraro	Mgmt	For	For	For
1f	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1g	Elect Director Christina Gold	Mgmt	For	For	For
1h	Elect Director Gary Hu	Mgmt	For	For	For
1i	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	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	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	Against	Against

Lancashire Holdings Ltd.

Meeting Date: 05/01/2024

Country: Bermuda

Ticker: LRE

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: G5361W104

Shares Voted: 118,022

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

Lancashire Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Philip Broadley as Director	Mgmt	For	For	For
5	Re-elect Michael Dawson as Director	Mgmt	For	For	For
6	Re-elect Jack Gressier as Director	Mgmt	For	For	For
7	Elect Bryan Joseph as Director	Mgmt	For	For	For
8	Re-elect Natalie Kershaw as Director	Mgmt	For	For	For
9	Re-elect Robert Lusardi as Director	Mgmt	For	For	For
10	Re-elect Alex Maloney as Director	Mgmt	For	For	For
11	Re-elect Irene McDermott Brown as Director	Mgmt	For	For	For
12	Re-elect Sally Williams as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Common Shares	Mgmt	For	For	For

PepsiCo, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: PEP

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 146,506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Against	Against	Against
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against	Against
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Against	Against
10	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against

Revanche Therapeutics, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: RVNC

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 761330109

Revanche Therapeutics, Inc.

Shares Voted: 177,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angus C. Russell	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Angus Russell and Olivia Ware given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee Julian Gangolli is warranted.</i></p>					
1.2	Elect Director Julian S. Gangolli	Mgmt	For	For	For
1.3	Elect Director Olivia C. Ware	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Angus Russell and Olivia Ware given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee Julian Gangolli is warranted.</i></p>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: SPGI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 27,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Smith & Nephew plc

Meeting Date: 05/01/2024 **Country:** United Kingdom **Ticker:** SN
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: G82343164

Shares Voted: 4,746,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * The Company is increasing the PSP opportunity in addition to introducing new RSP awards, in order to offer significantly increased pay packages to US-based Executives. The proposed changes to remuneration represent a significant deviation from UK good market practice and a fundamental shift from the current framework. While the Company's rationale for some level of increases for its US-based executives is acknowledged, the extent of the proposed changes is considered excessive even in the light of the Company's rationale and its stated comparisons.</i></p>					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Jeremy Maiden as Director	Mgmt	For	For	For
6	Elect Simon Lowth as Director	Mgmt	For	For	For
7	Elect John Rogers as Director	Mgmt	For	For	For
8	Re-elect Rupert Soames as Director	Mgmt	For	For	For
9	Re-elect Jo Hallas as Director	Mgmt	For	For	For
10	Re-elect John Ma as Director	Mgmt	For	For	For
11	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
12	Re-elect Deepak Nath as Director	Mgmt	For	For	For
13	Re-elect Marc Owen as Director	Mgmt	For	For	For
14	Re-elect Angie Risley as Director	Mgmt	For	For	For
15	Re-elect Bob White as Director	Mgmt	For	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Restricted Share Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * The Company is increasing the PSP opportunity in addition to introducing new RSP awards, in order to offer significantly increased pay packages to US-based Executives. The proposed changes to remuneration represent a significant deviation from UK good market practice and a fundamental shift from the current framework. While the Company's rationale for some level of increases for its US-based executives is acknowledged, the extent of the proposed changes is considered excessive even in the light of the Company's rationale and its stated comparisons.</i></p>					
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 Two Weeks' Notice	Mgmt	For	For	For

Spirent Communications Plc

Meeting Date: 05/01/2024 **Country:** United Kingdom **Ticker:** SPT
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: G83562101

Shares Voted: 4,003,048

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 Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The Company is proposing the introduction of a hybrid LTIP, which has the potential to double the existing award opportunity to 400% of salary, should awards be granted under performance shares, or allow for awards of up to 200% of salary to be made under restricted shares, which are not subject to performance metrics. Notwithstanding the Company's rationale, the proposed arrangements significantly deviate from current UK remuneration practices. The appropriateness of the proposals may also be questioned further in light of Company performance over the reporting period and the significant shareholder dissent observed at the 2023 AGM attributable to the CEO salary increase.</i></p>					
4	Re-elect Paula Bell as Director	Mgmt	For	For	For
5	Re-elect Maggie Buggie as Director	Mgmt	For	For	For
6	Re-elect Gary Bullard as Director	Mgmt	For	For	For

Spirent Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Wendy Koh as Director	Mgmt	For	For	For
8	Re-elect Edgar Masri as Director	Mgmt	For	For	For
9	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
10	Re-elect Sir Bill Thomas as Director	Mgmt	For	For	For
11	Re-elect Eric Updyke as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Long Term Incentive Plan	Mgmt	For	Against	Against
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Spirent Communications Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: SPT

Record Date: 04/29/2024

Meeting Type: Special

Primary Security ID: G83562101

Shares Voted: 4,003,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Spirent Communications plc by Viavi Solutions Acquisitions Limited	Mgmt	None	Against	Against

Spirent Communications Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: SPT

Record Date: 04/29/2024

Meeting Type: Court

Primary Security ID: G83562101

Spirent Communications Plc

Shares Voted: 4,003,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	None	Against	Against

The Coca-Cola Company

Meeting Date: 05/01/2024 Country: USA Ticker: KO
 Record Date: 03/04/2024 Meeting Type: Annual
 Primary Security ID: 191216100

Shares Voted: 285,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Thomas S. Gayner	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>					
1.9	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.11	Elect Director Amity Millhiser	Mgmt	For	For	For
1.12	Elect Director James Quincey	Mgmt	For	For	For
1.13	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.14	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against	Against
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	Against	Against

Tritax Big Box REIT Plc

Meeting Date: 05/01/2024 **Country:** United Kingdom **Ticker:** BBOX
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: G9101W101

Shares Voted: 1,796,226

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 Remuneration Policy	Mgmt	For	For	For
4	Re-elect Aubrey Adams as Director	Mgmt	For	For	For
5	Re-elect Elizabeth Brown as Director	Mgmt	For	For	For
6	Re-elect Wu Gang as Director	Mgmt	For	For	For
7	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
8	Re-elect Richard Laing as Director	Mgmt	For	For	For
9	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Dividend Policy	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Tritax Big Box REIT Plc

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

Tritax Big Box REIT plc

Meeting Date: 05/01/2024 **Country:** United Kingdom **Ticker:** BBOX
Record Date: 04/29/2024 **Meeting Type:** Special
Primary Security ID: G9101W101

Shares Voted: 1,796,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended All-Share Combination of Tritax Big Box REIT plc and UK Commercial Property REIT Limited	Mgmt	For	For	For

Unilever Plc

Meeting Date: 05/01/2024 **Country:** United Kingdom **Ticker:** ULVR
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: G92087165

Shares Voted: 4,036,581

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Aviva Plc

Meeting Date: 05/02/2024

Country: United Kingdom

Ticker: AV

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G0683Q158

Shares Voted: 3,330,786

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Ian Clark as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For	For
11	Re-elect Mike Craston as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For	For
18	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Adopt New Articles of Association	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** BSX
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 101137107

Shares Voted: 138,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1b	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Advance Notice Provisions	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Equifax Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** EFX
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 294429105

Shares Voted: 31,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For

Equifax Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	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

HelloFresh SE

Meeting Date: 05/02/2024

Country: Germany

Ticker: HFG

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: D3R2MA100

Shares Voted: 20,068

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 Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, for the Review of Interim Financial Statements for the Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
6	Elect Michael Roth to the Supervisory Board	Mgmt	For	For	For

HelloFresh SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Payouts under the short-term incentive were not subject to any performance criteria and caps. * There remains a level of complexity, in the underlying system as well as the presentation in the report, that inhibits the full evaluation of grants received and earned. * Ex-post disclosure on vested awards remains somewhat underdeveloped. * Significant shareholder dissent on the previous two years' failed remuneration reports does not appear to have been sufficiently addressed.</i></p>					
8	Approve Creation of EUR 64.3 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 500 Million; Approve Creation of EUR 17.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

ITV Plc

Meeting Date: 05/02/2024

Country: United Kingdom

Ticker: ITV

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G4984A110

Shares Voted: 11,397,645

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Dawn Allen as Director	Mgmt	For	For	For
6	Re-elect Salman Amin as Director	Mgmt	For	For	For
7	Re-elect Edward Carter as Director	Mgmt	For	For	For
8	Re-elect Graham Cooke as Director	Mgmt	For	For	For
9	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For

ITV Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
11	Elect Marjorie Kaplan as Director	Mgmt	For	For	For
12	Re-elect Gidon Katz as Director	Mgmt	For	For	For
13	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
14	Re-elect Carolyn McCall as Director	Mgmt	For	For	For
15	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/02/2024

Country: Belgium

Ticker: KBC

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: B5337G162

Shares Voted: 27,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Approve Discharge of Auditors	Mgmt	For	For	For
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	For	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Johan Thijs and Diana Radl Rogerova is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	For	For
13	Transact Other Business	Mgmt			

Meeting Date: 05/02/2024

Country: Ireland

Ticker: KRZ

Record Date: 04/28/2024

Meeting Type: Annual

Primary Security ID: G52416107

Shares Voted: 23,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Genevieve Berger as Director	Mgmt	For	For	For
3b	Elect Catherine Godson as Director	Mgmt	For	For	For
3c	Elect Liz Hewitt as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
4c	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4d	Re-elect Michael Kerr as Director	Mgmt	For	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4h	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
4j	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend 2021 Long-Term Incentive Plan	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lockheed Martin Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: LMT

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 539830109

Shares Voted: 15,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Burritt	Mgmt	For	For	For
1.2	Elect Director Bruce A. Carlson	Mgmt	For	For	For
1.3	Elect Director John M. Donovan	Mgmt	For	For	For
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
1.5	Elect Director Thomas J. Falk	Mgmt	For	For	For
1.6	Elect Director Ilene S. Gordon	Mgmt	For	For	For
1.7	Elect Director Vicki A. Hollub	Mgmt	For	For	For
1.8	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1.9	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.10	Elect Director James D. Taiclet	Mgmt	For	For	For
1.11	Elect Director Patricia E. Yarrington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Alignment of Political Activities with Company's Human Rights Policy	SH	Against	Against	Against
5	Report on Reducing Full Value Chain GHG Emissions Aligned with Paris Agreement Goal	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as more information about the company's plans to mitigate risks related to climate change and take advantage of opportunities as its customers seek to reduce emissions associated with defense contracting could help shareholders assess the company's strategies to manage a transition to a low carbon economy.

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.</i>					
7	Adopt Director Election Resignation Bylaw - Withdrawn Resolution	SH			

Melrose Industries Plc

Meeting Date: 05/02/2024 **Country:** United Kingdom **Ticker:** MRO
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: G5973J210

Shares Voted: 2,284,326

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve 2024 Melrose Performance Share Plan	Mgmt	For	For	For
6	Re-elect Peter Dilnot as Director	Mgmt	For	For	For
7	Elect Matthew Gregory as Director	Mgmt	For	For	For
8	Re-elect Justin Dowley as Director	Mgmt	For	For	For
9	Re-elect David Lis as Director	Mgmt	For	For	For
10	Re-elect Charlotte Twynning as Director	Mgmt	For	For	For
11	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
12	Elect Gillian Elcock as Director	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Melrose Industries Plc

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

Moneysupermarket.com Group Plc

Meeting Date: 05/02/2024 **Country:** United Kingdom **Ticker:** MONY
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: G6258H101

Shares Voted: 1,633,144

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 Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Robin Freestone as Director	Mgmt	For	For	For
6	Re-elect Peter Duffy as Director	Mgmt	For	For	For
7	Re-elect Sarah Warby as Director	Mgmt	For	For	For
8	Re-elect Caroline Britton as Director	Mgmt	For	For	For
9	Re-elect Lesley Jones as Director	Mgmt	For	For	For
10	Re-elect Rakesh Sharma as Director	Mgmt	For	For	For
11	Re-elect Niall McBride as Director	Mgmt	For	For	For
12	Elect Mary Christie as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Moneysupermarket.com Group Plc

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

Occidental Petroleum Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** OXY
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 674599105

Shares Voted: 29,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Andrew F. Gould	Mgmt	For	For	For
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
1e	Elect Director William R. Klesse	Mgmt	For	For	For
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
1g	Elect Director Claire O'Neill	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1j	Elect Director Robert M. Shearer	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

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.

Reckitt Benckiser Group Plc

Meeting Date: 05/02/2024 **Country:** United Kingdom **Ticker:** RKT
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: G74079107

Shares Voted: 669,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
11	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
12	Elect Kris Licht as Director	Mgmt	For	For	For
13	Elect Shannon Eisenhardt as Director	Mgmt	For	For	For
14	Elect Marybeth Hays as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Reckitt Benckiser Group Plc

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

RTX Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** RTX
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 75513E101

Shares Voted: 198,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1b	Elect Director Christopher T. Calio	Mgmt	For	For	For
1c	Elect Director Leanne G. Caret	Mgmt	For	For	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1e	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1f	Elect Director George R. Oliver	Mgmt	For	For	For
1g	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1h	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
1k	Elect Director Brian C. Rogers	Mgmt	For	For	For
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
1m	Elect Director Robert O. Work	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

RTX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.</i>					
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. As this proposal is only requesting a report, and it is not a timebound request, this proposal would not be unduly burdensome and would benefit shareholders by allowing them to engage with the company as it works to enhance its climate-related disclosures and efforts.</i>					
7	Report on Human Rights Impact Assessment	SH	Against	Against	Against

United Parcel Service, Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** UPS
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 911312106

Shares Voted: 53,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
1h	Elect Director William Johnson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>					
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i></p>					
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i></p>					

AbbVie Inc.

Meeting Date: 05/03/2024

Country: USA

Ticker: ABBV

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 156,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Susan E. Quaggin	Mgmt	For	For	For
1d	Elect Director Rebecca B. Roberts	Mgmt	For	For	For
1e	Elect Director Glenn F. Tilton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

AbbVie 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i></p>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i></p>					

CNH Industrial NV

Meeting Date: 05/03/2024 **Country:** Netherlands **Ticker:** CNHI
Record Date: 04/05/2024 **Meeting Type:** Annual
Primary Security ID: N20944109

Shares Voted: 138,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and Åsa Tamsons is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Vagn Sørensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
1.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
1.c	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	For	For
1.d	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
1.e	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.f	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
1.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and Åsa Tamsons is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Vagn Sørensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
1.h	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and Åsa Tamsons is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Vagn Sørensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
1.i	Reelect Åsa Tamsons as Non-Executive Director	Mgmt	For	For	For
2.a	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The remuneration policy does not set a clear framework on the incentive plans and does not set award levels nor does it provide clear disclosure on applicable performance metrics; * This should also be understood in light of the company's delisting from the Milan Stock Exchange and the company no longer being subject to SRD II related requirements, including a mandatory annual vote on the remuneration report enabling shareholders to assess and evaluate the application of the policy. * Although the remuneration policy must be approved by the meeting shareholders under Dutch Law, the current policy is providing the board with extensive flexibility and discretion to remunerate executives and does not set sufficient safeguards. We take note of the fact that the company does provide extensive post-performance disclosure regarding the STIP and LTIP in the remuneration report of 2023.</i></p>					
2.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Non-Executive Directors under Equity Incentive Plans	Mgmt	For	For	For
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
3.d	Approve Discharge of Directors	Mgmt	For	For	For
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6.c	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/03/2024

Country: Germany

Ticker: DHL

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 66,360

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 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/03/2024

Country: USA

Ticker: DOV

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 260003108

Shares Voted: 47,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	For
1d	Elect Director Marc A. Howze	Mgmt	For	For	For

Dover Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael F. Johnston	Mgmt	For	For	For
1f	Elect Director Michael Manley	Mgmt	For	For	For
1g	Elect Director Danita K. Ostling	Mgmt	For	For	For
1h	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1i	Elect Director Richard J. Tobin	Mgmt	For	For	For
1j	Elect Director Keith E. Wandell	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 Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

HSBC Holdings Plc

Meeting Date: 05/03/2024

Country: United Kingdom

Ticker: HSBA

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 23,377,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For	For
4b	Elect Brendan Nelson as Director	Mgmt	For	For	For
4c	Elect Swee Lian Teo as Director	Mgmt	For	For	For
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
4e	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For	For
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4l	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4m	Re-elect Noel Quinn as Director	Mgmt	For	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against	Against

Illinois Tool Works Inc.

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** ITW
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 452308109

Shares Voted: 30,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darrell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Jaime Irick	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
1j	Elect Director E. Scott Santi	Mgmt	For	For	For
1k	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1l	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

InterContinental Hotels Group Plc

Meeting Date: 05/03/2024 **Country:** United Kingdom **Ticker:** IHG
Record Date: 05/01/2024 **Meeting Type:** Annual
Primary Security ID: G4804L163

Shares Voted: 162,200

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
4a	Elect Sir Ron Kalifa as Director	Mgmt	For	For	For
4b	Elect Angie Risley as Director	Mgmt	For	For	For
4c	Re-elect Graham Allan as Director	Mgmt	For	For	For
4d	Re-elect Daniela Barone Soares as Director	Mgmt	For	For	For
4e	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
4f	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
4g	Re-elect Michael Glover as Director	Mgmt	For	For	For
4h	Re-elect Byron Grote as Director	Mgmt	For	For	For
4i	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
4j	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
4k	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
13	Adopt New Articles of Association	Mgmt	For	For	For

RWE AG

Meeting Date: 05/03/2024

Country: Germany

Ticker: RWE

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: D6629K109

Shares Voted: 71,447

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 1.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Joerg Rocholl to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Thomas Westphal to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024 **Country:** USA **Ticker:** BRK.B
Record Date: 03/06/2024 **Meeting Type:** Annual
Primary Security ID: 084670702

Shares Voted: 121,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>					
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>					
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>					
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>					
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>					
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time because the requested report would allow shareholders to evaluate emissions from Berkshire's insurance group, its peers have made public commitments, and the report may help the company prepare for state climate regulations.</i>					
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	Against	Against
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted due to: * the absence of information regarding comprehensive company diversity-related policies, programs, or metrics; and * the potential benefits of increased reporting that would allow shareholders to better assess the company's diversity-related efforts and program effectiveness.</i>					
5	Establish a Railroad Safety Committee	SH	Against	Against	Against
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against

American Express Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** AXP
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 025816109

Shares Voted: 86,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While current severance entitlements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i></p>					
6	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions.</i></p>					
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against

Eli Lilly and Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** LLY
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 532457108

Shares Voted: 39,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	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

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
9	Adopt a Comprehensive Human Rights Policy	SH	Against	Against	Against

Moderna, Inc.

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** MRNA
Record Date: 03/07/2024 **Meeting Type:** Annual
Primary Security ID: 60770K107

Shares Voted: 74,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	For	Against	Against
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee member Robert Langer Jr. given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
1b	Elect Director Elizabeth Nabel	Mgmt	For	For	For
1c	Elect Director Elizabeth Tallett	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	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

The Hershey Company

Meeting Date: 05/06/2024

Country: USA

Ticker: HSY

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 427866108

Shares Voted: 16,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michele G. Buck	Mgmt	For	For	For
1.2	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.3	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, M. Diane Koken, Robert Malcolm, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1.4	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.5	Elect Director M. Diane Koken	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, M. Diane Koken, Robert Malcolm, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1.6	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.7	Elect Director Robert M. Malcolm	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, M. Diane Koken, Robert Malcolm, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1.8	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1.9	Elect Director Anthony J. Palmer	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, M. Diane Koken, Robert Malcolm, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1.10	Elect Director Juan R. Perez	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, M. Diane Koken, Robert Malcolm, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1.11	Elect Director Cordel Robbin-Coker	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	Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	SH	Against	Against	Against

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to support a circular economy for packaging would allow shareholders to better assess the company's management of related risk.

Uber Technologies, Inc.

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** UBER
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 90353T100

Shares Voted: 388,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For	For
1e	Elect Director Robert Eckert	Mgmt	For	For	For
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1h	Elect Director Wan Ling Martello	Mgmt	For	For	For
1i	Elect Director John Thain	Mgmt	For	For	For
1j	Elect Director David I. Trujillo	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>					
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	Against	Against

Accelleron Industries AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: ACLN

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: H0029X106

Shares Voted: 13,880

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 Non-Financial Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For
6.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For
6.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For
6.1.5	Reelect Gabriele Sons as Director	Mgmt	For	For	For
6.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Designate Zehnder Bolliger & Partner 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 1.1 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For	For	For

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request, when combined with the existing conditional capital, would allow for a capital increase without preemptive rights for up to 17 percent of the issued share capital.</i></p>					
8.2	Amend Articles of Association	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

Bristol-Myers Squibb Company

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** BMY
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: 110122108

Shares Voted: 241,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	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

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted as the adoption of more stringent stock ownership requirements would more meaningfully align executives' interests with long-term shareholder value.

Danaher Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: DHR

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 45,939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1m	Elect Director Elias A. Zerhouni	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i></p>					
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Dominion Energy, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: D

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 25746U109

Shares Voted: 60,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director Paul M. Dabbar	Mgmt	For	For	For
1D	Elect Director D. Maybank Hagood	Mgmt	For	For	For
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For
1K	Elect Director Vanessa Allen Sutherland	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.</i></p>					
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against

DSM-Firmenich AG

Meeting Date: 05/07/2024 **Country:** Switzerland **Ticker:** DSFIR
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: H0245V108

Shares Voted: 21,340

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 Sustainability 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 EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	For	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	For	For
4.1.e	Reelect Erica Mann as Director	Mgmt	For	For	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	For	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	For	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.i	Reelect John Ramsay as Director	Mgmt	For	For	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	For	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	For	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Edenred SA

Meeting Date: 05/07/2024

Country: France

Ticker: EDEN

Record Date: 05/03/2024

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Shares Voted: 13,325

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
4	Reelect Dominique D'Hinnin as Director	Mgmt	For	For	For
5	Ratify Appointment of Nathalie Balla as Director	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because of the several shortcomings regarding the LTI remuneration: * The company proposes a 27-percent increase of the LTI grant following a benchmark study on a peer group of selected CAC 40 companies. In addition, the company does not specify where the executive's remuneration would rank compared to peers, following the approval of such increase by the AGM. * This is the third proposed increase of the executive's remuneration package over three consecutive years. The rationale brought by the company to support such an increase is not compelling enough. * The performance criteria related to EBITDA and relative TSR could allow vesting below guidance/median. * The targets under the CSR objectives may not be seen challenging enough as all targets set for end of FY 2026 are already achieved. In addition, it could still allow 100% payout if two out of the three underlying criteria are met. * The LTI structure could still allow compensation effects between criteria, despite the risk materialized under the 2021 LTI plan (see Item 10 below).</i></p>					
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The risk of compensation effects materialized under the 2021 LTI plan. Both the EBITDA and the CSR related criteria reached their individual max cap while the relative TSR criterion was not wholly achieved and even vested below median performance. * Under the 2023 LTI plan, the criteria related to the EBITDA and relative TSR would allow vesting below guidance/median. * The targets underlying the CSR criteria of the 2023 LTI plan may not be seen as stringent enough since they are already achieved.</i></p>					
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
12	Renew Appointment of Deloitte & Associates Audit as Auditor	Mgmt	For	For	For
13	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
14	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164,728,118	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: EW

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 79,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For	For	For

Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.6	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

General Electric Company

Meeting Date: 05/07/2024

Country: USA

Ticker: GE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 369604301

Shares Voted: 117,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	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

General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Require Independent Board Chair	SH	Against	Against	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Intel Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: INTC

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 458140100

Shares Voted: 571,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For	For
1k	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
1m	Elect Director Frank D. Yeary	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	Establish Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Report on Opposing State Abortion Regulation	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Investor AB

Meeting Date: 05/07/2024

Country: Sweden

Ticker: INVE.B

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: W5R777115

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
10.A	Approve Discharge of Gunnar Brock	Mgmt	For	For	Do Not Vote
10.B	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
10.C	Approve Discharge of Magdalena Gerger	Mgmt	For	For	Do Not Vote
10.D	Approve Discharge of Tom Johnstone	Mgmt	For	For	Do Not Vote
10.E	Approve Discharge of Isabelle Kocher	Mgmt	For	For	Do Not Vote
10.F	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote
10.G	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	Do Not Vote
10.H	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
10.I	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	Do Not Vote
10.J	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
10.K	Approve Discharge of Sara Ohrvall	Mgmt	For	For	Do Not Vote
11	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12.B	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote
13.A	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.9 Million for Vice Chairman and SEK 895,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.B	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14.A	Reelect Gunnar Brock as Director	Mgmt	For	Against	Do Not Vote
14.B	Reelect Magdalena Gergeras as Director	Mgmt	For	For	Do Not Vote
14.C	Reelect Tom Johnstone as Director	Mgmt	For	Against	Do Not Vote
14.D	Reelect Isabelle Kocher as Director	Mgmt	For	For	Do Not Vote
14.E	Reelect Sven Nyman as Director	Mgmt	For	For	Do Not Vote
14.F	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Do Not Vote
14.G	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote
14.H	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.I	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.J	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Do Not Vote
14.K	Elect Katarina Berg as New Director	Mgmt	For	For	Do Not Vote
14.L	Elect Christian Cederholm as New Director	Mgmt	For	For	Do Not Vote
14.M	Elect Mats Rahmstrom as New Director	Mgmt	For	Against	Do Not Vote
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote
16	Ratify Deloitte AB as Auditor	Mgmt	For	For	Do Not Vote
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	Do Not Vote
18.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	Do Not Vote
19.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
19.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	Do Not Vote
20	Close Meeting	Mgmt			

Just Group Plc

Meeting Date: 05/07/2024

Country: United Kingdom

Ticker: JUST

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G9331B109

Shares Voted: 11,361,211

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 James Brown as Director	Mgmt	For	For	For
5	Elect Mark Godson as Director	Mgmt	For	For	For
6	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For
7	Re-elect John Hastings-Bass as Director	Mgmt	For	For	For
8	Re-elect Mary Kerrigan as Director	Mgmt	For	For	For
9	Re-elect Mary Phibbs as Director	Mgmt	For	For	For
10	Re-elect David Richardson as Director	Mgmt	For	For	For
11	Re-elect Kalpana Shah as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Just Group Plc

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

Koninklijke Philips NV

Meeting Date: 05/07/2024 **Country:** Netherlands **Ticker:** PHIA
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: N7637U112

Shares Voted: 70,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Discussion on Company's Corporate Governance Structure	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Approve Dividends	Mgmt	For	For	For
2.e	Approve Remuneration Report	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.f	Approve Discharge of Management Board	Mgmt	For	For	For
2.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Elect C.M. Hanneman to Management Board	Mgmt	For	For	For
4.a	Reelect F. Sijbesma to Supervisory Board	Mgmt	For	For	For
4.b	Reelect P. Loscher to Supervisory Board	Mgmt	For	For	For
4.c	Elect B. Ribadeau-Dumas to Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Board of Management	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			

Public Storage

Meeting Date: 05/07/2024

Country: USA

Ticker: PSA

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 74460D109

Shares Voted: 16,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1d	Elect Director Rebecca Owen	Mgmt	For	For	For
1e	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1f	Elect Director Avedick B. Poladian	Mgmt	For	For	For

Public Storage

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John Reyes	Mgmt	For	For	For
1h	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1i	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1j	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1k	Elect Director Paul S. Williams	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

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: AMD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 007903107

Shares Voted: 79,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	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

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right. Additionally, an affirmative vote on this proposal may signal support for modifying certain restrictions the board implemented on special meeting timing and subject matter, which may otherwise hinder the effectiveness of the right.</i></p>					

Alcon Inc.

Meeting Date: 05/08/2024 **Country:** Switzerland **Ticker:** ALC
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: H01301128

Shares Voted: 34,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	For	For	For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. While a small improvement to disclosure is acknowledged, overall ex-post disclosure of performance achievements in each incentive program remains limited. Moreover, the CEO's target LTI award opportunity, which was already high relative to Swiss peers, further increased significantly to a level that far exceeds local market practice.</i></p>					
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For	For
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
6.3	Reelect Raquel Bono as Director	Mgmt	For	For	For
6.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
6.5	Reelect David Endicott as Director	Mgmt	For	For	For
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Reelect Keith Grossman as Director	Mgmt	For	For	For
6.8	Reelect Scott Maw as Director	Mgmt	For	For	For
6.9	Reelect Karen May as Director	Mgmt	For	For	For
6.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
6.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Allianz SE

Meeting Date: 05/08/2024

Country: Germany

Ticker: ALV

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D03080112

Shares Voted: 3,600

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 13.80 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Shares Voted: 0

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 13.80 per Share	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2023	Mgmt	For	For	
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	

Gilead Sciences, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: GILD

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 375558103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
6	Report on Risks of Supporting Abortion	SH	Against	Against	Against
7	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.

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	Elect Wendy Becker as Director	Mgmt	For	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Harry Dietz as Director	Mgmt	For	For	For
13	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
14	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For

GSK Plc

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

Haleon Plc

Meeting Date: 05/08/2024 **Country:** United Kingdom **Ticker:** HLN
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: G4232K100

Shares Voted: 10,265,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For	For
6	Re-elect Tobias Hestler as Director	Mgmt	For	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For
8	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
9	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
10	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
11	Re-elect Asmita Dubey as Director	Mgmt	For	For	For
12	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	For
13	Re-elect David Denton as Director	Mgmt	For	For	For
14	Re-elect Bryan Supran as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For

Lonza Group AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: LONN

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 4,887

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 Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For	For
6.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For	For	For
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For	For
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
6.2	Elect Jean-Marc Huet as Director	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Mercedes-Benz Group AG

Meeting Date: 05/08/2024

Country: Germany

Ticker: MBG

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: D1668R123

Shares Voted: 44,596

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 5.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2025 Interim Financial Statements until the 2025 AGM	Mgmt	For	For	For
6.1	Elect Doris Hoepke to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

MTU Aero Engines AG

Meeting Date: 05/08/2024

Country: Germany

Ticker: MTX

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D5565H104

Shares Voted: 5,210

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 2.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Elect Johannes Bussmann to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy contains significant scope for the award of discretionary payments via extraordinary bonuses (which is in addition to a +/-20 percent modifier already built into the STI payouts). * The increases to caps on total remuneration can be considered excessive, particularly in the absence of a compelling rationale or details on peer benchmarking. * We also note that 40 percent of the LTI is subject to rTSR, where underperformance of up to 25 percent against the competitor group may still result in payouts, which some shareholders may consider insufficiently challenging.</i></p>					
9	Approve Remuneration Report	Mgmt	For	For	For

MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Rational AG

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** RAA
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: D6349P107

Shares Voted: 1,075

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 13.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8.1	Elect Erich Baumgaertner to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Johannes Wuerbser to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Lintz, and Johannes Wuerbser, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Johannes Wuerbser is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. We note that the board does not have a nomination committee, nor is the board chair up for reelection. As such, Wuerbser is considered the most appropriate director to hold accountable for gender diversity concerns as he is the most tenured director affiliated to the controlling shareholder block. Votes FOR the independent nominees, Clarissa Kaefer, Werner Schwind, and Erich Baumgaertner, are warranted.</i></p>					
8.3	Elect Werner Schwind to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Clarissa Kaefer to the Supervisory Board	Mgmt	For	For	For

Rational AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.5	Elect Christoph Lintz to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Christoph Lintz, and Johannes Wuerbser, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Johannes Wuerbser is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. We note that the board does not have a nomination committee, nor is the board chair up for reelection. As such, Wuerbser is considered the most appropriate director to hold accountable for gender diversity concerns as he is the most tenured director affiliated to the controlling shareholder block. Votes FOR the independent nominees, Clarissa Kaefer, Werner Schwind, and Erich Baumgaertner, are warranted.</i></p>					

Rentokil Initial Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: RTO

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 11,476,172

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect David Frear as Director	Mgmt	For	For	For
6	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
9	Re-elect John Pettigrew as Director	Mgmt	For	For	For
10	Re-elect Andy Ransom as Director	Mgmt	For	For	For
11	Re-elect Richard Solomons as Director	Mgmt	For	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Rentokil Initial 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

Simon Property Group, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: SPG

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 828806109

Shares Voted: 38,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the other director nominees is warranted.</i>				
1B	Elect Director Larry C. Glasscock	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the other director nominees is warranted.</i>				
1C	Elect Director Allan Hubbard	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the other director nominees is warranted.</i>				
1D	Elect Director Nina P. Jones	Mgmt	For	For	For
1E	Elect Director Reuben S. Leibowitz	Mgmt	For	For	For
1F	Elect Director Randall J. Lewis	Mgmt	For	For	For

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Gary M. Rodkin	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the other director nominees is warranted.</i></p>					
1H	Elect Director Peggy Fang Roe	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the other director nominees is warranted.</i></p>					
1I	Elect Director Stefan M. Selig	Mgmt	For	For	For
1J	Elect Director Daniel C. Smith	Mgmt	For	For	For
1K	Elect Director Marta R. Stewart	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

Vonovia SE

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** VNA
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D9581T100

Shares Voted: 60,194

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 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The high level of pension entitlements paid in the year under review (both under the legacy pension plan, but also under the alternative plan for new executives) remains of concern. * There are concerns regarding the pay for performance alignment with respect to realized CEO pay versus TSR performance. * During the year under review, performance of the STI was adjusted upward by 20 percent via the modifier for all executives. While the use of such a modifier is common German market practice, some shareholders may be concerned that disclosure is somewhat underdeveloped, particularly as the performance criterion used is measurable/quantifiable.</i></p>				
7	Approve Remuneration Policy	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * The proposed policy entails in-flight changes to running LTIP tranches, which is a breach of market best practice and the German Corporate Governance Code. * Despite changing from a legacy pension plan to a pension substitute in cash (for which the interest rate risk, longevity risk, etc. has shifted away from the company), the updated pension scheme still results in pension contributions that are excessive and not aligned with the wider workforce or market practice. Further concerns are noted because: * Termination provisions for two executives upon change-of-control allow for accelerated vesting, thus not in line with market best practice and the German Corporate Governance Code. However, we do note that all other current and future contracts are not affected and do not allow for accelerated vesting. * The supervisory board retains elements of discretion via the modifier under the STI, as well as under the general deviation clauses, which raise concerns.</i></p>				
8	Elect Birgit Bohle to the Supervisory Board	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/08/2024 **Country:** Netherlands **Ticker:** WKL
Record Date: 04/10/2024 **Meeting Type:** Annual
Primary Security ID: N9643A197

Shares Voted: 15,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Receive Report of Supervisory Board	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
11	Other Business	Mgmt			
12	Close Meeting	Mgmt			

WPP Plc

Meeting Date: 05/08/2024

Country: Jersey

Ticker: WPP

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: G9788D103

Shares Voted: 1,009,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Compensation Committee Report	Mgmt	For	For	For
4	Elect Andrew Scott as Director	Mgmt	For	For	For
5	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
6	Re-elect Simon Dingemans as Director	Mgmt	For	For	For
7	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For

WPP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Tom Ilube as Director	Mgmt	For	For	For
9	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
10	Re-elect Mark Read as Director	Mgmt	For	For	For
11	Re-elect Cindy Rose as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
14	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	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

Ascential Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: ASCL

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G0519H166

Shares Voted: 688,475

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	Re-elect Suzanne Baxter as Director	Mgmt	For	For	For
4	Re-elect Rita Clifton as Director	Mgmt	For	For	For
5	Re-elect Scott Forbes as Director	Mgmt	For	For	For

Ascential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Mandy Gradden as Director	Mgmt	For	For	For
7	Re-elect Gillian Kent as Director	Mgmt	For	For	For
8	Re-elect Judy Vezmar as Director	Mgmt	For	For	For
9	Elect Philip Thomas as Director	Mgmt	For	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Amend Executive Performance Share Plan	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/09/2024 **Country:** United Kingdom **Ticker:** BA
Record Date: 05/07/2024 **Meeting Type:** Annual
Primary Security ID: G06940103

Shares Voted: 3,690,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
5	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
6	Re-elect Crystal Ashby as Director	Mgmt	For	For	For

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
8	Re-elect Bradley Greve as Director	Mgmt	For	For	For
9	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
11	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
12	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
13	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
14	Re-elect Lord Sedwill as Director	Mgmt	For	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
16	Elect Angus Cockburn as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Barclays PLC

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: BARC

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G08036124

Shares Voted: 20,667,349

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Sir John Kingman as Director	Mgmt	For	For	For
4	Re-elect Robert Berry as Director	Mgmt	For	For	For
5	Re-elect Tim Breedon as Director	Mgmt	For	For	For
6	Re-elect Anna Cross as Director	Mgmt	For	For	For
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
9	Re-elect Mary Francis as Director	Mgmt	For	For	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
12	Re-elect Marc Moses as Director	Mgmt	For	For	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	For	For
14	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
27	Adopt New Articles of Association	Mgmt	For	For	For

CME Group Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** CME
Record Date: 03/11/2024 **Meeting Type:** Annual

Primary Security ID: 12572Q105

Shares Voted: 24,131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	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

Duke Energy Corporation.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** DUK
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 26441C204

Shares Voted: 59,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1h	Elect Director Lynn J. Good	Mgmt	For	For	For
1i	Elect Director John T. Herron	Mgmt	For	For	For
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
1n	Elect Director William E. Webster, Jr.	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

Duke Energy Corporation.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted as the adoption of more stringent stock ownership requirements would more meaningfully align executives' interest with long-term shareholder value.</i>					
6	Report on Financial Statement Assumption and Climate Change	SH	Against	Against	Against

FBD Holdings Plc

Meeting Date: 05/09/2024

Country: Ireland

Ticker: EG7

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G3335G107

Shares Voted: 420,000

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 Dividend on the 14% Non-Cumulative Preference Shares	Mgmt	For	For	For
3	Approve Dividend on the 8% Non-Cumulative Preference Shares	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6a	Re-elect Mary Brennan as Director	Mgmt	For	For	For
6b	Re-elect Sylvia Cronin as Director	Mgmt	For	For	For
6c	Re-elect Tim Cullinan as Director	Mgmt	For	For	For
6d	Re-elect Liam Herlihy as Director	Mgmt	For	For	For
6e	Elect Patrick Murphy as Director	Mgmt	For	For	For
6f	Re-elect David O'Connor as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Items 6 a, b, c, d, e, g, h, i, j, k A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 f An ABSTAIN vote is warranted for the proposal as David O'Connor passed away on April 12, 2024.</i>					
6g	Re-elect John O'Dwyer as Director	Mgmt	For	For	For
6h	Re-elect Tomas O'Midheach as Director	Mgmt	For	For	For

FBD Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6i	Re-elect Richard Pike as Director	Mgmt	For	For	For
6j	Re-elect Jean Sharp as Director	Mgmt	For	For	For
6k	Elect Kate Tobin as Director	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
14	Approve Cancellation of the Listing of Ordinary Shares from the Premium Segment of the Official List of the Financial Conduct Authority and Remove Ordinary Shares from Trading on the London Stock Exchange plc's Main Market	Mgmt	For	For	For

IMI Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: IMI

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G47152114

Shares Voted: 1,320,157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Jackie Callaway as Director	Mgmt	For	For	For
6	Re-elect Lord Smith of Kelvin as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	For
8	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
9	Re-elect Katie Jackson as Director	Mgmt	For	For	For
10	Re-elect Ajai Puri as Director	Mgmt	For	For	For
11	Re-elect Isobel Sharp as Director	Mgmt	For	For	For
12	Re-elect Daniel Shook as Director	Mgmt	For	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve IMI Incentive Plan	Mgmt	For	For	For
19	Approve IMI Sharesave Plan	Mgmt	For	For	For
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
D	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
E	Adopt New Articles of Association	Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: WG

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G9745T118

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	Re-elect Roy Franklin as Director	Mgmt	For	For	For
4	Re-elect Ken Gilmartin as Director	Mgmt	For	For	For
5	Re-elect Nigel Mills as Director	Mgmt	For	For	For
6	Re-elect Adrian Marsh as Director	Mgmt	For	For	For
7	Re-elect Birgitte Brinch Madsen as Director	Mgmt	For	For	For
8	Re-elect Susan Steele as Director	Mgmt	For	For	For
9	Re-elect Brenda Reichelderfer as Director	Mgmt	For	For	For
10	Elect David Lockwood as Director	Mgmt	For	For	For
11	Elect Arvind Balan as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Morgan Advanced Materials Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: MGAM

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G62496131

Morgan Advanced Materials Plc

Shares Voted: 874,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Jane Aikman as Director	Mgmt	For	For	For
5	Re-elect Richard Armitage as Director	Mgmt	For	For	For
6	Re-elect Helen Bunch as Director	Mgmt	For	For	For
7	Re-elect Ian Marchant as Director	Mgmt	For	For	For
8	Re-elect Laurence Mulliez as Director	Mgmt	For	For	For
9	Re-elect Pete Raby as Director	Mgmt	For	For	For
10	Re-elect Clement Woon as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Approve Sharesave Plan	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

OSB Group Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: OSB

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G6S36L101

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Noel Harwerth as Director	Mgmt	For	For	For
6	Re-elect Sarah Hedger as Director	Mgmt	For	For	For
7	Re-elect Rajan Kapoor as Director	Mgmt	For	For	For
8	Re-elect Simon Walker as Director	Mgmt	For	For	For
9	Re-elect Kal Atwal as Director	Mgmt	For	For	For
10	Re-elect David Weymouth as Director	Mgmt	For	For	For
11	Re-elect Andrew Golding as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	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

Prologis, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: PLD

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 74340W103

Shares Voted: 86,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1h	Elect Director Avid Modjtabai	Mgmt	For	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
1j	Elect Director Olivier Piani	Mgmt	For	For	For
1k	Elect Director Carl B. Webb	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	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Items 4 and 5 are not approved this year.

Rathbones Group Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: RAT

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G73904107

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Clive Bannister as Director	Mgmt	For	For	For
7	Re-elect Paul Stockton as Director	Mgmt	For	For	For
8	Elect Iain Hooley as Director	Mgmt	For	For	For
9	Re-elect Iain Cummings as Director	Mgmt	For	For	For
10	Re-elect Terri Duhon as Director	Mgmt	For	For	For
11	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For
12	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
13	Elect Henrietta Baldock as Director	Mgmt	For	For	For
14	Elect Ruth Leas as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Repsol SA

Meeting Date: 05/09/2024

Country: Spain

Ticker: REP

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: E8471S130

Shares Voted: 177,078

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 Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Advisory Vote on the Company's Energy Transition Strategy	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

The Gym Group Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: GYM

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G42114101

Shares Voted: 627,062

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

The Gym Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted, highlighting material concerns with the structure of the proposed combined incentive plan ("TGG Incentive Plan") which is set to replace the existing annual bonus and long term incentive plans.</i>				
4	Approve Incentive Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposed TGG Incentive Plan is considered warranted. As discussed under Item 3, there are concerns with the structure of the TGG Incentive Award.</i>				
5	Approve Performance Share Plan	Mgmt	For	For	For
6	Re-elect John Treharne as Director	Mgmt	For	For	For
7	Elect Will Orr as Director	Mgmt	For	For	For
8	Re-elect Luke Tait as Director	Mgmt	For	For	For
9	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
10	Re-elect Wais Shaifta as Director	Mgmt	For	For	For
11	Re-elect Richard Stables as Director	Mgmt	For	For	For
12	Re-elect Simon Jones as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Union Pacific Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: UNP

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 907818108

Union Pacific Corporation

Shares Voted: 64,909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1j	Elect Director V. James Vena	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For
1l	Elect Director Christopher J. Williams	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	Against	Against

Verizon Communications Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: VZ

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 92343V104

Shares Voted: 436,607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For	For
1.8	Elect Director Rodney Slater	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For
1.10	Elect Director Hans Vestberg	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	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.</i>					
6	Amend Clawback Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i>					
7	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has largely coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.</i>					
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
9	Report on Lead-Sheathed Cables	SH	Against	Against	Against
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against

Zebra Technologies Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: ZBRA

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 989207105

Zebra Technologies Corporation

Shares Voted: 28,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Satish Dhanasekaran	Mgmt	For	For	For
1b	Elect Director Ross W. Manire	Mgmt	For	For	For
1c	Elect Director Kenneth B. Miller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. A majority of regular incentive pay is performance-conditioned, and below-target outcomes reflects the company's underperformance. However, structural and disclosure concerns are identified, including that the company has not clearly disclosed most of the quantitative performance targets. Further, the LTI program has an annual share banking feature, which diminishes the program's long-term focus. Additionally, the company granted a problematic one-time award to the former CEO upon his transition to executive chairman that lacks performance criteria and vests after only one year of service. Lastly, the company provided sizeable cash severance to a departing NEO despite without clear proxy disclosure that the separation was a qualifying termination.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Colgate-Palmolive Company

Meeting Date: 05/10/2024

Country: USA

Ticker: CL

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 194162103

Shares Voted: 195,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steve Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Brian Newman	Mgmt	For	For	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1j	Elect Director Noel R. Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Colgate-Palmolive Company

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	Require Independent Board Chair	SH	Against	Against	Against

Derwent London Plc

Meeting Date: 05/10/2024

Country: United Kingdom

Ticker: DLN

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: G27300105

Shares Voted: 127,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lucinda Bell as Director	Mgmt	For	For	For
5	Re-elect Mark Breuer as Director	Mgmt	For	For	For
6	Re-elect Nigel George as Director	Mgmt	For	For	For
7	Re-elect Helen Gordon as Director	Mgmt	For	For	For
8	Re-elect Emily Prideaux as Director	Mgmt	For	For	For
9	Re-elect Sanjeev Sharma as Director	Mgmt	For	For	For
10	Re-elect Cilla Snowball as Director	Mgmt	For	For	For
11	Re-elect Paul Williams as Director	Mgmt	For	For	For
12	Re-elect Damian Wisniewski as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Derwent London Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Approve Increase in Limit on Aggregate Fees Payable to Directors	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marriott International, Inc.

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** MAR
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 571903202

Shares Voted: 37,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	For
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
1e	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
1g	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1h	Elect Director David S. Marriott	Mgmt	For	For	For
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1j	Elect Director Grant F. Reid	Mgmt	For	For	For
1k	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1l	Elect Director Susan C. Schwab	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 Third-Party Racial Equity Audit	SH	Against	Against	Against

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Pay Equity	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.

Masco Corporation

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** MAS
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 574599106

Shares Voted: 143,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark R. Alexander	Mgmt	For	For	For
1b	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1c	Elect Director John C. Plant	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

SOL SpA

Meeting Date: 05/10/2024 **Country:** Italy **Ticker:** SOL
Record Date: 04/30/2024 **Meeting Type:** Annual/Special
Primary Security ID: T8711D103

Shares Voted: 19,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The company does not provide sufficient information on its new long-term incentive plan. As the plan is cash-based and not linked to the market price of company shares, shareholders are not called to approve it under a separate item. * The board maintains excessively broad derogation powers. * Termination payments may theoretically exceed 24 months' pay when including indemnities for non-compete agreements.</i></p>					
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by Gas and Technologies World BV	Mgmt			
5	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
6	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Articles 7, 10, and 17	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because part of the proposed amendments may harm shareholder rights.</i></p>					

Standard Chartered Plc

Meeting Date: 05/10/2024 **Country:** United Kingdom **Ticker:** STAN
Record Date: 05/08/2024 **Meeting Type:** Annual
Primary Security ID: G84228157

Shares Voted: 8,444,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Diego De Giorgi as Director	Mgmt	For	For	For
5	Elect Diane Jurgens as Director	Mgmt	For	For	For
6	Re-elect Shirish Apte as Director	Mgmt	For	For	For
7	Re-elect David Conner as Director	Mgmt	For	For	For
8	Re-elect Jackie Hunt as Director	Mgmt	For	For	For
9	Re-elect Robin Lawther as Director	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Maria Ramos as Director	Mgmt	For	For	For
11	Re-elect Phil Rivett as Director	Mgmt	For	For	For
12	Re-elect David Tang as Director	Mgmt	For	For	For
13	Re-elect Jose Vinals as Director	Mgmt	For	For	For
14	Re-elect Bill Winters as Director	Mgmt	For	For	For
15	Re-elect Linda Yueh as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
28	Amend Articles of Association	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/10/2024

Country: United Kingdom

Ticker: STAN

Record Date: 05/08/2024

Meeting Type: Special

Primary Security ID: G84228157

Shares Voted: 8,444,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Class Meeting of the Holders of Ordinary Shares	Mgmt			
1	Sanctions and Consents to Every Variation, Alteration, Modification or Abrogation of the Rights, Privileges and Restrictions Attaching to the Ordinary Shares which may be Involved by the Passing of Resolution 28 as Set Out in the Notice of AGM	Mgmt	For	For	For

The Progressive Corporation

Meeting Date: 05/10/2024

Country: USA

Ticker: PGR

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 743315103

Shares Voted: 38,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For

The Progressive Corporation

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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Baker Hughes Company

Meeting Date: 05/13/2024

Country: USA

Ticker: BKR

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 05722G100

Shares Voted: 210,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	For	For	For
1.3	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.4	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	For	For
1.7	Elect Director John G. Rice	Mgmt	For	For	For
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.9	Elect Director Mohsen M. Sohi	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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For

3M Company

Meeting Date: 05/14/2024

Country: USA

Ticker: MMM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 88579Y101

Shares Voted: 75,394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1b	Elect Director William M. Brown	Mgmt	For	For	For
1c	Elect Director Audrey Choi	Mgmt	For	For	For
1d	Elect Director Anne H. Chow	Mgmt	For	For	For
1e	Elect Director David B. Dillon	Mgmt	For	For	For
1f	Elect Director James R. Fitterling	Mgmt	For	For	For
1g	Elect Director Amy E. Hood	Mgmt	For	For	For
1h	Elect Director Suzan Kereere	Mgmt	For	For	For
1i	Elect Director Gregory R. Page	Mgmt	For	For	For
1j	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1k	Elect Director Michael F. Roman	Mgmt	For	For	For
1l	Elect Director Thomas W. Sweet	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO pay increased amidst poor performance, contributing to a misalignment between pay and performance for the year in review. While annual incentives are primarily based on objective, financial metrics, two targets were set below last year's actual performance and then awards paid out above target. Further, long-term incentives use annual performance periods, with the ability to bank half of the target performance shares after just one year, and the CEO's target LTI opportunity was increased this year, with limited rationale. Lastly, while forward-looking goals are provided, multiple metrics targeted negative or zero percent growth.</i>					
4	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Bausch Health Companies Inc.

Meeting Date: 05/14/2024

Country: Canada

Ticker: BHC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 071734107

Bausch Health Companies Inc.

Shares Voted: 309,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Appio	Mgmt	For	For	For
1b	Elect Director Christian A. Garcia	Mgmt	For	For	For
1c	Elect Director Brett M. Icahn	Mgmt	For	For	For
1d	Elect Director Sarah B. Kavanagh	Mgmt	For	For	For
1e	Elect Director Frank D. Lee	Mgmt	For	For	For
1f	Elect Director Steven D. Miller	Mgmt	For	For	For
1g	Elect Director Richard C. Mulligan	Mgmt	For	For	For
1h	Elect Director John A. Paulson	Mgmt	For	For	For
1i	Elect Director Robert N. Power	Mgmt	For	For	For
1j	Elect Director Amy B. Wechsler	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	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/14/2024

Country: France

Ticker: BNP

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 83,964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.60 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Renew Appointment of Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	For	For
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	For	For
10	Elect Annemarie Straathof as Director	Mgmt	For	For	For
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of BNP Paribas SA	Mgmt			
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers Extraordinary Business	Mgmt Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

BNP Paribas SA

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

Chesnara Plc

Meeting Date: 05/14/2024

Country: United Kingdom

Ticker: CSN

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: G20912104

Shares Voted: 585,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Steve Murray as Director	Mgmt	For	For	For
5	Re-elect Carol Hagh as Director	Mgmt	For	For	For
6	Re-elect Karin Bergstein as Director	Mgmt	For	For	For
7	Re-elect Jane Dale as Director	Mgmt	For	For	For
8	Re-elect Luke Savage as Director	Mgmt	For	For	For
9	Re-elect Mark Hesketh as Director	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: Items 4-8 and 10-11 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
10	Re-elect Eamonn Flanagan as Director	Mgmt	For	For	For
11	Elect Tom Howard as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Chesnara Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity in Relation to the Issuance of Restricted Tier 1 Instruments	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Restricted Tier 1 Instruments	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Computacenter Plc

Meeting Date: 05/14/2024

Country: United Kingdom

Ticker: CCC

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: G23356150

Shares Voted: 40,000

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
4a	Re-elect Pauline Campbell as Director	Mgmt	For	For	For
4b	Re-elect Rene Carayol as Director	Mgmt	For	For	For
4c	Re-elect Philip Hulme as Director	Mgmt	For	For	For
4d	Elect Christian Jehle as Director	Mgmt	For	For	For
4e	Re-elect Ljiljana Mitic as Director	Mgmt	For	For	For
4f	Re-elect Mike Norris as Director	Mgmt	For	For	For
4g	Re-elect Peter Ogden as Director	Mgmt	For	For	For
4h	Re-elect Ros Rivaz as Director	Mgmt	For	For	For
5	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Computacenter Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ConocoPhillips

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** COP
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 20825C104

Shares Voted: 116,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Gay Huey Evans	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1d	Elect Director Ryan M. Lance	Mgmt	For	For	For
1e	Elect Director Timothy A. Leach	Mgmt	For	For	For
1f	Elect Director William H. McRaven	Mgmt	For	For	For
1g	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1h	Elect Director Eric D. Mullins	Mgmt	For	For	For
1i	Elect Director Arjun N. Murti	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director David T. Seaton	Mgmt	For	For	For
1l	Elect Director R.A. Walker	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	Reduce Supermajority Vote Requirement	SH	For	For	For
5	Revisit Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against

Meeting Date: 05/14/2024

Country: Germany

Ticker: DB1

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 13,261

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 3.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For	For

FDM Group (Holdings) Plc

Meeting Date: 05/14/2024 **Country:** United Kingdom **Ticker:** FDM
Record Date: 05/10/2024 **Meeting Type:** Annual
Primary Security ID: G3405Y129

Shares Voted: 227,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Performance Share Plan	Mgmt	For	For	For
6	Re-elect Andrew Brown as Director	Mgmt	For	For	For
7	Re-elect Roderick Flavell as Director	Mgmt	For	For	For
8	Re-elect Sheila Flavell as Director	Mgmt	For	For	For
9	Re-elect Michael McLaren as Director	Mgmt	For	For	For
10	Re-elect Alan Kinnear as Director	Mgmt	For	For	For
11	Re-elect David Lister as Director	Mgmt	For	For	For
12	Elect Rowena Murray as Director	Mgmt	For	For	For
13	Re-elect Jacqueline de Rojas as Director	Mgmt	For	For	For
14	Re-elect Michelle Senecal de Fonseca as Director	Mgmt	For	For	For

FDM Group (Holdings) Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	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

Honeywell International Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** HON
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 438516106

Shares Voted: 99,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Duncan B. Angove	Mgmt	For	For	For
1c	Elect Director William S. Ayer	Mgmt	For	For	For
1d	Elect Director Kevin Burke	Mgmt	For	For	For
1e	Elect Director D. Scott Davis	Mgmt	For	For	For
1f	Elect Director Deborah Flint	Mgmt	For	For	For
1g	Elect Director Vimal Kapur	Mgmt	For	For	For
1h	Elect Director Michael W. Lamach	Mgmt	For	For	For
1i	Elect Director Rose Lee	Mgmt	For	For	For
1j	Elect Director Grace Lieblein	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
1l	Elect Director Robin Watson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Hugo Boss AG

Meeting Date: 05/14/2024 **Country:** Germany **Ticker:** BOSS
Record Date: 05/07/2024 **Meeting Type:** Annual
Primary Security ID: D34902102

Shares Voted: 20,412

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 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns. * An annual bonus for 2023 was granted to a former executive who had left the company in 2022, raising concerns regarding the appropriateness of this payment.</i></p>					
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Prudential Financial, Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** PRU
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 744320102

Prudential Financial, Inc.

Shares Voted: 68,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Kathleen A. Murphy	Mgmt	For	For	For
1.7	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.8	Elect Director Christine A. Poon	Mgmt	For	For	For
1.9	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period. Additionally, pay and performance are reasonably aligned at this time. However, a vote AGAINST this proposal is warranted in light of problematic adjustments to the terms of outstanding PSUs. While disclosure surrounding the adjustments is robust and certain vesting caps were implemented, the adjustments ultimately resulted in a significant increase in the vesting result for closing-cycle awards and will meaningfully impact other outstanding cycles. The committee's rationale for such adjustments to outstanding PSUs is not considered compelling.</i></p>					
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.</i></p>					

Waste Management, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: WM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 94106L109

Shares Voted: 32,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

American International Group, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: AIG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 89,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	For	For	For
1d	Elect Director John (Chris) Inglis	Mgmt	For	For	For
1e	Elect Director Linda A. Mills	Mgmt	For	For	For
1f	Elect Director Diana M. Murphy	Mgmt	For	For	For
1g	Elect Director Peter R. Porrino	Mgmt	For	For	For
1h	Elect Director John G. Rice	Mgmt	For	For	For
1i	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
1j	Elect Director Peter Zaffino	Mgmt	For	For	For

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: CEO pay and company performance were reasonably aligned for the year in review. A qualitative review of incentive programs indicates largely performance-based pay, although certain design and disclosure issues are noted. Nevertheless, significant concerns are raised by the committee's limited degree of responsiveness following last year's failed say-on-pay vote. The committee made a commitment to limit one-time awards to extraordinary circumstances. While this is meaningful, it does not directly address shareholders' noted concerns regarding one-time award "quantum and structure." A failed say-on-pay vote warrants the highest degree of responsiveness, and the committee's actions are considered to fall short of that standard. Accordingly, a vote AGAINST this proposal is warranted.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the lead independent director role is considered robust, per the CEO's five-year employment agreement, the current chair/CEO role is contractually guaranteed, which calls into question the board's argument that an independent board chair policy would remove its flexibility to determine the most effective leadership structure. Moreover, this advisory proposal provides the board discretion to implement an independent board chair policy at the next CEO transition.</i></p>					
5	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024 **Country:** Germany **Ticker:** BMW
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: D12096109

Shares Voted: 19,192

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 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Stefan Quandt to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the non-independent nominee, Stefan Quandt, is warranted because the company has failed to establish a sufficiently independent remuneration committee. However, votes FOR the remaining nominees, Susanne Klatten and Vishal Sikka, are warranted due to a lack of concerns.</i></p>					
6.3	Elect Vishal Sikka to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: BLK

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 09247X101

Shares Voted: 17,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For	For
1c	Elect Director William E. Ford	Mgmt	For	For	For
1d	Elect Director Fabrizio Freda	Mgmt	For	For	For
1e	Elect Director Murry S. Gerber	Mgmt	For	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1g	Elect Director Robert S. Kapito	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1i	Elect Director Amin H. Nasser	Mgmt	For	For	For
1j	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1k	Elect Director Kristin C. Peck	Mgmt	For	For	For
1l	Elect Director Charles H. Robbins	Mgmt	For	For	For
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For
1n	Elect Director Hans E. Vestberg	Mgmt	For	For	For
1o	Elect Director Susan L. Wagner	Mgmt	For	For	For
1p	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: While the majority of equity awards are based on clearly-disclosed multi-year goals that appear reasonably rigorous, there are significant concerns regarding the process used to determine annual cash incentive awards. Although annual cash incentive determinations are guided by performance assessments and consistent financial metrics were evaluated, payouts are ultimately discretionarily determined. The proxy lacks several key disclosures, including quantified target goals and individual metric weightings, which are important in assessing pay-for-performance linkage, particularly when discretionary determinations have contributed to a pay-for-performance misalignment. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i></p>					
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	SH	Against	Against	Against

Daimler Truck Holding AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: DTG

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Shares Voted: 42,292

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			

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz (until Aug. 5, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (until Oct. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Shintaro Suzuki (from Oct. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2023	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for a Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Elevance Health, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** ELV
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 036752103

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	For	For
1.2	Elect Director Antonio F. Neri	Mgmt	For	For	For
1.3	Elect Director Ramiro G. Peru	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 a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

Eni SpA

Meeting Date: 05/15/2024 **Country:** Italy **Ticker:** ENI
Record Date: 05/06/2024 **Meeting Type:** Annual/Special
Primary Security ID: T3643A145

Shares Voted: 231,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Employees Share Ownership Plan 2024-2026	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
8	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	Mgmt	For	For	For

Enphase Energy, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: ENPH

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 29355A107

Shares Voted: 29,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Badrinarayanan Kothandaraman	Mgmt	For	For	For
1.2	Elect Director Joseph Malchow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: FI

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 80,685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Lance M. Fritz	Mgmt	For	For	For
1.5	Elect Director Ajei S. Gopal	Mgmt	For	For	For
1.6	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.7	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.8	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.9	Elect Director Kevin M. Warren	Mgmt	For	For	For
1.10	Elect Director Charlotte B. Yarkoni	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

Halliburton Company

Meeting Date: 05/15/2024

Country: USA

Ticker: HAL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 406216101

Shares Voted: 212,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For	For

Halliburton Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1j	Elect Director Maurice S. Smith	Mgmt	For	For	For
1k	Elect Director Janet L. Weiss	Mgmt	For	For	For
1l	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: HLT

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 43300A203

Shares Voted: 17,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
1d	Elect Director Chris Carr	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
1g	Elect Director Judith A. McHale	Mgmt	For	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1i	Elect Director Douglas M. Steenland	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

IQGeo Group Plc

Meeting Date: 05/15/2024

Country: United Kingdom

Ticker: IQG

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: G4939N100

Shares Voted: 1,672,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons: * Options granted to the Executive Directors during the year under review are not subject to performance conditions and feature a vesting period of less than three years.</i></p>					
2	Re-elect Haywood Chapman as Director	Mgmt	For	For	For
3	Re-elect Ian Kershaw as Director	Mgmt	For	For	For
4	Re-elect Andrew MacLeod as Director	Mgmt	For	For	For
5	Re-elect Riccardo Petti as Director	Mgmt	For	For	For
6	Re-elect Carolyn Rand as Director	Mgmt	For	For	For
7	Re-elect Max Royde as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 2-6 A vote FOR the re-election of Haywood Chapman, Ian Kershaw, Andy MacLeod, Richard Petti and Carolyn Rand is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of Max Royde is warranted because: * A potential independence issue has been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size. Items 8 and 9 Despite potential concerns due to their non-independence, a vote FOR the re-election of Robert Sansom and Paul Taylor is warranted as they are not members of the Audit and Remuneration Committees.</i></p>					
8	Re-elect Robert Sansom as Director	Mgmt	For	For	For
9	Re-elect Paul Taylor as Director	Mgmt	For	For	For
10	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Marshalls Plc

Meeting Date: 05/15/2024

Country: United Kingdom

Ticker: MSLH

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: G58718100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Vanda Murray as Director	Mgmt	For	For	For
6	Elect Matthew Pullen as Director	Mgmt	For	For	For
7	Re-elect Graham Prothero as Director	Mgmt	For	For	For
8	Re-elect Angela Bromfield as Director	Mgmt	For	For	For
9	Re-elect Avis Darzins as Director	Mgmt	For	For	For
10	Re-elect Diana Houghton as Director	Mgmt	For	For	For
11	Re-elect Justin Lockwood as Director	Mgmt	For	For	For
12	Re-elect Simon Bourne as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Phillips 66

Meeting Date: 05/15/2024

Country: USA

Ticker: PSX

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 718546104

Shares Voted: 69,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	For	For
1b	Elect Director Lisa A. Davis	Mgmt	For	For	For
1c	Elect Director Mark E. Lashier	Mgmt	For	For	For
1d	Elect Director Douglas T. Terreson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	Against	Against

SAP SE

Meeting Date: 05/15/2024

Country: Germany

Ticker: SAP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 75,470

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 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Savills Plc

Meeting Date: 05/15/2024 Country: United Kingdom Ticker: SVS
 Record Date: 05/13/2024 Meeting Type: Annual
 Primary Security ID: G78283119

Shares Voted: 59,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Stacey Cartwright as Director	Mgmt	For	For	For
5	Re-elect Mark Ridley as Director	Mgmt	For	For	For
6	Re-elect Simon Shaw as Director	Mgmt	For	For	For
7	Re-elect Florence Tondu-Melique as Director	Mgmt	For	For	For
8	Re-elect Dana Roffman as Director	Mgmt	For	For	For
9	Re-elect Philip Lee as Director	Mgmt	For	For	For
10	Re-elect Richard Orders as Director	Mgmt	For	For	For
11	Re-elect Marcus Sperber as Director	Mgmt	For	For	For
12	Elect John Waters as Director	Mgmt	For	For	For
13	Elect Adriana Karaboutis as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Savills Plc

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

Spirax-Sarco Engineering Plc

Meeting Date: 05/15/2024 **Country:** United Kingdom **Ticker:** SPX
Record Date: 05/13/2024 **Meeting Type:** Annual
Primary Security ID: G83561129

Shares Voted: 324,995

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Jamie Pike as Director	Mgmt	For	For	For
7	Re-elect Nimesh Patel as Director	Mgmt	For	For	For
8	Re-elect Angela Archon as Director	Mgmt	For	For	For
9	Elect Constance Baroudele as Director	Mgmt	For	For	For
10	Re-elect Peter France as Director	Mgmt	For	For	For
11	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
12	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
13	Re-elect Jane Kingston as Director	Mgmt	For	For	For
14	Re-elect Kevin Thompson as Director	Mgmt	For	For	For

Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Approve Scrip Dividend Program	Mgmt	For	For	For
17	Approve Change of Company Name to Spirax Group plc	Mgmt	For	For	For
18	Amend Articles of Association	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

St. James's Place Plc

Meeting Date: 05/15/2024 **Country:** United Kingdom **Ticker:** STJ
Record Date: 05/13/2024 **Meeting Type:** Annual
Primary Security ID: G5005D124

Shares Voted: 3,813,644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Craig Gentle as Director	Mgmt	For	For	For
5	Re-elect Emma Griffin as Director	Mgmt	For	For	For
6	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
7	Re-elect John Hitchins as Director	Mgmt	For	For	For
8	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
9	Re-elect Paul Manduca as Director	Mgmt	For	For	For
10	Elect Mark FitzPatrick as Director	Mgmt	For	For	For
11	Elect Simon Fraser as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For

St. James's Place Plc

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

Swiss Life Holding AG

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: SLHN

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: H8404J162

Shares Voted: 1,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Severin Moser as Director	Mgmt	For	For	For
5.9	Reelect Henry Peter as Director	Mgmt	For	For	For
5.10	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Thales SA

Meeting Date: 05/15/2024

Country: France

Ticker: HO

Record Date: 05/13/2024

Meeting Type: Annual/Special

Primary Security ID: F9156M108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Ratify Change Location of Registered Office to 4 rue de la Verrerie a Meudon (Hauts de Seine)	Mgmt	For	For	For
5	Ratify Appointment of Loic Rocard as Director	Mgmt	For	For	For
6	Reelect Loic Rocard as Director	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Mgmt	For	Against	Against

*Voting Policy Rationale: * Votes AGAINST Items 13 to 18 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR the global limit under item 20 is warranted as such global limit is favorable to shareholders.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 13 to 18 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR the global limit under item 20 is warranted as such global limit is favorable to shareholders.</i>					
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 13 to 18 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR the global limit under item 20 is warranted as such global limit is favorable to shareholders.</i>					
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 13 to 18 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR the global limit under item 20 is warranted as such global limit is favorable to shareholders.</i>					
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 13 to 18 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR the global limit under item 20 is warranted as such global limit is favorable to shareholders.</i>					
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 13 to 18 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR the global limit under item 20 is warranted as such global limit is favorable to shareholders.</i>					
19	Authorize Capitalization of Reserves of Up to EUR 157,650,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13-19 at EUR 180 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
23	Elect Ruby McGregor-Smith as Director	Mgmt	For	For	For

The Travelers Companies, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: TRV

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 89417E109

Shares Voted: 57,894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director William J. Kane	Mgmt	For	For	For
1c	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1d	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1e	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1f	Elect Director Rafael Santana	Mgmt	For	For	For
1g	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1h	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1i	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1j	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1k	Elect Director David S. Williams	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	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While the majority of long-term incentives are based on clearly disclosed multi-year goals, significant concerns are noted regarding the discretionary nature of the STI program and the lack of certain key disclosures. While certain financial target goals are disclosed, other key disclosures are lacking, including target opportunities, individual metric weightings, the impact of individual performance on pay outcomes, and quantified threshold and maximum goals. The lack of these key disclosures impedes a fully-informed assessment of pay outcomes relative to company performance, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.</i></p>					
4	Report on Methane Emissions	SH	Against	Against	Against
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Against	Against	Against
6	Report on Human Rights Risk in Underwriting	SH	Against	Against	Against
7	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against

Meeting Date: 05/15/2024

Country: Jersey

Ticker: TCAP

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: G8963N100

Shares Voted: 889,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Richard Berliand as Director	Mgmt	For	For	For
5	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For
6	Re-elect Kath Cates as Director	Mgmt	For	For	For
7	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
8	Re-elect Angela Crawford-Ingle as Director	Mgmt	For	For	For
9	Re-elect Michael Heaney as Director	Mgmt	For	For	For
10	Re-elect Mark Hemsley as Director	Mgmt	For	For	For
11	Re-elect Philip Price as Director	Mgmt	For	For	For
12	Re-elect Robin Stewart as Director	Mgmt	For	For	For
13	Elect Amy Yip as Director	Mgmt	For	For	For
14	Appoint PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	Mgmt	For	For	For

TP ICAP Group Plc

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

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** VRTX
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 92532F100

Shares Voted: 17,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For
1.11	Elect Director Suketu Upadhyay	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>					
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as it would shareholders to better evaluate the effectiveness of the company's diversity, equity, and inclusion efforts.</i>					

Meeting Date: 05/16/2024

Country: Germany

Ticker: ADS

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 11,665

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 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Although the company provides robust disclosure of financial achievements, disclosure of strategic and non-financial achievements under the STI remains underdeveloped in the context of market practice. * The new CEO's STI was subject to a minimum level of guaranteed vesting. Nevertheless, we do note that actual attainment exceeded this minimum. * The new CEO received a replacement award in connection with his appointment, but it is not confirmed if this was made on a like-for-like basis. * Pension payments remain at 50 percent of fixed remuneration, which represents a high level in the context of market practice. * A former executive's variable pay was subject to accelerated vesting without a detailed and compelling explanation. This treatment was not applied to other former executives.</i></p>					
6	Approve Remuneration Policy	Mgmt	For	For	For
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.2	Reelect Jackie Joyner-Kersee to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent nomination committee chair, Thomas Rabe, is considered warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Rabe is further warranted because he holds an excessive number of mandates at listed companies, considering his position as supervisory board chair and outside CEO position. Nevertheless, shareholders may wish to note that Rabe is proposed for a one-year term to ensure a smooth handover, while the company acknowledges the aforementioned concerns regarding gender diversity and overboarding. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i></p>					
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/16/2024

Country: Netherlands

Ticker: ADYEN

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: N3501V104

Shares Voted: 1,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Elect Adine Grate to Supervisory Board	Mgmt	For	For	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	For	For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	For	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Altria Group, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** MO
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 02209S103

Shares Voted: 124,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For
1g	Elect Director George Munoz	Mgmt	For	For	For
1h	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1i	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1j	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Congruence of Political and Lobbying Expenditures	SH	Against	Against	Against
5	Report on Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	SH	Against	Against	Against
6	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH			

Amphenol Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: APH

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 25,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Anne Wolff is warranted for serving as a non-independent member, per ISS' classification, of key board committees. A vote FOR the remaining director nominees is warranted.</i>					
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse is small.

AT&T Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: T

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 00206R102

Shares Voted: 750,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1.6	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.7	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.8	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.9	Elect Director John T. Stankey	Mgmt	For	For	For
1.10	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.11	Elect Director Luis A. Ubinas	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	Require Independent Board Chair	SH	Against	Against	Against
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Respecting Workforce Civil Liberties	SH	Against	Against	Against

Capgemini SE

Meeting Date: 05/16/2024

Country: France

Ticker: CAP

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 12,035

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	For	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chubb Limited

Meeting Date: 05/16/2024 **Country:** Switzerland **Ticker:** CB
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: H1467J104

Shares Voted: 26,995

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.</i></p>					
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Cancel Repurchased Shares	Mgmt	For	For	For
10	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	For	For	For
12.3	Approve Remuneration Report	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Sustainability Report	Mgmt	For	For	For
15	Report on GHG Emissions Associated with Underwriting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better understand the company's climate-related risks from its underwriting, investment, and insurance activities.</i>					
16	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i>					
A	Transact Other Business	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>					

ConvaTec Group Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: CTEC

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G23969101

Shares Voted: 17,512,708

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

ConvaTec Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect John McAdam as Director	Mgmt	For	For	For
5	Re-elect Karim Bitar as Director	Mgmt	For	For	For
6	Re-elect Jonny Mason as Director	Mgmt	For	For	For
7	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
8	Re-elect Brian May as Director	Mgmt	For	For	For
9	Re-elect Constantin Coussios as Director	Mgmt	For	For	For
10	Re-elect Heather Mason as Director	Mgmt	For	For	For
11	Re-elect Kim Lody as Director	Mgmt	For	For	For
12	Re-elect Sharon O'Keefe as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Amendments to the Long Term Incentive Plan 2016	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

CVS Health Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: CVS

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 126650100

Shares Voted: 126,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jeffrey R. Balsler	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For
1h	Elect Director J. Scott Kirby	Mgmt	For	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
1j	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1k	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	Against	Against
6	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Adopt Policy to Require Director Allocation of Hours Disclosure	SH	Against	Against	Against

Deutsche Bank AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: DBK

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: D18190898

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 0.45 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17, 2023 - Jan. 12, 2024) for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/16/2024

Country: Germany

Ticker: EOAN

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: D24914133

Shares Voted: 204,134

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 0.53 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	Mgmt	For	For	For

E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 528 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 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Ibstock Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: IBST

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G46956135

Shares Voted: 752,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For
5	Re-elect Peju Adebajo as Director	Mgmt	For	For	For
6	Re-elect Nicola Bruce as Director	Mgmt	For	For	For
7	Re-elect Louis Eperjesi as Director	Mgmt	For	For	For
8	Re-elect Claire Hawkings as Director	Mgmt	For	For	For
9	Re-elect Joe Hudson as Director	Mgmt	For	For	For
10	Re-elect Chris McLeish as Director	Mgmt	For	For	For
11	Re-elect Justin Read as Director	Mgmt	For	For	For

Ibstock Plc

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

Illumina, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: ILMN

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 452327109

Shares Voted: 59,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Frances Arnold	Mgmt	For	For	For
1B	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1C	Elect Director Robert S. Epstein	Mgmt	For	For	For
1D	Elect Director Scott Gottlieb	Mgmt	For	For	For
1E	Elect Director Gary S. Guthart	Mgmt	For	For	For
1F	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1G	Elect Director Anna Richo	Mgmt	For	For	For
1H	Elect Director Philip W. Schiller	Mgmt	For	For	For
1I	Elect Director Susan E. Siegel	Mgmt	For	For	For
1J	Elect Director Jacob Thaysen	Mgmt	For	For	For
1K	Elect Director Scott B. Ullem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

illumina, 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

Lloyds Banking Group Plc

Meeting Date: 05/16/2024 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 05/14/2024 **Meeting Type:** Annual
Primary Security ID: G5533W248

Shares Voted: 131,265,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Re-elect William Chalmers as Director	Mgmt	For	For	For
5	Re-elect Sarah Legg as Director	Mgmt	For	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For	For
9	Re-elect Scott Wheway as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: MMC

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 571748102

Shares Voted: 47,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For	For
1j	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Otis Worldwide Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: OTIS

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 68902V107

Shares Voted: 78,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	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 Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

The Home Depot, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HD

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 67,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	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	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	Against	Against
6	Report on Corporate Contributions	SH	Against	Against	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Against	Against
9	Clawback of Incentive Payments	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.

The UNITE Group Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: UTG

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G9283N101

Shares Voted: 2,320,833

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	Amend Articles of Association	Mgmt	For	For	For
5	Approve Enhanced Scrip Dividend Alternative	Mgmt	For	For	For
6	Re-elect Richard Huntingford as Director	Mgmt	For	For	For
7	Re-elect Joe Lister as Director	Mgmt	For	For	For
8	Re-elect Ross Paterson as Director	Mgmt	For	For	For
9	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
10	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For
11	Re-elect Thomas Jackson as Director	Mgmt	For	For	For
12	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For
13	Re-elect Nicola Dulieu as Director	Mgmt	For	For	For
14	Elect Michael Burt as Director	Mgmt	For	For	For
15	Elect Angela Jain as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Approve Restricted Share Plan	Mgmt	For	For	For
22	Approve Scrip Dividend Scheme	Mgmt	For	For	For

The UNITE Group Plc

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

Universal Music Group NV

Meeting Date: 05/16/2024 **Country:** Netherlands **Ticker:** UMG
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: N90313102

Shares Voted: 78,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to * Overall and continued concerns regard quantum given the CEO's pay package is valued at EUR 84 million. The total quantum of CEO pay for 2023 is considered to be excessive because it is 25.28 times higher than the median of peers * The one-off granted awards to the CEO and deputy CEO without providing any compelling rationale. * A transition award of EUR 92,406,852 is given to the CEO and only half is subject to performance conditions. * Finally, a concern is raised because the company provided limited response to last year significant dissent on the remuneration report, and the remuneration committee chair not being reelected by shareholders.</i></p>					
5	Adopt Financial Statements	Mgmt	For	For	For
6.a	Receive Explanation on Company's Dividend Policy	Mgmt			
6.b	Approve Dividends	Mgmt	For	For	For
7.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
7.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
8	Reelect Vincent Vallejo as Executive Director	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote FOR the elections of Nicole Avant, Margaret Frerejean-Taittinger, Amanda Ginsberg, and Eric Spunk is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees William Ackman, Cyrille Bollore, Manning Doherty, Catherine Lawson-Hall, James Mitchell, and Vincent Vallejo is warranted as the future board composition lacks sufficient independence among its members. Furthermore, we raise concerns regarding the non-independent nominees Catherine Lawson-Hall, Cyrille Bollore, and James Mitchell that serve on the audit/remuneration committee since the committee lacks sufficient independence among its members. Moreover, we raise concerns regarding nominee Cyrille Bollore as the nominees is considered to be overboarded.*

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.a	Reelect Bill Ackman as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant, Margaret Frerejean-Taittinger, Amanda Ginsberg, and Eric Spunk is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees William Ackman, Cyrille Bollore, Manning Doherty, Catherine Lawson-Hall, James Mitchell, and Vincent Vallejo is warranted as the future board composition lacks sufficient independence among its members. Furthermore, we raise concerns regarding the non-independent nominees Catherine Lawson-Hall, Cyrille Bollore, and James Mitchell that serve on the audit/remuneration committee since the committee lacks sufficient independence among its members. Moreover, we raise concerns regarding nominee Cyrille Bollore as the nominees is considered to be overboarded.</i></p>					
9.b	Reelect Cathia Lawson-Hall as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant, Margaret Frerejean-Taittinger, Amanda Ginsberg, and Eric Spunk is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees William Ackman, Cyrille Bollore, Manning Doherty, Catherine Lawson-Hall, James Mitchell, and Vincent Vallejo is warranted as the future board composition lacks sufficient independence among its members. Furthermore, we raise concerns regarding the non-independent nominees Catherine Lawson-Hall, Cyrille Bollore, and James Mitchell that serve on the audit/remuneration committee since the committee lacks sufficient independence among its members. Moreover, we raise concerns regarding nominee Cyrille Bollore as the nominees is considered to be overboarded.</i></p>					
9.c	Reelect Cyrille Bollore as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant, Margaret Frerejean-Taittinger, Amanda Ginsberg, and Eric Spunk is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees William Ackman, Cyrille Bollore, Manning Doherty, Catherine Lawson-Hall, James Mitchell, and Vincent Vallejo is warranted as the future board composition lacks sufficient independence among its members. Furthermore, we raise concerns regarding the non-independent nominees Catherine Lawson-Hall, Cyrille Bollore, and James Mitchell that serve on the audit/remuneration committee since the committee lacks sufficient independence among its members. Moreover, we raise concerns regarding nominee Cyrille Bollore as the nominees is considered to be overboarded.</i></p>					
9.d	Reelect James Mitchell as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant, Margaret Frerejean-Taittinger, Amanda Ginsberg, and Eric Spunk is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees William Ackman, Cyrille Bollore, Manning Doherty, Catherine Lawson-Hall, James Mitchell, and Vincent Vallejo is warranted as the future board composition lacks sufficient independence among its members. Furthermore, we raise concerns regarding the non-independent nominees Catherine Lawson-Hall, Cyrille Bollore, and James Mitchell that serve on the audit/remuneration committee since the committee lacks sufficient independence among its members. Moreover, we raise concerns regarding nominee Cyrille Bollore as the nominees is considered to be overboarded.</i></p>					
9.e	Reelect Manning Doherty as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant, Margaret Frerejean-Taittinger, Amanda Ginsberg, and Eric Spunk is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees William Ackman, Cyrille Bollore, Manning Doherty, Catherine Lawson-Hall, James Mitchell, and Vincent Vallejo is warranted as the future board composition lacks sufficient independence among its members. Furthermore, we raise concerns regarding the non-independent nominees Catherine Lawson-Hall, Cyrille Bollore, and James Mitchell that serve on the audit/remuneration committee since the committee lacks sufficient independence among its members. Moreover, we raise concerns regarding nominee Cyrille Bollore as the nominees is considered to be overboarded.</i></p>					
9.f	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Mgmt	For	For	For
9.g	Reelect Nicole Avant as Non-Executive Director	Mgmt	For	For	For
9.h	Elect Eric Sprunk as Non-Executive Director	Mgmt	For	For	For

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.i	Elect Mandy Ginsberg as Non-Executive Director	Mgmt	For	For	For
10.a	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
10.b	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	Mgmt	For	For	For
11.a	Authorize Repurchase of Shares	Mgmt	For	For	For
11.b	Approve Cancellation of Shares	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** WAB
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 929740108

Shares Voted: 81,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda A. Harty	Mgmt	For	For	For
1b	Elect Director Brian P. Hehir	Mgmt	For	For	For
1c	Elect Director Beverley A. Babcock	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

Yum! Brands, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** YUM
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 988498101

Shares Voted: 62,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For	For
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For	For
1h	Elect Director David W. Gibbs	Mgmt	For	For	For
1i	Elect Director Miriam M. Graddick-Weir	Mgmt	For	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	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	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
5	Strategic Review Regarding Capital Transactions Involving the Brands	SH	Against	Against	Against

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/17/2024

Country: France

Ticker: ML

Record Date: 05/15/2024

Meeting Type: Annual/Special

Primary Security ID: F61824870

Shares Voted: 66,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For	For	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Meeting Date: 05/17/2024

Country: Germany

Ticker: FRE

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: D27348263

Shares Voted: 27,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Iberdrola SA

Meeting Date: 05/17/2024

Country: Spain

Ticker: IBE

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 430,956

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 Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Articles	Mgmt	For	For	For
7	Amend Articles	Mgmt	For	For	For
8	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Engagement Dividend	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Scrip Dividends	Mgmt	For	For	For
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For
16	Reelect Nicola Mary Brewer as Director	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Reelect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For
18	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For
19	Fix Number of Directors at 14	Mgmt	For	For	For
20	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
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024 **Country:** USA **Ticker:** ICE
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 45866F104

Shares Voted: 131,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

The Boeing Company

Meeting Date: 05/17/2024

Country: USA

Ticker: BA

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 097023105

Shares Voted: 77,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1j	Elect Director John M. Richardson	Mgmt	For	For	For
1k	Elect Director Sabrina Soussan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO total pay increased despite his not receiving an annual incentive, because the committee approved a significant increase to the CEO's equity award target, after also increasing it in each of the prior two years. In addition, while equity awards were majority performance-based, forward-looking targets were not disclosed and clear rationale was not provided for this decision. Lastly, the committee made a special grant of time-vesting RSUs to the CEO, which vest after a relative short period of time. While the award was meant to match shares Calhoun purchased, investors may question this time-based grant, in addition to the increases in his annual cycle LTI opportunity.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Publish Third Party Review of China Business and ESG Commitments	SH	Against	Against	Against

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Climate Lobbying	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time as shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf.</i>					
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional pay gap statistics may allow shareholders to more fully evaluate the company's progress in reducing pay inequities and associated risks.</i>					
7	Report on Risks Related to Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more information about the company's plans to mitigate risks related to climate change and take advantage of opportunities as its customers seek to reduce emissions associated with defense contracting could help shareholders assess the company's strategies to manage a transition to a low carbon economy.</i>					

Hilton Food Group Plc

Meeting Date: 05/20/2024 **Country:** United Kingdom **Ticker:** HFG
Record Date: 05/16/2024 **Meeting Type:** Annual
Primary Security ID: G4586W106

Shares Voted: 1,750,734

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	Re-elect Robert Watson as Director	Mgmt	For	For	For
4	Elect Steve Murrells as Director	Mgmt	For	For	For
5	Re-elect Matt Osborne as Director	Mgmt	For	For	For
6	Re-elect Angus Porter as Director	Mgmt	For	For	For
7	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
8	Re-elect Patricia Dimond as Director	Mgmt	For	For	For
9	Elect Sarah Perry as Director	Mgmt	For	For	For
10	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For

Hilton Food Group Plc

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

accesso Technology Group Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: ACSO

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G1150H101

Shares Voted: 1,224,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Steve Brown as Director	Mgmt	For	For	For
3	Re-elect Fern MacDonald as Director	Mgmt	For	For	For
4	Re-elect Jody Madden as Director	Mgmt	For	For	For
5	Re-elect Andrew Malpass as Director	Mgmt	For	For	For
6	Re-elect William Russell as Director	Mgmt	For	For	For
7	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: BMRN

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 09061G101

Shares Voted: 43,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For
1.2	Elect Director Barbara W. Bodem	Mgmt	For	For	For
1.3	Elect Director Athena Countouriotis	Mgmt	For	For	For
1.4	Elect Director Willard Dere	Mgmt	For	For	For
1.5	Elect Director Mark J. Enyedy	Mgmt	For	For	For
1.6	Elect Director Alexander Hardy	Mgmt	For	For	For
1.7	Elect Director Elaine J. Heron	Mgmt	For	For	For
1.8	Elect Director Maykin Ho	Mgmt	For	For	For
1.9	Elect Director Robert J. Hombach	Mgmt	For	For	For
1.10	Elect Director Richard A. Meier	Mgmt	For	For	For
1.11	Elect Director David E.I. Pyott	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

Dowlais Group Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: DWL

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G2823M105

Shares Voted: 4,198,941

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Liam Butterworth as Director	Mgmt	For	For	For

Dowlais Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Roberto Fioroni as Director	Mgmt	For	For	For
7	Elect Simon Smith as Director	Mgmt	For	For	For
8	Elect Celia Baxter as Director	Mgmt	For	For	For
9	Elect Philip Harrison as Director	Mgmt	For	For	For
10	Elect Shali Vasudeva as Director	Mgmt	For	For	For
11	Elect Fiona MacAulay as Director	Mgmt	For	For	For
12	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Approve Omnibus Share Plan	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Envista Holdings Corporation

Meeting Date: 05/21/2024

Country: USA

Ticker: NVST

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 29415F104

Shares Voted: 193,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amir Aghdaei *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Wendy Carruthers	Mgmt	For	For	For
1.3	Elect Director Kieran T. Gallahue	Mgmt	For	For	For

Envista Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Scott Huennekens	Mgmt	For	For	For
1.5	Elect Director Barbara B. Hult	Mgmt	For	For	For
1.6	Elect Director Vivek Jain	Mgmt	For	For	For
1.7	Elect Director Daniel A. Raskas	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i></p>					
1.8	Elect Director Christine Tsingos	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5.9	Elect Director Paul Keel	Mgmt	For	For	For

Gamma Communications Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: GAMA

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G371B3109

Shares Voted: 2,151,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Martin Hellawell as Director	Mgmt	For	For	For
8	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For
9	Re-elect Bill Castell as Director	Mgmt	For	For	For
10	Re-elect Rachel Addison as Director	Mgmt	For	For	For

Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
12	Re-elect Shaun Gregory as Director	Mgmt	For	For	For
13	Re-elect Xavier Robert as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

GE Healthcare Technologies, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: GEHC

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 36266G107

Shares Voted: 58,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	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: 05/21/2024

Country: USA

Ticker: JPM

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 247,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i>					
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>					
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against	Against
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the company does not currently maintain severance or golden parachute arrangements, the company also does not disclose a policy that future cash severance payments beyond market norms would require shareholder approval. The requested policy would therefore represent an enhancement to shareholders' interests.</i></p>					
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

JTC Plc

Meeting Date: 05/21/2024 **Country:** Jersey **Ticker:** JTC
Record Date: 05/17/2024 **Meeting Type:** Annual
Primary Security ID: G5211H117

Shares Voted: 244,483

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Michael Liston as Director	Mgmt	For	For	For
8	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	For
9	Re-elect Martin Fotheringham as Director	Mgmt	For	For	For
10	Re-elect Wendy Holley as Director	Mgmt	For	For	For
11	Re-elect Dermot Mathias as Director	Mgmt	For	For	For
12	Re-elect Michael Gray as Director	Mgmt	For	For	For
13	Re-elect Erika Schraner as Director	Mgmt	For	For	For
14	Re-elect Kate Beauchamp as Director	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

JTC Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Judges Scientific Plc

Meeting Date: 05/21/2024 **Country:** United Kingdom **Ticker:** JDG
Record Date: 05/17/2024 **Meeting Type:** Annual
Primary Security ID: G51983107

Shares Voted: 7,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy and Remuneration Report	Mgmt	For	For	For
3	Elect Susan Nyman as Director	Mgmt	For	For	For
4	Re-elect Alexander Hambro as Director	Mgmt	For	For	For
5	Re-elect Bradley Ormsby as Director	Mgmt	For	For	For
6	Re-elect Mark Lavelle as Director	Mgmt	For	For	For
7	Re-elect Lushani Kodituwakku as Director	Mgmt	For	For	For
8	Approve Final Dividend	Mgmt	For	For	For
9	Reappoint BDO UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Judges Scientific Plc

Meeting Date: 05/21/2024 **Country:** United Kingdom **Ticker:** JDG
Record Date: 05/17/2024 **Meeting Type:** Special
Primary Security ID: G51983107

Judges Scientific Plc

Shares Voted: 7,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association Re: Article 21	Mgmt	For	For	For
2	Amend Articles of Association Re: Article 22.5(a)	Mgmt	For	For	For
3	Amend Articles of Association Re: Article 26.2	Mgmt	For	For	For
4	Re-elect David Cicurel as Director	Mgmt	For	For	For
5	Re-elect Tim Prestidge as Director	Mgmt	For	For	For
6	Re-elect Ralph Elman as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 4, 5 & 7 A vote FOR the re-election of David Cicurel, Tim Prestidge and Charles Holroyd is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Ralph Elman is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>					
7	Re-elect Charles Holroyd as Director	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: SHEL

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 2,505,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	Against
	Shareholder Proposal	Mgmt			
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	For

Veralto Corp.

Meeting Date: 05/21/2024

Country: USA

Ticker: VLTO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 92338C103

Shares Voted: 12,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For	For	For
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For	For	For
1c	Elect Director William H. King	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

4imprint Group Plc

Meeting Date: 05/22/2024

Country: United Kingdom

Ticker: FOUR

Record Date: 05/20/2024

Meeting Type: Annual

Primary Security ID: G36555103

Shares Voted: 37,161

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Long Term Incentive Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Lindsay Beardsell as Director	Mgmt	For	For	For
7	Re-elect John Gibney as Director	Mgmt	For	For	For
8	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For
9	Re-elect Paul Moody as Director	Mgmt	For	For	For
10	Re-elect Jaz Patel as Director	Mgmt	For	For	For
11	Re-elect David Seekings as Director	Mgmt	For	For	For
12	Re-elect Christina Southall as Director	Mgmt	For	For	For

4imprint Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Amazon.com, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: AMZN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 694,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: While a pay-for-performance misalignment was identified for the year in review and certain concerns remain surrounding the company's pay program structure, as no portion of NEO compensation is directly tied to the achievement of pre-set performance criteria, certain mitigating factors have been identified. Specifically, it is recognized that FY23 pay for all NEOs was relatively low, consisting only of a base salary and certain perquisites. In addition, no equity awards were provided to NEOs in FY23, following relatively large grants made to certain NEOs during the prior fiscal year. However, following consecutive years of relatively low support for this proposal, the compensation committee demonstrated limited responsiveness to certain shareholders' concerns. The compensation committee engaged with shareholders, disclosed specific feedback, and provided enhanced disclosure surrounding the current pay program design and philosophy. While this greater transparency into the committee's rationale for its pay practices is recognized, the company did not make material changes to the pay program to address certain shareholder concerns. Although the company has demonstrated a degree of responsiveness by addressing certain shareholders questions, the lack of actions taken in respect to certain areas of concern falls short of adequate responsiveness. In light of the committee's limited responsiveness to the relatively low say-on-pay vote last year, a vote AGAINST this proposal is warranted.</i></p>					
4	Establish a Public Policy Committee	SH	Against	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i></p>					
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide shareholders with useful information about how effectively management is assessing and mitigating risks that may arise from inequitable worker treatment.</i></p>					
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i></p>					
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i></p>					
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks, particularly regarding freedom of association and collective bargaining rights.</i></p>					
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against	Against
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against	Against
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the potential reputational risk, an independent third-party audit appears reasonable at this time. Additionally, results from an independent audit may address the inconsistencies between the statistics cited by the proponent and the injury rates reported by the company, which would allow shareholders to more fully evaluate the company's efforts to address workplace safety.

American Tower Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: AMT

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 03027X100

Shares Voted: 66,623

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For	For
1h	Elect Director Neville R. Ray	Mgmt	For	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	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

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>					
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>					

Bollere SE

Meeting Date: 05/22/2024

Country: France

Ticker: BOL

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F10659260

Shares Voted: 131,610

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 0.07 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company failed to provide sufficient information regarding the consulting services agreement with Bollere Participations, its indirect controlling shareholder.</i>					
5	Reelect Sophie Johanna Kloosterman as Director	Mgmt	For	For	For
6	Reelect Alexandre Picciotto as Director	Mgmt	For	For	For
7	Appoint Deloitte & Associes as Authorized Sustainability Auditors	Mgmt	For	For	For
8	Appoint Grant Thornton as Authorized Sustainability Auditors	Mgmt	For	For	For
9	Authorize Repurchase of Up to 9.99 Percent of Issued Share Capital	Mgmt	For	Against	Against

Bollore SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because There is an absence of any board responsiveness following shareholders' dissent at the previous AGM while there has been serious concern regarding the remuneration practices during FY under review and poor practices of remuneration over the past FYs.</i>				
11	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Significant part of the remuneration of the chair/CEO is outsourced. * Similar to previous years, there is an overall lack of information regarding the bonus paid as employee of Bollore Transports & Logistics which is not included in the approved remuneration policy. * Similar to previous years, there is an overall lack of information regarding the tantiemes and exceptional remuneration received from subsidiaries, which represent a significant part of Cyrille Bollore's remuneration and were not included in the policy approved last year. * The stringency of the LTIP criterion based on gender diversity allow vesting even with a concerning underperformance.</i>				
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The base salary is significantly increased (+132%) without any rationale provided by the company. * The company does not include any information on his potential variable remuneration as employee of Bollore Transports & Logistics. * The company does not indicate under which conditions executives could retain rights to unvested long-term compensation in case of departure of the company, in particular if they would be pro-rated for time and subject to performance over the full performance period. * The remuneration policy does not cover the tantiemes paid to Cyrille Bollore, which represent a significant part of his remuneration. * The substantial exceptional remuneration is conditional upon the achievement of performance conditions but includes a catch-up clause over 2025 if the condition is not fully achieved in 2024.</i>				
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coats Group Plc

Meeting Date: 05/22/2024 **Country:** United Kingdom **Ticker:** COA
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: G22429115

Shares Voted: 10,410,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Jacqueline Callaway as Director	Mgmt	For	For	For

Coats Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect David Gosnell as Director	Mgmt	For	For	For
6	Re-elect Hongyan Echo Lu as Director	Mgmt	For	For	For
7	Re-elect Stephen Murray as Director	Mgmt	For	For	For
8	Re-elect Frances Philip as Director	Mgmt	For	For	For
9	Re-elect Rajiv Sharma as Director	Mgmt	For	For	For
10	Re-elect Jakob Sigurdsson as Director	Mgmt	For	For	For
11	Elect Sarah Highfield as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Approve Long-Term Incentive Plan	Mgmt	For	For	For
16	Approve Deferred Annual Bonus Plan	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Crown Castle Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: CCI

Record Date: 03/28/2024

Meeting Type: Proxy Contest

Primary Security ID: 22822V101

Shares Voted: 30,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			

Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	For	For	For
1b	Elect Management Nominee Director Cindy Christy	Mgmt	For	For	For
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	For	For	For
1d	Elect Management Nominee Director Jason Genrich	Mgmt	For	For	For
1e	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Management Nominee Director Tammy K. Jones	Mgmt	For	For	For
1g	Elect Management Nominee Director Kevin T. Kabat	Mgmt	For	For	For
1h	Elect Management Nominee Director Anthony J. Melone	Mgmt	For	For	For
1i	Elect Management Nominee Director Sunit S. Patel	Mgmt	For	For	For
1j	Elect Management Nominee Director Bradley E. Singer	Mgmt	For	For	For
1k	Elect Management Nominee Director Kevin A. Stephens	Mgmt	For	For	For
1l	Elect Management Nominee Director Matthew Thornton, III	Mgmt	For	For	For
1m	Elect Dissident Nominee Director Charles Campbell Green, III	SH	Withhold	Withhold	Withhold
1n	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	Withhold	Withhold	Withhold
1o	Elect Dissident Nominee Director Tripp H. Rice	SH	Withhold	Withhold	Withhold
1p	Elect Dissident Nominee Director David P. Wheeler	SH	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	Against	Against	Against
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			

Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	BOOTS CAPITAL NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Charles Campbell Green, III	SH	For	Do Not Vote	Do Not Vote
1b	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	For	Do Not Vote	Do Not Vote
1c	Elect Dissident Nominee Director Tripp H. Rice	SH	For	Do Not Vote	Do Not Vote
1d	Elect Dissident Nominee Director David P. Wheeler	SH	For	Do Not Vote	Do Not Vote
	COMPANY NOMINEES OPPOSED BY BOOTS CAPITAL	Mgmt			
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	Withhold	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Cindy Christy	Mgmt	Withhold	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	Withhold	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Kevin T. Kabat	Mgmt	Withhold	Do Not Vote	Do Not Vote
	COMPANY NOMINEES UNOPPOSED BY BOOTS CAPITAL	Mgmt			
1a	Elect Management Nominee Director Jason Genrich	Mgmt	None	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	None	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Tammy K. Jones	Mgmt	None	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Anthony J. Melone	Mgmt	None	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Sunit S. Patel	Mgmt	None	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Bradley E. Singer	Mgmt	None	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director Kevin A. Stephens	Mgmt	None	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Matthew Thornton, III	Mgmt	None	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Do Not Vote	Do Not Vote
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	For	Do Not Vote	Do Not Vote

Meeting Date: 05/22/2024

Country: France

Ticker: DSY

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 40,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted as: * The LTIP grant to the new CEO can lead to very significant payments. * The termination payments could result in rewarding for failure * LTIPs will vest fully in case of retirement, without any prorization. * The proposed remuneration for the chairman is deemed high and exceeds market practice with no compelling rationale to support such a level of compensation for a non-executive board chairman.</i></p>					
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the CEO is warranted as: * The disclosure of the STI remains undisclosed for one criteria * The departing CEO is being granted an LTIP and his current LTIPs that have yet to vest are maintained in full * The granted LTIP allows compensation between a sub criteria of the ESG part * The vested LTIP has a performance period of only two years and cannot be considered long term oriented enough. A vote FOR the compensation of the Vice-CEO is warranted but not without concerns given that: * The disclosure of the STI remains undisclosed for one criteria * The granted LTIP allows compensation between a sub criteria of the ESG part * The vested LTIP has a performance period of only two years and cannot be considered long term oriented enough. Support is warranted as: * The STI criteria remains limited in weight at 20 percent of the STI * The LTI compensation is limited * The performance conditions of the LTIP were disclosed and this short term plan was made following the absence of LTIP grant in 2020.</i></p>					
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Considering some issues remain in terms of disclosure on the CEO's remuneration report along with the recurring significant dissent received at last AGMs, a vote AGAINST this resolution is warranted.</i>					
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote AGAINST this (re)election is warranted since the director is affiliated with a shareholder benefitting from the company's distortive voting structure (Item 11). * A vote FOR this independent board member is warranted given the absence of any concerns (Item 12).</i>					
12	Reelect Laurence Daures as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>					
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>					
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>					
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>					
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>					

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>					
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Empiric Student Property PLC

Meeting Date: 05/22/2024 **Country:** United Kingdom **Ticker:** ESP
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: G30381100

Shares Voted: 5,068,240

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 Long Term Incentive Plan	Mgmt	For	For	For
4	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Dividend Policy	Mgmt	For	For	For
7	Re-elect Mark Pain as Director	Mgmt	For	For	For
8	Re-elect Alice Avis as Director	Mgmt	For	For	For
9	Re-elect Duncan Garrood as Director	Mgmt	For	For	For
10	Re-elect Martin Ratchford as Director	Mgmt	For	For	For
11	Re-elect Clair Preston-Beer as Director	Mgmt	For	For	For
12	Re-elect Donald Grant as Director	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Approve the Company's Future ESG Commitments	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Empiric Student Property PLC

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

EOG Resources, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** EOG
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 26875P101

Shares Voted: 49,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For	For
1i	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

M&G Plc

Meeting Date: 05/22/2024 **Country:** United Kingdom **Ticker:** MNG
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: G6107R102

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	Elect Elisabeth Stheeman as Director	Mgmt	For	For	For
4	Re-elect Clive Adamson as Director	Mgmt	For	For	For
5	Re-elect Edward Braham as Director	Mgmt	For	For	For
6	Re-elect Clare Chapman as Director	Mgmt	For	For	For
7	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For
8	Re-elect Andrea Rossi as Director	Mgmt	For	For	For
9	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
10	Re-elect Clare Thompson as Director	Mgmt	For	For	For
11	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: MCD

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 580135101

Shares Voted: 74,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director John Mulligan	Mgmt	For	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For	For
1j	Elect Director Paul Walsh	Mgmt	For	For	For
1k	Elect Director Amy Weaver	Mgmt	For	For	For
1l	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Antibiotics Policy	SH	Against	Against	Against
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	Against	Against
8	Disclose Poultry Welfare Indicators	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure of how the company measures animal welfare would allow shareholders to better assess the effectiveness of the company's animal welfare efforts and management of related risks.</i></p>					
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
10	Report on Corporate Contributions	SH	Against	Against	Against

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against

Mondelez International, Inc.

Meeting Date: 05/22/2024 Country: USA Ticker: MDLZ
 Record Date: 03/13/2024 Meeting Type: Annual
 Primary Security ID: 609207105

Shares Voted: 193,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	For	For	For
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For
1.3	Elect Director Ertharin Cousin	Mgmt	For	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1.6	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1.8	Elect Director Paula A. Price	Mgmt	For	For	For
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
1.11	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Establish Subcommittee Study on Company Affiliations	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	Against	Against

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted as shareholders would benefit from an independent review of the effectiveness of the company's human rights policy in conflict-affected and high-risk areas in order to better assess whether the company is sufficiently managing associated risks

Mortgage Advice Bureau (Holdings) plc

Meeting Date: 05/22/2024 **Country:** United Kingdom **Ticker:** MAB1
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: G6319A103

Shares Voted: 467,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Mike Jones as Director	Mgmt	For	For	For
5	Re-elect Peter Brodnicki as Director	Mgmt	For	For	For
6	Re-elect Ben Thompson as Director	Mgmt	For	For	For
7	Re-elect Nathan Imlach as Director	Mgmt	For	For	For
8	Re-elect David Preece as Director	Mgmt	For	For	For
9	Elect Emilie McCarthy as Director	Mgmt	For	For	For
10	Elect Rachel Haworth as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Meeting Date: 05/22/2024

Country: France

Ticker: ORA

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F6866T100

Shares Voted: 234,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.72 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For	For
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against

PayPal Holdings, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: PYPL

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 70450Y103

Shares Voted: 259,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Alex Chriss	Mgmt	For	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1d	Elect Director John J. Donahoe	Mgmt	For	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.</i></p>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

Societe Generale SA

Meeting Date: 05/22/2024

Country: France

Ticker: GLE

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F8591M517

Shares Voted: 71,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,835,000	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, CEO Until May 23, 2023	Mgmt	For	For	For
12	Approve Compensation of Slawomir Krupa, CEO Since May 23, 2023	Mgmt	For	For	For
13	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Pierre Palmieri, Vice-CEO Since May 23, 2023	Mgmt	For	For	For
15	Approve Compensation of Diony Lebot, Vice-CEO Until May 23, 2023	Mgmt	For	For	For
16	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
17	Reelect Annette Messemer as Director	Mgmt	For	For	For
18	Appoint KPMG SA as Auditor	Mgmt	For	For	For
19	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Appoint Pricewaterhousecoopers as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 331,229,000	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,372,500	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	Mgmt	For	For	For
29	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees	Mgmt	For	For	For
32	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by General Meeting of Shareholders	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Spirent Communications Plc

Meeting Date: 05/22/2024

Country: United Kingdom

Ticker: SPT

Record Date: 05/20/2024

Meeting Type: Special

Primary Security ID: G83562101

Spirent Communications Plc

Shares Voted: 2,421,128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Spirent Communications plc by Keysight Technologies, Inc.	Mgmt	For	For	For

Spirent Communications Plc

Meeting Date: 05/22/2024

Country: United Kingdom

Ticker: SPT

Record Date: 05/20/2024

Meeting Type: Court

Primary Security ID: G83562101

Shares Voted: 2,421,128

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

STMicroelectronics NV

Meeting Date: 05/22/2024

Country: Netherlands

Ticker: STMPA

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: N83574108

Shares Voted: 22,110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Approve Dividends	Mgmt	For	For	For

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Discharge of Management Board	Mgmt	For	For	For
9	Approve Discharge of Supervisory Board	Mgmt	For	For	For
10	Amend Articles of Association	Mgmt	For	For	For
11	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For	For
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For	For
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	For	For
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For	For
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For	For
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	For	For
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	For	For
21	Authorize Repurchase of Shares	Mgmt	For	For	For
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
23	Allow Questions	Mgmt			

The Southern Company

Meeting Date: 05/22/2024

Country: USA

Ticker: SO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 842587107

Shares Voted: 81,737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1d	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Donald M. James	Mgmt	For	For	For
1g	Elect Director John D. Johns	Mgmt	For	For	For
1h	Elect Director Dale E. Klein	Mgmt	For	For	For
1i	Elect Director David E. Meador	Mgmt	For	For	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1l	Elect Director Lizanne Thomas	Mgmt	For	For	For
1m	Elect Director Christopher C. Womack	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 4 is not approved this year.</i></p>					
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: TMO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 883556102

Shares Voted: 26,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	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 Requirement	SH	Against	Against	Against

Zotefoams Plc

Meeting Date: 05/22/2024

Country: United Kingdom

Ticker: ZTF

Record Date: 05/20/2024

Meeting Type: Annual

Primary Security ID: G98933107

Shares Voted: 755,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lynn Drummond as Director	Mgmt	For	For	For
5	Elect Ronan Cox as Director	Mgmt	For	For	For
6	Re-elect Gary McGrath as Director	Mgmt	For	For	For
7	Re-elect Jonathan Carling as Director	Mgmt	For	For	For
8	Re-elect Douglas Robertson as Director	Mgmt	For	For	For
9	Elect Malcolm Swift as Director	Mgmt	For	For	For

Zotefoams Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Catherine Wall as Director	Mgmt	For	For	For
11	Reappoint PKF Littlejohn LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bakkavor Group Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: BAKK

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G0R792105

Shares Voted: 418,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Robert Berlin as Director	Mgmt	For	For	For
6	Re-elect Simon Burke as Director	Mgmt	For	For	For
7	Re-elect Mike Edwards as Director	Mgmt	For	For	For
8	Re-elect Ben Waldron as Director	Mgmt	For	For	For
9	Re-elect Sanjeevan Bala as Director	Mgmt	For	For	For
10	Re-elect Umran Beba as Director	Mgmt	For	For	For

Bakkavor Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
12	Re-elect Agust Gudmundsson as Director	Mgmt	For	For	For
13	Re-elect Lydur Gudmundsson as Director	Mgmt	For	For	For
14	Re-elect Denis Hennequin as Director	Mgmt	For	For	For
15	Re-elect Jane Lodge as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Enel SpA

Meeting Date: 05/23/2024

Country: Italy

Ticker: ENEL

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 603,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For	For

Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration Policy	Mgmt	For	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

Equinix, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** EQIX
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: 29444U700

Shares Voted: 3,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Gary Hromadko	Mgmt	For	For	For
1d	Elect Director Charles Meyers	Mgmt	For	For	For
1e	Elect Director Thomas Olinger	Mgmt	For	For	For
1f	Elect Director Christopher Paisley	Mgmt	For	For	For
1g	Elect Director Jeetu Patel	Mgmt	For	For	For
1h	Elect Director Sandra Rivera	Mgmt	For	For	For
1i	Elect Director Fidelma Russo	Mgmt	For	For	For
1j	Elect Director Peter Van Camp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Essentra Plc

Meeting Date: 05/23/2024 **Country:** United Kingdom **Ticker:** ESNT
Record Date: 05/21/2024 **Meeting Type:** Annual
Primary Security ID: G3198T105

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Climate Transition Action Plan	Mgmt	For	For	For
6	Re-elect Dupsy Abiola as Director	Mgmt	For	For	For
7	Re-elect Jack Clarke as Director	Mgmt	For	For	For
8	Re-elect Kath Durrant as Director	Mgmt	For	For	For
9	Re-elect Scott Fawcett as Director	Mgmt	For	For	For
10	Re-elect Adrian Peace as Director	Mgmt	For	For	For
11	Re-elect Paul Lester as Director	Mgmt	For	For	For
12	Re-elect Mary Reilly as Director	Mgmt	For	For	For
13	Re-elect Ralf Wunderlich as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Sharesave Plan	Mgmt	For	For	For
17	Approve Long Term Incentive Plan	Mgmt	For	For	For
18	Approve Deferred Bonus Plan	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 Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: HILS

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G45080101

Shares Voted: 1,457,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Alan Giddins as Director	Mgmt	For	For	For
5	Re-elect Tony Quinlan as Director	Mgmt	For	For	For
6	Re-elect Pete Raby as Director	Mgmt	For	For	For
7	Re-elect Leigh-Ann Russell as Director	Mgmt	For	For	For
8	Re-elect Farrokh Batliwala as Director	Mgmt	For	For	For
9	Re-elect Hannah Nichols as Director	Mgmt	For	For	For
10	Elect Carol Chesney as Director	Mgmt	For	For	For
11	Elect Hooman Caman Javvi as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Kenvue Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: KVUE

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 49177J102

Shares Voted: 476,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Peter M. Fasolo	Mgmt	For	For	For
1c	Elect Director Tamara S. Franklin	Mgmt	For	For	For
1d	Elect Director Seemantini Godbole	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Betsy D. Holden	Mgmt	For	For	For
1g	Elect Director Larry J. Merlo	Mgmt	For	For	For
1h	Elect Director Thibaut Mongon	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Michael E. Sneed	Mgmt	For	For	For
1k	Elect Director Joseph J. Wolk	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Legal & General Group Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: LGEN

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G54404127

Shares Voted: 24,371,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Antonio Simoes as Director	Mgmt	For	For	For

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
6	Re-elect Philip Broadley as Director	Mgmt	For	For	For
7	Re-elect Jeff Davies as Director	Mgmt	For	For	For
8	Re-elect Carolyn Johnson as Director	Mgmt	For	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
10	Re-elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect George Lewis as Director	Mgmt	For	For	For
12	Re-elect Ric Lewis as Director	Mgmt	For	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Legal & General Group Plc

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

Morgan Stanley

Meeting Date: 05/23/2024

Country: USA

Ticker: MS

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 617446448

Shares Voted: 86,743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For	For
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Some concerns are raised regarding the discretionary process used to determine cash incentives, and the lack of key disclosures related to the performance assessment, though these issues have not contributed to a quantitative pay-for-performance misalignment. However, a vote AGAINST this proposal is warranted in light of significant concerns surrounding one-time awards granted to three NEOs in connection with the CEO transition. Proxy disclosure surrounding the committee's decision-making process and shareholder feedback related to the awards is robust. However, the rationale for the extraordinary total magnitude is less compelling, particularly in light of somewhat limited disclosure related to the magnitude determination. Structurally, the awards largely track the annual LTI awards for most non-CEO NEOs, including the weighting of performance equity, the performance metrics, goals, and vesting periods. This overlapping approach results in a sizable supplemental pay opportunity for the same performance outcomes. Additionally, a significant portion of the award lacks performance criteria. In this case, maintaining a structure for one-time awards that is consistent with the annual LTI grants does not meet the heightened pay-for-performance considerations that arise with off-cycle awards of this magnitude.</i></p>					
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i></p>					
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Measuring and disclosing this statistic will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.</i></p>					

NextEra Energy, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: NEE

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 65339F101

Shares Voted: 178,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1d	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1e	Elect Director Maria G. Henry	Mgmt	For	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David L. Porges	Mgmt	For	For	For
1i	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	For	For
1j	Elect Director John A. Stall	Mgmt	For	For	For
1k	Elect Director Darryl L. Wilson	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	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as a growing number of large companies are providing a matrix indicating the diversity of their boards. A board matrix including racial and gender diversity would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees.</i></p>					
5	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure around the company's framework for identifying alignments and its approach to addressing misalignments would allow shareholders to better evaluate the company's lobbying efforts and align it with best practices that have been undertaken by some of its peers and is unlikely to be unduly burdensome for the company.</i></p>					

Prudential Plc

Meeting Date: 05/23/2024 **Country:** United Kingdom **Ticker:** PRU
Record Date: 05/21/2024 **Meeting Type:** Annual
Primary Security ID: G72899100

Shares Voted: 7,805,110

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	Elect Mark Saunders as Director	Mgmt	For	For	For
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For	For
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
7	Re-elect Arijit Basu as Director	Mgmt	For	For	For
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect George Sartorel as Director	Mgmt	For	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
19	Authorise Issue of Preference Shares	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 Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: RR

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G76225104

Shares Voted: 9,767,959

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

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
6	Elect Helen McCabe as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Elect Birgit Behrendt as Director	Mgmt	For	For	For
9	Elect Stuart Bradie as Director	Mgmt	For	For	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
14	Re-elect Wendy Mars as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
21	Approve Long Term Incentive Plan	Mgmt	For	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For

Sabre Insurance Group Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: SBRE

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G7739M107

Shares Voted: 2,125,190

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Special Dividend	Mgmt	For	For	For
6	Elect Bryan Joseph as Director	Mgmt	For	For	For
7	Re-elect Geoff Carter as Director	Mgmt	For	For	For
8	Re-elect Karen Geary as Director	Mgmt	For	For	For
9	Re-elect Alison Morris as Director	Mgmt	For	For	For
10	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
11	Re-elect Adam Westwood as Director	Mgmt	For	For	For
12	Reappoint PwC as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Safran SA

Meeting Date: 05/23/2024

Country: France

Ticker: SAF

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: F4035A557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	Mgmt	For	For	For
5	Reelect Patricia Bellinger as Independent Director	Mgmt	For	For	For
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/23/2024

Country: France

Ticker: SU

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 34,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Shaftesbury Capital Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: SHC

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G19406100

Shares Voted: 3,161,367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For
5	Re-elect Ian Hawksworth as Director	Mgmt	For	For	For
6	Re-elect Situl Jobanputra as Director	Mgmt	For	For	For
7	Re-elect Richard Akers as Director	Mgmt	For	For	For
8	Re-elect Ruth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charlotte Boyle as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For

Shaftesbury Capital Plc

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

Spectris Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: SXS

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G8338K104

Shares Voted: 96,235

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 Mandy Gradden as Director	Mgmt	For	For	For
5	Re-elect Ravi Gopinath as Director	Mgmt	For	For	For
6	Re-elect Derek Harding as Director	Mgmt	For	For	For
7	Re-elect Andrew Heath as Director	Mgmt	For	For	For
8	Re-elect Alison Henwood as Director	Mgmt	For	For	For
9	Re-elect Ulf Quellmann as Director	Mgmt	For	For	For
10	Re-elect Cathy Turner as Director	Mgmt	For	For	For
11	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For
12	Re-elect Mark Williamson as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Spectris Plc

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

Teleperformance SE

Meeting Date: 05/23/2024 **Country:** France **Ticker:** TEP
Record Date: 05/21/2024 **Meeting Type:** Annual/Special
Primary Security ID: F9120F106

Shares Voted: 10,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Bhupender Singh, Vice-CEO Since July 1, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers Audit SAS as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
14	Ratify Appointment of Nan Niu as Director	Mgmt	For	For	For
15	Ratify Appointment of Moulay Hafid Elalami as Director	Mgmt	For	For	For
16	Reelect Moulay Hafid Elalami as Director	Mgmt	For	For	For
17	Ratify Appointment of Brigitte Daubry as Director	Mgmt	For	For	For
18	Reelect Brigitte Daubry as Director	Mgmt	For	For	For
19	Reelect Daniel Julien as Director	Mgmt	For	For	For
20	Reelect Alain Boulet as Director	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24	Mgmt	For	For	For
26	Authorize Capital Increase of up to EUR 7.2 Million for Contributions in Kind	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Charles Schwab Corporation

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** SCHW
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 808513105

Shares Voted: 200,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter W. Bettinger, II	Mgmt	For	For	For
1.2	Elect Director Joan T. Dea	Mgmt	For	For	For
1.3	Elect Director Christopher V. Dodds	Mgmt	For	For	For
1.4	Elect Director Bharat B. Masrani	Mgmt	For	For	For
1.5	Elect Director Charles A. Ruffel	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	Improve Executive Compensation Program and Policy	SH	Against	Against	Against
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.

The Interpublic Group of Companies, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** IPG
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 460690100

The Interpublic Group of Companies, Inc.

Shares Voted: 174,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1.2	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.4	Elect Director Dawn Hudson	Mgmt	For	For	For
1.5	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.6	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1.7	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.8	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.9	Elect Director David M. Thomas	Mgmt	For	For	For
1.10	Elect Director E. Lee Wyatt, Jr.	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	Require Independent Board Chair	SH	Against	Against	Against

Amundi SA

Meeting Date: 05/24/2024

Country: France

Ticker: AMUN

Record Date: 05/22/2024

Meeting Type: Annual

Primary Security ID: F0300Q103

Shares Voted: 8,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.10 per Share	Mgmt	For	For	For
4	Approve Transaction with Credit Agricole SA Re: Group TVA	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Yves Perrier, Chairman of the Board From January 1, 2023 To May 12, 2023	Mgmt	For	For	For
7	Approve Compensation of Philippe Brassac, Chairman of the Board Since May 12, 2023	Mgmt	For	For	For
8	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
9	Approve Compensation of Nicolas Calcoen, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
15	Ratify Appointment of Benedicte Chretien as Director Following Resignation of Yves Perrier	Mgmt	For	For	For
16	Ratify Appointment of Christine Grillet as Director Following Resignation of Christine Gandon	Mgmt	For	For	For
17	Ratify Appointment of Gerald Gregoire as Director Following Resignation of Michel Mathieu	Mgmt	For	For	For
18	Reelect Nathalie Wright as Director	Mgmt	For	For	For
19	Reelect Michele Guibert as Director	Mgmt	For	For	For
20	Reelect Patrice Gentie as Director	Mgmt	For	For	For
21	Reelect Gerald Gregoire as Director	Mgmt	For	For	For
22	Appoint MAZARS as Auditor for the Sustainability Reporting	Mgmt	For	For	For
23	Appoint PRICEWATERHOUSECOOPERS AUDIT as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	For	For
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NN Group NV

Meeting Date: 05/24/2024 **Country:** Netherlands **Ticker:** NN
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: N64038107

Shares Voted: 49,203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.B	Receive Explanation on Company's Dividend Policy	Mgmt			
5.C	Approve Dividends	Mgmt	For	For	For
6.A	Approve Discharge of Executive Board	Mgmt	For	For	For
6.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
7	Discuss Updated Profile of the Supervisory Board	Mgmt			
8.A	Elect Robert Jenkins to Supervisory Board	Mgmt	For	For	For
8.B	Elect Koos Timmermans to Supervisory Board	Mgmt	For	For	For
9.A	Adopt Remuneration Policy for the Executive Board	Mgmt	For	For	For
9.B	Adopt Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	Mgmt	For	For	For
11.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
11.A2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
14	Close Meeting	Mgmt			

TotalEnergies SE

Meeting Date: 05/24/2024

Country: France

Ticker: TTE

Record Date: 05/22/2024

Meeting Type: Annual/Special

Primary Security ID: F92124100

Shares Voted: 143,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrick Pouyanne (Item 6) as director is warranted. * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 9). * Votes FOR the reelections of Jacques Aschenbroich and R. Glenn Hubbard, independent directors although it raises some concerns as the board decided not to include a draft shareholder resolution in the agenda. The shareholders have decided to file an appeal in court, still pending, in response to the board decision to clarify this area of law (Items 7-8).</i></p>					
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	For	For
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

EXOR NV

Meeting Date: 05/28/2024 **Country:** Netherlands **Ticker:** EXO
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: N3140A107

Shares Voted: 15,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because the CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies. Furthermore, we raise serious concerns regarding the excessive one-off awards to non-executive directors.</i>					
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Receive Explanation on Company's Dividend Policy	Mgmt			
2.f	Approve Dividends	Mgmt	For	For	For
3.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.b	Amend Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the board chair fee, the exceptional awards for the chair of the board, and the structure of the LTIP. Furthermore, the exceptional award has no cap and associated conditions to the grant of the award, which may lead to a concerning grant of discretionary awards.</i></p>					
3.c	Approve Amended LTI Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because in line with the recommendation under Item 3b and 2c concerns are raised with regard to the potential quantum of the annual award and lacking disclosure of performance targets for the PSU awards. Furthermore, the plan allows for accelerated vesting in case of change-in-control.</i></p>					
4.a	Approve Discharge of Executive Director	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the discharge of the board is warranted because Tiberto Brandolini d'Adda, Ginevra Elkann, and Alessandro Nasi are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure. Since the discharge resolution is currently bundled, it does not allow shareholders to target individuals primarily responsible for, or benefiting from, the unequal vote structure.</i></p>					
5.a	Authorize Repurchase of Shares	Mgmt	For	For	For
5.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Genuit Group Plc

Meeting Date: 05/28/2024

Country: United Kingdom

Ticker: GEN

Record Date: 05/23/2024

Meeting Type: Annual

Primary Security ID: G7179X100

Shares Voted: 6,844,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Tim Pullen as Director	Mgmt	For	For	For
6	Elect Bronagh Kennedy as Director	Mgmt	For	For	For
7	Re-elect Joe Vorih as Director	Mgmt	For	For	For
8	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
9	Re-elect Shatish Dasani as Director	Mgmt	For	For	For

Genuit Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Lisa Scenna as Director	Mgmt	For	For	For
11	Re-elect Louise Brooke-Smith as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Sharesave Plan	Mgmt	For	For	For
15	Approve Long-Term Incentive Plan	Mgmt	For	For	For
16	Approve Deferred Share Bonus Plan	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

Merck & Co., Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: MRK

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 58933Y105

Shares Voted: 233,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>					
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 191,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	Against	Against
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better assess the company's management of its human rights impacts.</i></p>					
7	Publish a Tax Transparency Report	SH	Against	Against	Against

Exxon Mobil Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: XOM

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: 30231G102

Shares Voted: 178,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For
1.3	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	For	For

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against
5	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median and adjusted racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to a potential reduction in demand for virgin plastics.</i></p>					
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	Against	Against

Glencore Plc

Meeting Date: 05/29/2024

Country: Jersey

Ticker: GLEN

Record Date: 05/27/2024

Meeting Type: Annual

Primary Security ID: G39420107

Shares Voted: 9,393,675

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 Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
5	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
6	Re-elect Gill Marcus as Director	Mgmt	For	For	For

Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
8	Re-elect David Wormsley as Director	Mgmt	For	For	For
9	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve 2024-2026 Climate Action Transition Plan	Mgmt	For	Abstain	Abstain

*Voting Policy Rationale: An ABSTAIN vote is warranted. The following concerns are highlighted: * It remains difficult to reconcile the Company's activities around coal with Paris goals; * Glencore does not adhere to any particular NZ scenario; and * A cap on coal production featured in the 2021 iteration has been discontinued. However, pending clarification of the Company's strategy following the acquisition of Teck assets, the broad contours of the 2024-2026 plan align with expectations, in that it covers all scopes. The introduction of a new 2030 target, covering all scopes and absolute in nature, is a positive development. The recommendation to abstain recognises the broad alignment of the plan with expectations, but, at the same time, reflects recurrent concerns. It also reflects the consideration, that although the omission of the EVR assets from the plans is not unreasonable at present, the current plan cannot provide a fully comprehensive picture of the climate strategy. For shareholders with a fiduciary duty to vote For or Against, a vote For the resolution is considered warranted.*

13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

KION GROUP AG

Meeting Date: 05/29/2024

Country: Germany

Ticker: KGX

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D4S14D103

Shares Voted: 18,504

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 0.70 per Share	Mgmt	For	For	For

KION GROUP AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * One former executive received a payout for the 2021-2023 LTI tranche at 100 percent target achievement while actual achievement level equated to 14.7 percent (which was applied to all other executives). We further note that for several former executives, the LTI appears to have been only measured over a 1.5-year period. * There is some ambiguity regarding agreed termination provisions.</i></p>					
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9	Amend Affiliation Agreement with KION Information Management Services GmbH	Mgmt	For	For	For

Legrand SA

Meeting Date: 05/29/2024

Country: France

Ticker: LR

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F56196185

Shares Voted: 19,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For	For
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meta Platforms, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: META

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 30303M102

Shares Voted: 189,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>					
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>					
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>					
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i></p>					

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow for dividend and dividend equivalent payments is considered contrary to shareholders' interests because the plan lacks a prohibition for the payment of dividends prior to the vesting of the underlying award.</i>				
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>				
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks related to generative AI would help shareholders better evaluate the company's approach.</i>				
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.</i>				
8	Report on Human Rights Risks in Non-US Markets	SH	Against	Against	Against
9	Amend Corporate Governance Guidelines	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.</i>				
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>				
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>				
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	Against	Against
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				

NXP Semiconductors N.V.

Meeting Date: 05/29/2024

Country: Netherlands

Ticker: NXPI

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: N6596X109

Shares Voted: 45,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Approve Remuneration of the Non Executive Members of the Board	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 05/29/2024

Country: France

Ticker: PUB

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 15,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Elect Arthur Sadoun as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes FOR the elections and reelections of these independent and non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (items 31 to 40). As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Arthur Sadoun (Item 30) is warranted.</i></p>					
31	Elect Elisabeth Badinter as Director	Mgmt	For	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For	For
33	Elect Jean Charest as Director	Mgmt	For	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For	For
37	Elect Andre Kudelski as Director	Mgmt	For	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Meeting Date: 05/29/2024

Country: Liberia

Ticker: RCL

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: V7780T103

Royal Caribbean Cruises Ltd.

Shares Voted: 21,716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1i	Elect Director Ann S. Moore	Mgmt	For	For	For
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1k	Elect Director Vagn O. Sorensen	Mgmt	For	For	For
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
1n	Elect Director Rebecca Yeung	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

Ashtead Technology Holdings Plc

Meeting Date: 05/30/2024

Country: United Kingdom

Ticker: AT

Record Date: 05/28/2024

Meeting Type: Annual

Primary Security ID: G0609Y103

Shares Voted: 250,181

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

Ashtead Technology Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Ingrid Stewart as Director	Mgmt	For	For	For
5	Re-elect Anthony Durrant as Director	Mgmt	For	For	For
6	Re-elect Thomas Hamborg-Thomsen as Director	Mgmt	For	For	For
7	Re-elect Allan Pirie as Director	Mgmt	For	For	For
8	Re-elect William Shannon as Director	Mgmt	For	For	For
9	Elect Jean Cahuzac as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bodycote Plc

Meeting Date: 05/30/2024

Country: United Kingdom

Ticker: BOY

Record Date: 05/28/2024

Meeting Type: Annual

Primary Security ID: G1214R111

Shares Voted: 2,972,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Daniel Dayan as Director	Mgmt	For	For	For
4	Re-elect Patrick Larmon as Director	Mgmt	For	For	For
5	Re-elect Lili Chahbazi as Director	Mgmt	For	For	For
6	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
7	Re-elect Cynthia Gordon as Director	Mgmt	For	For	For

Bodycote Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Ben Fidler as Director	Mgmt	For	For	For
9	Elect Beatriz Muntanola as Director	Mgmt	For	For	For
10	Elect Jim Fairbairn as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Elanco Animal Health Incorporated

Meeting Date: 05/30/2024

Country: USA

Ticker: ELAN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 28414H103

Shares Voted: 653,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William Doyle	Mgmt	For	For	For
1b	Elect Director Art Garcia	Mgmt	For	For	For
1c	Elect Director Denise Scots-Knight	Mgmt	For	For	For
1d	Elect Director Jeffrey Simmons	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	Declassify the Board of Directors	Mgmt	For	For	For

Elanco Animal Health Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For
6	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	Mgmt	For	For	For
7	Provide Right to Call Special Meeting	Mgmt	For	For	For

Forvia SE

Meeting Date: 05/30/2024

Country: France

Ticker: FRVIA

Record Date: 05/28/2024

Meeting Type: Annual/Special

Primary Security ID: F3445A108

Shares Voted: 15,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Reelect Michel de Rosen as Director	Mgmt	For	For	For
8	Reelect Jean-Bernard Levy as Director	Mgmt	For	For	For
9	Reelect Judy Curran as Director	Mgmt	For	For	For
10	Elect Christel Bories as Director	Mgmt	For	For	For
11	Ratify Appointment of Nicolas Peter as Director Following Resignation of Jurgen Behrend	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Patrick Koller, CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
18	Approve Remuneration Policy of CEO	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize up to 3 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Forvia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
30	Ordinary Business Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

James Fisher & Sons Plc

Meeting Date: 05/30/2024 **Country:** United Kingdom **Ticker:** FSJ
Record Date: 05/28/2024 **Meeting Type:** Annual
Primary Security ID: G35056103

Shares Voted: 2,467,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Karen Hayzen-Smith as Director	Mgmt	For	For	For
5	Elect Shian Jastram as Director	Mgmt	For	For	For
6	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
7	Re-elect Jean Vernet as Director	Mgmt	For	For	For
8	Re-elect Justin Atkinson as Director	Mgmt	For	For	For
9	Re-elect Inken Braunschmidt as Director	Mgmt	For	For	For
10	Re-elect Claire Hawkings as Director	Mgmt	For	For	For
11	Re-elect Kash Pandya as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For

James Fisher & Sons Plc

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

Amgen Inc.

Meeting Date: 05/31/2024 **Country:** USA **Ticker:** AMGN
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 031162100

Shares Voted: 54,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Lowes Companies, Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: LOW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 62,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	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

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Country: USA

Ticker: UNH

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 78,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For	For
1j	Elect Director Andrew Witty	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 Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as a report assessing the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations.

Warner Bros. Discovery, Inc.

Meeting Date: 06/03/2024

Country: USA

Ticker: WBD

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: 934423104

Shares Voted: 157,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	For	For	For
1.2	Elect Director Richard W. Fisher	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Richard Fisher, Paul Gould, and Kenneth Lowe for inadequate responsiveness to a low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>					
1.3	Elect Director Paul A. Gould	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Richard Fisher, Paul Gould, and Kenneth Lowe for inadequate responsiveness to a low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>					
1.4	Elect Director Kenneth W. Lowe	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Richard Fisher, Paul Gould, and Kenneth Lowe for inadequate responsiveness to a low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>					
1.5	Elect Director John C. Malone	Mgmt	For	For	For
1.6	Elect Director Fazal Merchant	Mgmt	For	For	For

Warner Bros. Discovery, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Paula A. Price	Mgmt	For	For	For
1.8	Elect Director David M. Zaslav	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Following a low say-on-pay vote result at the 2023 annual meeting, the proxy discloses the company's engagement efforts and feedback from shareholders, but it is unclear whether the feedback relates to concerns that drove shareholders to vote against the proposal last year. The committee's response to feedback includes changes made to the pay program that were disclosed and known to shareholders prior to the 2023 annual meeting, and other concerns are only partially addressed or not at all. As such, the committee did not demonstrate sufficient responsiveness to last year's low vote result. Further, an unmitigated pay-for-performance misalignment exists for the year in review. CEO Zaslav, as well as two other NEOs, receive outsized base salaries, while Zaslav's target bonus opportunity is also relatively large. Disclosure concerns also persist in the annual bonus, and Zaslav's FY23 bonus had a minimum payout at target based on a prior agreement with the company. Though Zaslav's annual equity grant was entirely in performance equity, the award is only based on one-year performance, and three-fourths of the award vests based on the compensation committee's discretionary assessment of strategic metrics. The company also granted executives a supplemental equity award that mirrors the financial goal in annual grants, having the effect of increasing equity grant value based on a one-year performance goal.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The estimated duration of available and proposed shares exceeds six years * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p>					
5	Report on Use of Artificial Intelligence	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders the ability to evaluate the benefits and risks associated with the company's use of artificial intelligence (AI).</i></p>					
6	Provide Right to Call a Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted as the ability to call special meetings would improve shareholder rights.</i></p>					
7	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

Booking Holdings Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: BKNG

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 09857L108

Shares Voted: 3,699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kelly Grier	Mgmt	For	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.12	Elect Director Vanessa A. Wittman	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	Amend Clawback Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.</i></p>					
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

General Motors Company

Meeting Date: 06/04/2024

Country: USA

Ticker: GM

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 332,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For
1h	Elect Director Patricia F. Russo	Mgmt	For	For	For
1i	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For
1l	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists, and sufficient mitigating factors have not been identified for the year in review. Although short-term incentives were primarily based on financial metrics, target goals were set below the prior year's target and actual performance and the STI then paid out above target. Furthermore, while long-term incentives were primarily performance-based, forward-looking goals for two of three metrics were not disclosed and the number of shares underlying equity awards significantly increased again, creating a windfall opportunity.</i></p>					
4	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	Against	Against
5	Eliminate EV Targets from Incentive Compensation Programs	SH	Against	Against	Against
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	SH	Against	Against	Against
7	Report on Sustainability Risk in the Company's Supply Chain	SH	Against	Against	Against

Amadeus IT Group SA

Meeting Date: 06/05/2024 **Country:** Spain **Ticker:** AMS
Record Date: 05/31/2024 **Meeting Type:** Annual
Primary Security ID: E04648114

Shares Voted: 42,469

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	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect William Connelly as Director	Mgmt	For	For	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For	For	For
6.8	Reelect Jana Eggers as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Executive Share Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Centrica Plc

Meeting Date: 06/05/2024 **Country:** United Kingdom **Ticker:** CNA
Record Date: 06/03/2024 **Meeting Type:** Annual
Primary Security ID: G2018Z143

Shares Voted: 8,886,725

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 Philippe Boisseau as Director	Mgmt	For	For	For
5	Elect Jo Harlow as Director	Mgmt	For	For	For
6	Elect Sue Whalley as Director	Mgmt	For	For	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
9	Re-elect Chandereet Duggal as Director	Mgmt	For	For	For
10	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
11	Re-elect Russell O'Brien as Director	Mgmt	For	For	For
12	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
13	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
14	Re-elect Amber Rudd as Director	Mgmt	For	For	For
15	Re-elect Scott Wheway as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

DuPont de Nemours, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: DD

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 26614N102

Shares Voted: 104,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For
1i	Elect Director James A. Lico	Mgmt	For	For	For
1j	Elect Director Frederick M. Lowery	Mgmt	For	For	For
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	Against	Against

Fidelity National Information Services, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: FIS

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 31620M106

Shares Voted: 28,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For	For	For
1b	Elect Director Mark D. Benjamin	Mgmt	For	For	For
1c	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director Lisa A. Hook	Mgmt	For	For	For
1f	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Gary L. Lauer	Mgmt	For	For	For
1h	Elect Director James B. Stallings, 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

Scout24 SE

Meeting Date: 06/05/2024

Country: Germany

Ticker: G24

Record Date: 05/29/2024

Meeting Type: Annual

Primary Security ID: D345XT105

Shares Voted: 13,134

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 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For	For	For

Scout24 SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Walmart Inc.

Meeting Date: 06/05/2024 **Country:** USA **Ticker:** WMT
Record Date: 04/12/2024 **Meeting Type:** Annual
Primary Security ID: 931142103

Shares Voted: 382,679

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Brian Niccol	Mgmt	For	For	For
1i	Elect Director Gregory B. Penner	Mgmt	For	For	For
1j	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	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	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. In light of regulatory developments and the company's lack of targets, shareholders would benefit from more information on the company's progress related to reducing or eliminating the use of gestation crates in its pork supply chain.</i></p>					
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company has not committed to make public the results of its human rights impact assessment and greater disclosure would allow shareholders to better evaluate the company's human rights efforts, and this proposal is not considered to be particularly burdensome.</i></p>					
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Commission a Third Party Audit on Workplace Safety and Violence	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.</i></p>					
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

Allegion Plc

Meeting Date: 06/06/2024 **Country:** Ireland **Ticker:** ALLE
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: G0176J109

Shares Voted: 12,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect Director Susan L. Main	Mgmt	For	For	For
1c	Elect Director Steven C. Mizell	Mgmt	For	For	For
1d	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1e	Elect Director Lauren B. Peters	Mgmt	For	For	For
1f	Elect Director Ellen Rubin	Mgmt	For	For	For
1g	Elect Director John H. Stone	Mgmt	For	For	For
1h	Elect Director Dev Vardhan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024 **Country:** France **Ticker:** SGO
Record Date: 06/04/2024 **Meeting Type:** Annual/Special
Primary Security ID: F80343100

Shares Voted: 44,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	For	For
6	Elect Sophie Brochu as Director	Mgmt	For	For	For
7	Elect Helene de Tissot as Director	Mgmt	For	For	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
18	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

GoDaddy Inc.

Meeting Date: 06/06/2024 **Country:** USA **Ticker:** GDDY
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: 380237107

Shares Voted: 76,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Herald Chen	Mgmt	For	For	For
1b	Elect Director Mark Garrett	Mgmt	For	For	For
1c	Elect Director Brian Sharples	Mgmt	For	For	For
1d	Elect Director Leah Sweet	Mgmt	For	For	For
1e	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	For	For
1f	Elect Director Sigal Zarmi	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

GoDaddy Inc.

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

Netflix, Inc.

Meeting Date: 06/06/2024 **Country:** USA **Ticker:** NFLX
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 64110L106

Shares Voted: 52,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	For	For
1e	Elect Director Greg Peters	Mgmt	For	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For
1i	Elect Director Anne M. Sweeney	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 Use of Artificial Intelligence	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders the ability to evaluate the benefits and risks associated with the company's use of AI.</i>					
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.

Teva Pharmaceutical Industries Limited

Meeting Date: 06/06/2024

Country: Israel

Ticker: TEVA

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: M8769Q102

Shares Voted: 479,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1A	Elect Director Varda Shalev	Mgmt	For	For	For
1B	Elect Director Rosemary A. Crane	Mgmt	For	For	For
1C	Elect Director Gerald M. Lieberman	Mgmt	For	For	For
1D	Elect Director Ronit Satchi-Fainaro	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 Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Trane Technologies Plc

Meeting Date: 06/06/2024

Country: Ireland

Ticker: TT

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: G8994E103

Shares Voted: 38,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ana P. Assis	Mgmt	For	For	For
1c	Elect Director Ann C. Berzin	Mgmt	For	For	For
1d	Elect Director April Miller Boise	Mgmt	For	For	For
1e	Elect Director Gary D. Forsee	Mgmt	For	For	For
1f	Elect Director Mark R. George	Mgmt	For	For	For
1g	Elect Director John A. Hayes	Mgmt	For	For	For
1h	Elect Director Linda P. Hudson	Mgmt	For	For	For
1i	Elect Director Myles P. Lee	Mgmt	For	For	For
1j	Elect Director David S. Regnery	Mgmt	For	For	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/07/2024

Country: USA

Ticker: GOOGL

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 727,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. A vote FOR the remaining director nominees is warranted.</i></p>					
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. A vote FOR the remaining director nominees is warranted.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. A vote FOR the remaining director nominees is warranted.</i></p>					
1j	Elect Director Robin L. Washington	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
8	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i></p>					
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i></p>					
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	Against	Against
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	Against	Against
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks.</i></p>					

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because an independent human rights assessment on the impacts would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices.</i></p>					
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i></p>					

Comcast Corporation

Meeting Date: 06/10/2024 **Country:** USA **Ticker:** CMCSA
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 20030N101

Shares Voted: 399,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i></p>					
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i></p>					
1.4	Elect Director Louise F. Brady	Mgmt	For	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i></p>					
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Comcast Corporation

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	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.

Freeport-McMoRan, Inc.

Meeting Date: 06/11/2024 **Country:** USA **Ticker:** FCX
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 35671D857

Shares Voted: 277,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	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

Meeting Date: 06/11/2024

Country: United Kingdom

Ticker: MCG

Record Date: 06/07/2024

Meeting Type: Annual

Primary Security ID: G6374M109

Shares Voted: 5,637,600

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 Remuneration Policy	Mgmt	For	For	For
4	Elect Enrique Dupuy de Lome Chavarri as Director	Mgmt	For	For	For
5	Elect Nigel Pocklington as Director	Mgmt	For	For	For
6	Re-elect Jorge Cosmen as Director	Mgmt	For	For	For
7	Re-elect Carolyn Flowers as Director	Mgmt	For	For	For
8	Re-elect Ignacio Garat as Director	Mgmt	For	For	For
9	Re-elect Karen Geary as Director	Mgmt	For	For	For
10	Re-elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
11	Re-elect Helen Weir as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Synchrony Financial

Meeting Date: 06/11/2024

Country: USA

Ticker: SYF

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: 87165B103

Shares Voted: 179,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1i	Elect Director Laurel J. Richie	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	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	Against	Against
<p><i>Voting Policy Rationale: The STI program was primarily based on pre-set financial metrics with disclosed goals. However, there are significant concerns regarding the pay program rigor and the magnitude of the CEO's LTI awards. The most heavily weighted STI financial metric's target and maximum performance goals were both set below the prior year's actual performance, which raises goal rigor concerns. Furthermore, the proxy does not disclose forward-looking goals for LTI metrics and the committee has consistently increased the CEO's target LTI without compelling rationale, resulting in outsized grant values relative to peers. On balance of these factors, a vote AGAINST this proposal is warranted.</i></p>					
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Caterpillar, Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: CAT

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 149123101

Shares Voted: 34,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel M. Dickinson	Mgmt	For	For	For

Caterpillar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For	For
1.4	Elect Director David W. MacLennan	Mgmt	For	For	For
1.5	Elect Director Judith F. Marks	Mgmt	For	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.7	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.8	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.9	Elect Director Rayford Wilkins, Jr.	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	Require Independent Board Chair	SH	Against	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as increased transparency about the amounts of direct and indirect lobbying payments would help shareholders assess the company's management of risks related to political spending.</i></p>					
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	SH	Against	Against	Against

Gaztransport & Technigaz SA

Meeting Date: 06/12/2024 **Country:** France **Ticker:** GTT
Record Date: 06/10/2024 **Meeting Type:** Annual/Special
Primary Security ID: F42674113

Shares Voted: 7,160

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

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 4.36 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Carolle Foissaud as Director	Mgmt	For	For	For
6	Ratify Appointment of Domitille Doat Le Bigot as Director Following Resignation of Sandra Roche-Vu Quang	Mgmt	For	For	For
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	For	For
9	Approve Compensation of Philippe Berterottiere, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO from January 1, 2024 to June 12, 2024	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO since June 12, 2024	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board since June 12, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Grifols SA

Meeting Date: 06/13/2024

Country: Spain

Ticker: GRF

Record Date: 06/07/2024

Meeting Type: Annual

Primary Security ID: E5706X215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Treatment of Net Loss	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of Deloitte as Auditor of Standalone Financial Statements for FY 2024-2026	Mgmt	For	For	For
6	Appoint Deloitte as the Independent Assurance Services Provider of the Company to Carry Out the Assurance of the Sustainability Report for FY 2024-2026	Mgmt	For	For	For
7.1	Acknowledge Resignation of James Costos as Director	Mgmt			
7.2	Ratify Appointment of and Elect Jose Ignacio Abia Buenache as Director	Mgmt	For	For	For
7.3	Ratify Appointment of and Elect Albert Grifols Coma-Cros as Director	Mgmt	For	For	For
7.4	Elect Claire Giraut as Director	Mgmt	For	For	For
7.5	Elect Anne-Catherine Berner as Director	Mgmt	For	For	For
7.6	Fix Number of Directors at 13	Mgmt	For	For	For
8	Change Location of Registered Office and Amend Article 3 Accordingly	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted due to: * The problematic termination payments in favor of the former executive chair Steven Mayer. * The excessive board fees paid to the honorary board chair.</i></p>					
11	Amend Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because of the problematic pay package of the new CEO.</i></p>					
12	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Ingersoll Rand Inc.

Meeting Date: 06/13/2024

Country: USA

Ticker: IR

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: 45687V106

Shares Voted: 43,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	For	For
1c	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director Jennifer Hartsock	Mgmt	For	For	For
1f	Elect Director John Humphrey	Mgmt	For	For	For
1g	Elect Director Marc E. Jones	Mgmt	For	For	For
1h	Elect Director Julie A. Schertell	Mgmt	For	For	For
1i	Elect Director JoAnna A. Sohovich	Mgmt	For	For	For
1j	Elect Director Mark P. Stevenson	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

James Fisher & Sons Plc

Meeting Date: 06/13/2024

Country: United Kingdom

Ticker: FSJ

Record Date: 06/11/2024

Meeting Type: Special

Primary Security ID: G35056103

Shares Voted: 2,467,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Disposal of RMSpumptools Limited	Mgmt	For	For	For

Tesla, Inc.

Meeting Date: 06/13/2024

Country: USA

Ticker: TSLA

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 88160R101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Murdoch	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the election of director and audit committee member James Murdoch is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. A vote FOR the election of remaining director nominee, Kimbal Musk is warranted.</i>				
1b	Elect Director Kimbal Musk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While most NEOs received modest or no compensation for FY23, one executive was granted an outsized, time-based stock option award upon his promotion, the magnitude and design for which are not adequately explained. The grant does not require the achievement of pre-set performance criteria in order to vest and the value is considered to be excessive.</i>				
3	Change State of Incorporation from Delaware to Texas	Mgmt	For	For	For
4	Ratify Performance Based Stock Options to Elon Musk	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is considered warranted. In re-ratifying the 2018 performance option grant, shareholders have been given a unique opportunity to opine on a granted pay package for a second time, with the full benefit of hindsight in determining if the award was closely aligned with shareholders' interests and if it accomplished the goals the board set out to achieve. Some investors may find the board's argument compelling, that it would be unfair for CEO Musk not to receive the full award, which was previously approved by shareholders, and after achieving the high performance hurdles. However, the concerns raised, both back in 2018 and in the interim, have not been sufficiently mitigated, particularly given that the board has effectively only offered shareholders an "all or nothing" option in this vote. Although the structure of the grant's performance hurdles arguably contributed to, as well as reflect, the company's significant financial growth during the performance period, the total award value remains excessive, even given the company's success. In addition, the grant, in many ways, failed to achieve the board's other original objectives of focusing CEO Musk on the interests of Tesla shareholders, as opposed to other business endeavors, and aligning his financial interests more closely with those of Tesla stockholders. Lastly, there are go-forward concerns that remain unaddressed, including a lack of clarity on the board's plan for Musk's future compensation program and the potential for significant economic dilution.</i>				
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Declassify the Board of Directors	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the declassification would enhance board accountability.</i>				
7	Adopt Simple Majority Vote	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>				
8	Report on Harassment and Discrimination Prevention Efforts	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of harassment and discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>				
9	Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. In light of the numerous controversies around the topic, and the high profile and increasingly contentious nature of the issue, additional clarity regarding the company's freedom of association policies would better position shareholders to evaluate the company's position.</i>				

Tesla, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Against	Against	Against
11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	Against	Against
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Against	Against	Against

Zoom Video Communications, Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** ZM
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 98980L101

Shares Voted: 166,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan Chadwick	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: In the absence of Nominating Committee members on ballot, WITHHOLD votes are warranted for director nominees Jonathan Chadwick, Daniel Scheinman, and Cindy Hoots given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>					
1.2	Elect Director Cindy Hoots	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: In the absence of Nominating Committee members on ballot, WITHHOLD votes are warranted for director nominees Jonathan Chadwick, Daniel Scheinman, and Cindy Hoots given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>					
1.3	Elect Director Dan Scheinman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: In the absence of Nominating Committee members on ballot, WITHHOLD votes are warranted for director nominees Jonathan Chadwick, Daniel Scheinman, and Cindy Hoots given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. After last year's say-on-pay proposal received low support, the compensation committee demonstrated only a limited degree of responsiveness to shareholders' concerns. In addition, an unmitigated pay-for-performance misalignment persisted in FY24. The company continues to grant special retention bonuses which lack pre-set performance criteria and vest after just one year. Additionally, the company granted supplemental grants to executives to "make-whole" declines in stock price from the original grant, including multiple awards related to last year's front-loaded "refresh awards," effectively shielding executives from a loss in equity grant value, though the company did make certain positive changes to the pay program going forward.</i></p>					

Meeting Date: 06/14/2024

Country: United Kingdom

Ticker: TSCO

Record Date: 06/12/2024

Meeting Type: Annual

Primary Security ID: G8T67X102

Shares Voted: 9,265,631

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 Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
5	Elect Gerry Murphy as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
10	Re-elect Ken Murphy as Director	Mgmt	For	For	For
11	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
12	Re-elect Alison Platt as Director	Mgmt	For	For	For
13	Re-elect Caroline Silver as Director	Mgmt	For	For	For
14	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Shares	Mgmt	For	For	For

Tesco Plc

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

Mastercard Incorporated

Meeting Date: 06/18/2024 **Country:** USA **Ticker:** MA
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: 57636Q104

Shares Voted: 52,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	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	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

MetLife, Inc.

Meeting Date: 06/18/2024 **Country:** USA **Ticker:** MET
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: 59156R108

Shares Voted: 115,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Laura J. Hay	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Against	Against

Meeting Date: 06/18/2024

Country: United Kingdom

Ticker: WTB

Record Date: 06/14/2024

Meeting Type: Annual

Primary Security ID: G9606P197

Shares Voted: 1,085,794

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 Shelley Roberts as Director	Mgmt	For	For	For
5	Re-elect Kal Atwal as Director	Mgmt	For	For	For
6	Re-elect Horst Baier as Director	Mgmt	For	For	For
7	Re-elect Adam Crozier as Director	Mgmt	For	For	For
8	Re-elect Frank Fiskers as Director	Mgmt	For	For	For
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
10	Re-elect Karen Jones as Director	Mgmt	For	For	For
11	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
12	Re-elect Hemant Patel as Director	Mgmt	For	For	For
13	Re-elect Dominic Paul as Director	Mgmt	For	For	For
14	Re-elect Cilla Snowball as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Whitbread Plc

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

Workday, Inc.

Meeting Date: 06/18/2024 Country: USA Ticker: WDAY
 Record Date: 04/19/2024 Meeting Type: Annual
 Primary Security ID: 98138H101

Shares Voted: 26,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aneel Bhusri	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: As no governance committee members are on the ballot, votes AGAINST incumbent directors Aneel Bhusri, Thomas (Tom) Bogan, and Lynne Doughtie are warranted for maintaining a dual-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Aneel Bhusri is further warranted as his ownership of the supervoting shares provides him with voting power control of the company.</i></p>					
1b	Elect Director Thomas F. Bogan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: As no governance committee members are on the ballot, votes AGAINST incumbent directors Aneel Bhusri, Thomas (Tom) Bogan, and Lynne Doughtie are warranted for maintaining a dual-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Aneel Bhusri is further warranted as his ownership of the supervoting shares provides him with voting power control of the company.</i></p>					
1c	Elect Director Lynne M. Doughtie	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: As no governance committee members are on the ballot, votes AGAINST incumbent directors Aneel Bhusri, Thomas (Tom) Bogan, and Lynne Doughtie are warranted for maintaining a dual-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Aneel Bhusri is further warranted as his ownership of the supervoting shares provides him with voting power control of the company.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: The STI program was primarily based on pre-set objective metrics and the company improved goal disclosure in FY24, though remaining incomplete. However, there are significant concerns regarding the magnitude and structure of pay programs. Co-CEO Bhusri and CFO Rowe received sizable time-based RSU awards in FY24 that were relatively large and lacked performance vesting criteria. Furthermore, while the company disclosed threshold and target goals in the STI program, maximum goals were not disclosed, and individual performance objectives and assessments were vaguely disclosed. On balance of these factors, a vote AGAINST this proposal is warranted.</i></p>					
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.</i></p>					

Videndum Plc

Meeting Date: 06/19/2024

Country: United Kingdom

Ticker: VID

Record Date: 06/17/2024

Meeting Type: Annual

Primary Security ID: G93682105

Shares Voted: 1,747,598

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	Elect Stephen Harris as Director	Mgmt	For	For	For
4	Re-elect Stephen Bird as Director	Mgmt	For	For	For
5	Re-elect Andrea Rigamonti as Director	Mgmt	For	For	For
6	Re-elect Caroline Thomson as Director	Mgmt	For	For	For
7	Re-elect Richard Tyson as Director	Mgmt	For	For	For
8	Re-elect Anna Vikstrom Persson as Director	Mgmt	For	For	For
9	Elect Graham Oldroyd as Director	Mgmt	For	For	For
10	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Biogen Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: BIIB

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: 09062X103

Shares Voted: 9,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1b	Elect Director Maria C. Freire	Mgmt	For	For	For
1c	Elect Director William A. Hawkins	Mgmt	For	For	For
1d	Elect Director Susan K. Langer	Mgmt	For	For	For
1e	Elect Director Jesus B. Mantas	Mgmt	For	For	For
1f	Elect Director Monish Patolawala	Mgmt	For	For	For
1g	Elect Director Eric K. Rowinsky	Mgmt	For	For	For
1h	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
1i	Elect Director Christopher A. Viehbacher	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 Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Card Factory Plc

Meeting Date: 06/20/2024

Country: United Kingdom

Ticker: CARD

Record Date: 06/18/2024

Meeting Type: Annual

Primary Security ID: G1895H101

Shares Voted: 3,841,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paul Moody as Director	Mgmt	For	For	For
4	Re-elect Darcy Willson-Rymer as Director	Mgmt	For	For	For

Card Factory Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Matthias Seeger as Director	Mgmt	For	For	For
6	Re-elect Roger Whiteside as Director	Mgmt	For	For	For
7	Re-elect Nathan Lane as Director	Mgmt	For	For	For
8	Re-elect Robert McWilliam as Director	Mgmt	For	For	For
9	Re-elect Indira Thambiah as Director	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Reappoint Mazars LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Long Term Incentive Plan	Mgmt	For	For	For
15	Approve Save As You Earn Scheme	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: DAL

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 247361702

Shares Voted: 54,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Willie CW Chiang	Mgmt	For	For	For
1d	Elect Director Greg Creed	Mgmt	For	For	For
1e	Elect Director David G. DeWalt	Mgmt	For	For	For
1f	Elect Director Leslie D. Hale	Mgmt	For	For	For
1g	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1h	Elect Director Michael P. Huerta	Mgmt	For	For	For
1i	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1j	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1k	Elect Director David S. Taylor	Mgmt	For	For	For
1l	Elect Director Kathy N. Waller	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 a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
5	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as a non-interference policy may benefit shareholders by improving the company's management of freedom of association and collective bargaining in its operations.

Dollar Tree, Inc.

Meeting Date: 06/20/2024 **Country:** USA **Ticker:** DLTR
Record Date: 04/12/2024 **Meeting Type:** Annual
Primary Security ID: 256746108

Shares Voted: 17,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1b	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Edward J. Kelly, III	Mgmt	For	For	For

Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director Winnie Y. Park	Mgmt	For	For	For
1i	Elect Director Diane E. Randolph	Mgmt	For	For	For
1j	Elect Director Bertram L. Scott	Mgmt	For	For	For
1k	Elect Director Stephanie P. Stahl	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	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as having an independent chair could simplify the board's leadership structure and enhance independent oversight.

eBay Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: EBAY

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 278642103

Shares Voted: 232,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Zane Rowe	Mgmt	For	For	For
1i	Elect Director Mohak Shroff	Mgmt	For	For	For
1j	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

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

Kingfisher plc

Meeting Date: 06/20/2024 Country: United Kingdom Ticker: KGF
 Record Date: 06/18/2024 Meeting Type: Annual
 Primary Security ID: G5256E441

Shares Voted: 4,213,801

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Claudia Arney as Director	Mgmt	For	For	For
5	Re-elect Bernard Bot as Director	Mgmt	For	For	For
6	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
11	Re-elect Bill Lennie as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Kingfisher plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 06/20/2024

Country: China

Ticker: 980

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: Y5279F102

Shares Voted: 10,761,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For
2	Approve Work Report of the Supervisory Committee	Mgmt	For	For	For
3	Approve Consolidated Audited Financial Statements and Report of the International Auditors	Mgmt	For	For	For
4	Approve Profit Distribution Proposal	Mgmt	For	For	For
5	Approve Shanghai Certified Public Accountants as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Elect Zhang Hui-qin as Director	Mgmt	For	For	For
7	Approve Supplemental Tenancy Agreement	Mgmt	For	For	For
8	Approve Financial Services Agreement	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transaction is a financial service agreement with the group finance company, which may expose the company to unnecessary risks.</i></p>					
9	Amend Articles of Association	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed amendments to the Articles is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.</i></p>					
10	Elect Yang Qin as Director	SH	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 06/20/2024

Country: China

Ticker: 980

Record Date: 05/17/2024

Meeting Type: Special

Primary Security ID: Y5279F102

Shares Voted: 10,761,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Amend Articles of Association	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the proposed amendments to the Articles is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.

Aon Plc

Meeting Date: 06/21/2024

Country: Ireland

Ticker: AON

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: G0403H108

Shares Voted: 17,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.6	Elect Director Fulvio Conti	Mgmt	For	For	For
1.7	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.8	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.10	Elect Director Gloria Santana	Mgmt	For	For	For
1.11	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.12	Elect Director Byron O. Spruell	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

Aon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/21/2024 **Country:** United Kingdom **Ticker:** INF
Record Date: 06/19/2024 **Meeting Type:** Annual
Primary Security ID: G4770L106

Shares Voted: 2,530,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect John Rishton as Director	Mgmt	For	For	For
2	Re-elect Stephen Carter as Director	Mgmt	For	For	For
3	Re-elect Mary McDowell as Director	Mgmt	For	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For	For
5	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
6	Re-elect Louise Smalley as Director	Mgmt	For	For	For
7	Re-elect Patrick Martell as Director	Mgmt	For	For	For
8	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
9	Re-elect Zheng Yin as Director	Mgmt	For	For	For
10	Re-elect Andrew Ransom as Director	Mgmt	For	For	For
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Informa Plc

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

QIAGEN NV

Meeting Date: 06/21/2024

Country: Netherlands

Ticker: QGEN

Record Date: 05/24/2024

Meeting Type: Annual

Primary Security ID: N72482149

Shares Voted: 5,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
5.i	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For	For
5.j	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7.a	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
7.b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Reappoint KPMG Accountants N.V. as Auditors for the Financial Year Ending December 31, 2024	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year Ending December 31, 2025	Mgmt	For	For	For
10.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
10.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
13	Approve Cancellation of Shares	Mgmt	For	For	For

International Consolidated Airlines Group SA

Meeting Date: 06/25/2024

Country: Spain

Ticker: IAG

Record Date: 06/20/2024

Meeting Type: Annual

Primary Security ID: E67674106

International Consolidated Airlines Group SA

Shares Voted: 395,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Reappoint KPMG Auditores SL as Auditors	Mgmt	For	For	For
5	Approve Treatment of Net Loss	Mgmt	For	For	For
6a	Re-elect Javier Ferran as Director	Mgmt	For	For	For
6b	Re-elect Luis Gallego as Director	Mgmt	For	For	For
6c	Re-elect Peggy Bruzelius as Director	Mgmt	For	For	For
6d	Re-elect Eva Castillo as Director	Mgmt	For	For	For
6e	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
6f	Re-elect Maurice Lam as Director	Mgmt	For	For	For
6g	Re-elect Heather McSharry as Director	Mgmt	For	For	For
6h	Re-elect Robin Phillips as Director	Mgmt	For	For	For
6i	Re-elect Emilio Saracho as Director	Mgmt	For	For	For
6j	Re-elect Nicola Shaw as Director	Mgmt	For	For	For
6k	Elect Bruno Matheu as Director	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Allotment of Shares for Share Awards under the Executive Share Plan	Mgmt	For	For	For
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	For
13a	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	For

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13b	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
14	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For

Meyer Burger Technology AG

Meeting Date: 06/25/2024

Country: Switzerland

Ticker: MBTN

Record Date:

Meeting Type: Annual

Primary Security ID: H5498Z219

Shares Voted: 7,561,224

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 Sustainability Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve CHF 7.49 Ordinary Share Capital Increase without Preemptive Rights, if Item 4.2 is Approved	Mgmt	For	For	For
4.2	Approve 750:1 Reverse Stock Split	Mgmt	For	For	For
4.3	Amend Articles Re: Capital Band, if Items 4.1 and 4.2 are Approved	Mgmt	For	For	For
5	Approve Creation of CHF 8.3 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For	For
6.1.1	Reelect Franz Richter as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Andreas Herzog as Director	Mgmt	For	For	For
6.1.3	Reelect Mark Kerekes as Director	Mgmt	For	For	For
6.2.1	Reappoint Franz Richter as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Meyer Burger Technology AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.2	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1.1 – 6.1.3) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Committee elections (Items 6.2.1 – 6.2.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the incumbent member Andreas Herzog is considered warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.</i></p>					
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Designate Andre Weber as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 590,000	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendment is warranted because: * The proposed amendment would allow for virtual-only shareholder meetings on a permanent basis and there is no explanation of the circumstances under which virtual-only meetings would be held.</i></p>					
10.2	Amend Articles Re: Company Announcements	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

Saga Plc

Meeting Date: 06/25/2024

Country: United Kingdom

Ticker: SAGA

Record Date: 06/21/2024

Meeting Type: Annual

Primary Security ID: G7770H124

Shares Voted: 223,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The Company operates a type of value creation plan, which has the potential for very high awards, and under which fresh grants for the new Executives have been made during the year; and * The operation of a highly leveraged plan alongside a quasi-guaranteed plan (the RSP) is a further concern. Although some positive aspects have been acknowledged, including nil salary increases for FY2024 and downward discretion on the RSPs, the nature of a VCP is an inherent concern. As well as being unproven in their efficacy, their expiry creates a vacuum in overall pay.</i></p>					

Saga Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Re-elect Sir Roger De Haan as Director	Mgmt	For	For	For
4	Re-elect Sir Peter Bazalgette as Director	Mgmt	For	For	For
5	Re-elect Anand Aithal as Director	Mgmt	For	For	For
6	Re-elect Gemma Godfrey as Director	Mgmt	For	For	For
7	Re-elect Julie Hopes as Director	Mgmt	For	For	For
8	Re-elect Gareth Hoskin as Director	Mgmt	For	For	For
9	Re-elect Steve Kingshott as Director	Mgmt	For	For	For
10	Elect Mike Hazell as Director	Mgmt	For	For	For
11	Elect Mark Watkins as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Amend Restricted Share Plan	Mgmt	For	For	For
16	Amend Deferred Bonus Plan	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

NVIDIA Corporation

Meeting Date: 06/26/2024

Country: USA

Ticker: NVDA

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 67066G104

NVIDIA Corporation

Shares Voted: 115,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	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

3i Group PLC

Meeting Date: 06/27/2024

Country: United Kingdom

Ticker: III

Record Date: 06/25/2024

Meeting Type: Annual

Primary Security ID: G88473148

Shares Voted: 423,576

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 Dividend	Mgmt	For	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
6	Re-elect Jasi Halai as Director	Mgmt	For	For	For

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect James Hatchley as Director	Mgmt	For	For	For
8	Re-elect David Hutchison as Director	Mgmt	For	For	For
9	Re-elect Lesley Knox as Director	Mgmt	For	For	For
10	Re-elect Coline McConville as Director	Mgmt	For	For	For
11	Re-elect Peter McKellar as Director	Mgmt	For	For	For
12	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Salesforce, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: CRM

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 83,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Some positive features are noted in the short- and long-term programs: the STI is largely based on rigorous financial metrics, while a majority of the LTI program is in multi-year equity which also utilizes rigorous target goals. However, these positive features do not mitigate concerns regarding equity grant magnitude, which continues to increase. The company granted the CEO a second, larger "annual" equity grant at the end of FY24, intended to increase the annual equity grant value for the year. Additionally, performance equity moved away from a true multi-year performance period, with a portion now based on one-year goals. Lastly, one NEO continues to receive sizeable, guaranteed time-vested equity grants and cash bonus payments for multiple years in connection with a previous agreement with the company.</i></p>					
6	Require Independent Board Chair	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against	Against

The Kroger Co.

Meeting Date: 06/27/2024 **Country:** USA **Ticker:** KR
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: 501044101

Shares Voted: 46,927

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

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
1k	Elect Director Ashok Vemuri	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	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
5	Report on Charitable Contributions	SH	Against	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against
7	Report on "Just Transition"	SH	Against	Against	Against

IQGeo Group Plc

Meeting Date: 06/28/2024

Country: United Kingdom

Ticker: IQG

Record Date: 06/26/2024

Meeting Type: Special

Primary Security ID: G4939N100

Shares Voted: 1,672,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of IQGeo Group plc by Geologist Bidco Limited	Mgmt	For	For	For

IQGeo Group Plc

Meeting Date: 06/28/2024

Country: United Kingdom

Ticker: IQG

Record Date: 06/26/2024

Meeting Type: Court

Primary Security ID: G4939N100

Shares Voted: 1,672,817

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

Sirius Real Estate Limited

Meeting Date: 06/28/2024

Country: Guernsey

Ticker: SRE

Record Date: 06/26/2024

Meeting Type: Annual

Primary Security ID: G8187C104

Shares Voted: 8,469,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Chris Bowman as Director	Mgmt	For	For	For
3	Re-elect Caroline Britton as Director	Mgmt	For	For	For
4	Re-elect Mark Cherry as Director	Mgmt	For	For	For
5	Re-elect Kelly Cleveland as Director	Mgmt	For	For	For
6	Re-elect Andrew Coombs as Director	Mgmt	For	For	For
7	Elect Deborah Davis as Director	Mgmt	For	For	For
8	Re-elect Joanne Kenrick as Director	Mgmt	For	For	For
9	Re-elect Daniel Kitchen as Director	Mgmt	For	For	For
10	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Dividend	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve the Implementation Report on the Remuneration Policy	Mgmt	For	For	For

Sirius Real Estate Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Scrip Dividend	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Approve Employee Share Incentive Plan	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For