

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER ELCF

Koninklijke DSM NV

Meeting Date: 01/23/2023 **Country:** Netherlands **Ticker:** DSM
Record Date: 12/26/2022 **Meeting Type:** Extraordinary
Shareholders
Primary Security ID: N5017D122

Shares Voted: 3,822

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

Compass Group Plc

Meeting Date: 02/09/2023 **Country:** United Kingdom **Ticker:** CPG
Record Date: 02/07/2023 **Meeting Type:** Annual
Primary Security ID: G23296208

Shares Voted: 44,930

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

Compass Group Plc

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

Svenska Handelsbanken AB

Meeting Date: 03/22/2023

Country: Sweden

Ticker: SHB.A

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: W9112U104

Shares Voted: 101,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Approve Discharge of Board and President	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Determine Number of Directors (10)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
18.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For
18.4	Reelect Hans Biorck as Director	Mgmt	For	For
18.5	Reelect Par Boman as Director	Mgmt	For	Against
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
18.8	Reelect Ulf Riese as Director	Mgmt	For	Against
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For
18.10	Reelect Carina Akerstromas Director	Mgmt	For	For
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	Against
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Amend Bank's Mainframe Computers Software	SH	None	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt		
23	Approve Formation of Integration Institute	SH	None	Against
24	Close Meeting	Mgmt		

Novo Nordisk A/S

Meeting Date: 03/23/2023

Country: Denmark

Ticker: NOVO.B

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: K72807132

Shares Voted: 11,214

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

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.4	Product Pricing Proposal	SH	Against	Against
9	Other Business	Mgmt		

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023

Country: France

Ticker: DIM

Record Date: 03/23/2023

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 2,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.44 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against

Sartorius Stedim Biotech SA

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

Sika AG

Meeting Date: 03/28/2023 **Country:** Switzerland **Ticker:** SIKA
Record Date: **Meeting Type:** Annual
Primary Security ID: H7631K273

Shares Voted: 1,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	For
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For
7.1	Amend Articles of Association	Mgmt	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	For

Essity AB

Meeting Date: 03/29/2023 **Country:** Sweden **Ticker:** ESSITY.B
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: W3R06F100

Shares Voted: 29,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
7.c2	Approve Discharge of Par Boman	Mgmt	For	For
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For
11.b	Reelect Par Boman as Director	Mgmt	For	Against
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.d	Reelect Magnus Groth as Director	Mgmt	For	For
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
11.h	Elect Maria Carell as Director	Mgmt	For	For
11.i	Elect Jan Gurander as Director	Mgmt	For	For
12	Reelect Par Boman as Board Chair	Mgmt	For	Against
13	Ratify Ernst & Young as Auditor	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

Genmab A/S

Meeting Date: 03/29/2023 **Country:** Denmark **Ticker:** GMAB
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: K3967W102

Shares Voted: 2,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
7.b	Amend Remuneration Policy	Mgmt	For	For
7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Against
7.d	Authorize Share Repurchase Program	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Shimano, Inc.

Meeting Date: 03/29/2023

Country: Japan

Ticker: 7309

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J72262108

Shares Voted: 3,300

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

DBS Group Holdings Ltd.

Meeting Date: 03/31/2023

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Primary Security ID: Y20246107

DBS Group Holdings Ltd.

Shares Voted: 47,900

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

Koninklijke Ahold Delhaize NV

Meeting Date: 04/12/2023

Country: Netherlands

Ticker: AD

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: N0074E105

Shares Voted: 30,563

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

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Discharge of Management Board	Mgmt	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Reelect Peter Agnefjall to Supervisory Board	Mgmt	For	For
10	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For
11	Reelect Katie Doyle to Supervisory Board	Mgmt	For	For
12	Elect Julia Vander Ploeg to Supervisory Board	Mgmt	For	For
13	Reelect Frans Muller to Management Board	Mgmt	For	For
14	Elect JJ Fleeman to Management Board	Mgmt	For	For
15	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
18	Authorize Board to Acquire Common Shares	Mgmt	For	For
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For
20	Close Meeting	Mgmt		

Geberit AG

Meeting Date: 04/19/2023

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Primary Security ID: H2942E124

Shares Voted: 568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1	Amend Articles of Association	Mgmt	For	For
4.2	Amend Articles Re: Editorial Changes	Mgmt	For	For
4.3	Amend Corporate Purpose	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Amend Articles Re: Share Register and Nominees	Mgmt	For	For
4.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For
4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	Mgmt	For	For
4.7	Amend Articles Re: Board Resolutions	Mgmt	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
8.1	Approve Remuneration Report	Mgmt	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For
9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Country: France

Ticker: MC

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 1,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Delphine Arnault as Director	Mgmt	For	For
6	Reelect Antonio Belloni as Director	Mgmt	For	For
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	For
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	For
10	Elect Laurent Mignon as Director	Mgmt	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	For
12	Appoint Diego Della Valle as Censor	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	For
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For

Nestle SA

Meeting Date: 04/20/2023

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 3,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For	For
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
7.2	Amend Articles of Association	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	Against	Against

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: REL

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 38,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For
9	Re-elect June Felix as Director	Mgmt	For	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For
14	Re-elect Robert MacLeod as Director	Mgmt	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For
19	Approve Sharesave Plan	Mgmt	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Meeting Date: 04/21/2023

Country: France

Ticker: OR

Record Date: 04/19/2023

Meeting Type: Annual/Special

Primary Security ID: F58149133

Shares Voted: 329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Recordati SpA

Meeting Date: 04/21/2023 **Country:** Italy **Ticker:** REC
Record Date: 04/12/2023 **Meeting Type:** Annual
Primary Security ID: T78458139

Shares Voted: 12,996

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
2a.1	Slate 1 Submitted by Rossini Sarl	SH	None	Against
2a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2b	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposals Submitted by Rossini Sarl	Mgmt		
2c	Approve Remuneration of Directors	SH	None	For
	Management Proposals	Mgmt		
3a	Approve Remuneration Policy	Mgmt	For	Against
3b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4	Approve Performance Shares Plan 2023-2025	Mgmt	For	Against

Recordati SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Alfa Laval AB

Meeting Date: 04/25/2023

Country: Sweden

Ticker: ALFA

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: W04008152

Shares Voted: 22,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive CEO's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6 Per Share	Mgmt	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For
9.c7	Approve Discharge of Maria Moraeus Hanssen	Mgmt	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For
9.c10	Approve Discharge of Helene Mellquist	Mgmt	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.c11	Approve Discharge of Bror Garcia Lant	Mgmt	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.95 Million to the Chair and SEK 650,000 to Other Directors	Mgmt	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	For
13.3	Reelect Henrik Lange as Director	Mgmt	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
13.6	Reelect Ray Mauritsson as Director	Mgmt	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For
13.8	Elect Anna Muller as New Director	Mgmt	For	For
13.9	Elect Nadine Crauwels as New Director	Mgmt	For	For
13.10	Elect Dennis Jonsson as Board Chair	Mgmt	For	For
13.11	Ratify Karoline Tedevall as Auditor	Mgmt	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For
14	Approve SEK 1.49 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 1.49 Million for a Bonus Issue	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
16	Close Meeting	Mgmt		

Anglo American Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: AAL

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G03764134

Shares Voted: 21,939

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

ASML Holding NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: ASML

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: N07059202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3d	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt		
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For
8b	Elect J.P. de Kreijl to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

Assa Abloy AB

Meeting Date: 04/26/2023

Country: Sweden

Ticker: ASSA.B

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: W0817X204

Shares Voted: 26,968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8.c	Receive Board's Report	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	For	For
13	Ratify Ernst & Young as Auditors	Mgmt	For	For
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration Report	Mgmt	For	Against
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	Against
18	Close Meeting	Mgmt		

Bunzl Plc

Meeting Date: 04/26/2023 **Country:** United Kingdom **Ticker:** BNZL
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: G16968110

Shares Voted: 32,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For
6	Re-elect Vanda Murray as Director	Mgmt	For	For
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For
9	Re-elect Vin Murria as Director	Mgmt	For	For
10	Elect Pam Kirby as Director	Mgmt	For	For
11	Elect Jacky Simmonds as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Bunzl Plc

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

IMCD NV

Meeting Date: 04/26/2023 **Country:** Netherlands **Ticker:** IMCD
Record Date: 03/29/2023 **Meeting Type:** Annual
Primary Security ID: N4447S106

Shares Voted: 4,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Management Board (Non-Voting)	Mgmt		
2.b	Approve Remuneration Report	Mgmt	For	Against
3.a	Receive Auditor's Report (Non-Voting)	Mgmt		
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.d	Approve Dividends of EUR 6.78 Per Share	Mgmt	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Elect Valerie Diele-Braun to Management Board	Mgmt	For	For
6	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2025-2027	Mgmt	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Close Meeting	Mgmt		

Eurofins Scientific SE

Meeting Date: 04/27/2023

Country: Luxembourg

Ticker: ERF

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: L31839134

Shares Voted: 9,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive and Approve Board's Reports	Mgmt	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Financial Statements	Mgmt	For	For
6	Approve Allocation of Income	Mgmt	For	For
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Reelect Ivo Rauh as Director	Mgmt	For	For
12	Reelect Fereshteh Pouchantchi as Director	Mgmt	For	For
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For
14	Approve Remuneration of Directors	Mgmt	For	For
15	Acknowledge Information on Repurchase Program	Mgmt	For	For
16	Authorize Filing of Required Documents and Other Formalities	Mgmt	For	For

Kering SA

Meeting Date: 04/27/2023

Country: France

Ticker: KER

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Shares Voted: 1,245

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	Against
6	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
7	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
15	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	Mgmt	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Mgmt	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Sandvik Aktiebolag

Meeting Date: 04/27/2023 **Country:** Sweden **Ticker:** SAND
Record Date: 04/19/2023 **Meeting Type:** Annual
Primary Security ID: W74857165

Shares Voted: 32,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Patrik Marcellus as Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10.1	Approve Discharge of Johan Molin	Mgmt	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For
10.13	Approve Discharge of Tomas Karnstrom	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.88 Million for Chairman and SEK 770,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For
14.1	Reelect Jennifer Allerton as Director	Mgmt	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	For
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For
14.7	Reelect Stefan Widing as Director	Mgmt	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For
15	Reelect Johan Molin as Chair of the Board	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Mgmt	For	Against
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Close Meeting	Mgmt		

Iberdrola SA

Meeting Date: 04/28/2023

Country: Spain

Ticker: IBE

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: E6165F166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Amend Preamble and Heading of the Preliminary Title of the Bylaws	Mgmt	For	For
6	Amend Articles Re: Corporate Structure of the Iberdrola Group	Mgmt	For	For
7	Amend Article 8 Re: Internal Regulations and Compliance System	Mgmt	For	For
8	Approve Engagement Dividend	Mgmt	For	For
9	Approve Allocation of Income and Dividends	Mgmt	For	For
10	Approve Scrip Dividends	Mgmt	For	For
11	Approve Scrip Dividends	Mgmt	For	For
12	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	Against
14	Approve Restricted Stock Plan	Mgmt	For	For
15	Reelect Maria Helena Antolin Raybaud as Director	Mgmt	For	For
16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	Mgmt	For	For
17	Reelect Manuel Moreu Munaiz as Director	Mgmt	For	For
18	Reelect Sara de la Rica Goiricelaya as Director	Mgmt	For	For
19	Reelect Xabier Sagredo Ormaza as Director	Mgmt	For	For
20	Reelect Jose Ignacio Sanchez Galan as Director	Mgmt	For	For
21	Fix Number of Directors at 14	Mgmt	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Kingspan Group Plc

Meeting Date: 04/28/2023

Country: Ireland

Ticker: KRX

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G52654103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Re-elect Jost Massenbergh as Director	Mgmt	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For
3j	Elect Senan Murphy as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
7	Authorise Issue of Equity	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
10	Authorise Market Purchase of Shares	Mgmt	For	For
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Air Liquide SA

Meeting Date: 05/03/2023

Country: France

Ticker: AI

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: F01764103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Elect Catherine Guillouard as Director	Mgmt	For	For
6	Elect Christina Law as Director	Mgmt	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

BAE Systems Plc

Meeting Date: 05/04/2023 **Country:** United Kingdom **Ticker:** BA
Record Date: 05/02/2023 **Meeting Type:** Annual
Primary Security ID: G06940103

Shares Voted: 162,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
9	Re-elect Bradley Greve as Director	Mgmt	For	For
10	Re-elect Jane Griffiths as Director	Mgmt	For	For
11	Re-elect Christopher Grigg as Director	Mgmt	For	For
12	Re-elect Ewan Kirk as Director	Mgmt	For	For
13	Re-elect Stephen Pearce as Director	Mgmt	For	For
14	Re-elect Nicole Piasecki as Director	Mgmt	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For
16	Elect Cressida Hogg as Director	Mgmt	For	For
17	Elect Lord Sedwill as Director	Mgmt	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Approve Long-Term Incentive Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

InterContinental Hotels Group Plc

Meeting Date: 05/05/2023 **Country:** United Kingdom **Ticker:** IHG
Record Date: 05/03/2023 **Meeting Type:** Annual
Primary Security ID: G4804L163

Shares Voted: 13,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
3	Approve Remuneration Report	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5a	Elect Michael Glover as Director	Mgmt	For	For
5b	Elect Byron Grote as Director	Mgmt	For	For
5c	Elect Deanna Oppenheimer as Director	Mgmt	For	For
5d	Re-elect Graham Allan as Director	Mgmt	For	For
5e	Re-elect Keith Barr as Director	Mgmt	For	For
5f	Re-elect Daniela Barone Soares as Director	Mgmt	For	For
5g	Re-elect Arthur de Haast as Director	Mgmt	For	For
5h	Re-elect Duriya Farooqui as Director	Mgmt	For	Against
5i	Re-elect Jo Harlow as Director	Mgmt	For	For
5j	Re-elect Elie Maalouf as Director	Mgmt	For	For
5k	Re-elect Sharon Rothstein as Director	Mgmt	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For

InterContinental Hotels Group Plc

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

Lonza Group AG

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 1,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For
9.4	Amend Articles of Association	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against

Kuehne + Nagel International AG

Meeting Date: 05/09/2023

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 14.00 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	For
4.1.3	Reelect David Kamenetzky as Director	Mgmt	For	For
4.1.4	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For
4.1.5	Reelect Tobias Staehelin as Director	Mgmt	For	For
4.1.6	Reelect Hauke Stars as Director	Mgmt	For	For
4.1.7	Reelect Martin Wittig as Director	Mgmt	For	For
4.1.8	Reelect Joerg Wolle as Director	Mgmt	For	For
4.2	Elect Vesna Nevistic as Director	Mgmt	For	For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	For
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	For
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	For
7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	For

Spirax-Sarco Engineering Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: SPX

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: G83561129

Shares Voted: 4,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
7	Re-elect Jamie Pike as Director	Mgmt	For	For
8	Re-elect Nicholas Anderson as Director	Mgmt	For	For
9	Re-elect Nimesh Patel as Director	Mgmt	For	For
10	Re-elect Angela Archon as Director	Mgmt	For	For
11	Re-elect Peter France as Director	Mgmt	For	For
12	Re-elect Richard Gillingwater as Director	Mgmt	For	For
13	Re-elect Caroline Johnstone as Director	Mgmt	For	For
14	Re-elect Jane Kingston as Director	Mgmt	For	For
15	Re-elect Kevin Thompson as Director	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Approve Scrip Dividend Program	Mgmt	For	For
18	Approve Performance Share Plan	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Thales SA

Meeting Date: 05/10/2023

Country: France

Ticker: HO

Record Date: 05/05/2023

Meeting Type: Annual/Special

Primary Security ID: F9156M108

Shares Voted: 2,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.94 per Share	Mgmt	For	For
4	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
9	Authorize up to 0.96 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
10	Authorize up to 0.04 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Chairman and CEO	Mgmt	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
13	Elect Marianna Nitsch as Director	Mgmt	For	For

Wolters Kluwer NV

Meeting Date: 05/10/2023

Country: Netherlands

Ticker: WKL

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 14,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt		
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2.c	Approve Remuneration Report	Mgmt	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt		
3.c	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Shares	Mgmt	For	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For	For
10	Other Business (Non-Voting)	Mgmt		
11	Close Meeting	Mgmt		

Adyen NV

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: ADYEN

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: N3501V104

Shares Voted: 270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt		
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For
3	Approve Discharge of Management Board	Mgmt	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	For
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	For
11	Amend Articles of Association	Mgmt	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For
16	Close Meeting	Mgmt		

Techtronic Industries Co., Ltd.

Meeting Date: 05/12/2023

Country: Hong Kong

Ticker: 669

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: Y8563B159

Shares Voted: 61,000

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

Techtronics Industries Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3a	Elect Horst Julius Pudwill as Director	Mgmt	For	For
3b	Elect Joseph Galli Jr. as Director	Mgmt	For	For
3c	Elect Frank Chi Chung Chan as Director	Mgmt	For	For
3d	Elect Robert Hinman Getz as Director	Mgmt	For	For
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For
7	Approve the Amendments to Share Award Scheme	Mgmt	For	Against
8	Approve the Amendments to Share Option Scheme	Mgmt	For	Against

Deutsche Boerse AG

Meeting Date: 05/16/2023

Country: Germany

Ticker: DB1

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 5,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	Against

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For

Sampo Oyj

Meeting Date: 05/17/2023 **Country:** Finland **Ticker:** SAMPO
Record Date: 05/05/2023 **Meeting Type:** Annual
Primary Security ID: X75653109

Shares Voted: 17,658

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 2.60 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
11	Approve Remuneration of Directors in the Amount of EUR 228,000 for Chair and EUR 101,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For
13	Reelect Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as Directors; Elect Antti Makinen and Annica Witschard as New Director	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Demerger Plan	Mgmt	For	For
17	Amend Articles Re: Business Area of the Company; Classes of Shares; Annual General Meeting	Mgmt	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Authorize Board of Directors to resolve upon a Share Issue without Payment	Mgmt	For	For
21	Close Meeting	Mgmt		

Epiroc AB

Meeting Date: 05/23/2023 **Country:** Sweden **Ticker:** EPI.A
Record Date: 05/12/2023 **Meeting Type:** Annual
Primary Security ID: W25918124

Shares Voted: 39,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt		
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For
8.b4	Approve Discharge of Helena Hedblom (as Board Member)	Mgmt	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For
8.b10	Approve Discharge of Anders Ullberg	Mgmt	For	For
8.b11	Approve Discharge of Kristina Kanestad	Mgmt	For	For
8.b12	Approve Discharge of Daniel Rundgren	Mgmt	For	For
8.b13	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	Mgmt	For	For
8.d	Approve Remuneration Report	Mgmt	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	For
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12	Approve Stock Option Plan 2023 for Key Employees	Mgmt	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2017, 2018, 2019 and 2020	Mgmt	For	For
14	Close Meeting	Mgmt		

Dassault Systemes SA

Meeting Date: 05/24/2023 **Country:** France **Ticker:** DSY
Record Date: 05/22/2023 **Meeting Type:** Annual/Special
Primary Security ID: F24571451

Shares Voted: 15,960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	Mgmt	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Reelect Catherine Dassault as Director	Mgmt	For	For
11	Elect Genevieve Berger as Director	Mgmt	For	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Intertek Group Plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: ITRK

Record Date: 05/22/2023

Meeting Type: Annual

Primary Security ID: G4911B108

Shares Voted: 11,068

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

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Jez Maiden as Director	Mgmt	For	For
6	Elect Kawal Preet as Director	Mgmt	For	For
7	Re-elect Andrew Martin as Director	Mgmt	For	Against
8	Re-elect Andre Lacroix as Director	Mgmt	For	Against
9	Re-elect Graham Allan as Director	Mgmt	For	Against
10	Re-elect Gurnek Bains as Director	Mgmt	For	Against
11	Re-elect Lynda Clarizio as Director	Mgmt	For	Against
12	Re-elect Tamara Ingram as Director	Mgmt	For	Against
13	Re-elect Gill Rider as Director	Mgmt	For	Against
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	Against
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	Against
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Partners Group Holding AG

Meeting Date: 05/24/2023

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 37.00 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1	Amend Corporate Purpose	Mgmt	For	For
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
4.3	Amend Articles of Association	Mgmt	For	For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
6.2	Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million	Mgmt	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million	Mgmt	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million	Mgmt	For	For
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000	Mgmt	For	For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	For
7.1.4	Reelect Anne Lester as Director	Mgmt	For	For
7.1.5	Elect Gaelle Olivier as Director	Mgmt	For	For
7.1.6	Reelect Martin Strobel as Director	Mgmt	For	For
7.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For
7.1.8	Reelect Flora Zhao as Director	Mgmt	For	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.2.3	Reappoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	For

JDE Peet's NV

Meeting Date: 05/25/2023

Country: Netherlands

Ticker: JDEP

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: N44664105

Shares Voted: 30,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Board Report (Non-Voting)	Mgmt		
2.b	Approve Remuneration Report	Mgmt	For	For
2.c	Adopt Financial Statements	Mgmt	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5.a	Elect Patricia Capel as Non-Executive Director	Mgmt	For	For
5.b	Elect Jeroen Katgert as Non-Executive Director	Mgmt	For	For
6	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
7.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
8	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		
10	Discuss Voting Results	Mgmt		
11	Close Meeting	Mgmt		

Legrand SA

Meeting Date: 05/31/2023

Country: France

Ticker: LR

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary Security ID: F56196185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For
4	Appoint Mazars as Auditor	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For
8	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Reelect Isabelle Boccon-Gibod as Director	Mgmt	For	For
12	Reelect Benoit Coquart as Director	Mgmt	For	For
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For	For
14	Reelect Michel Landel as Director	Mgmt	For	For
15	Elect Valerie Chort as Director	Mgmt	For	For
16	Elect Clare Scherrer as Director	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Sonova Holding AG

Meeting Date: 06/12/2023

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	For	For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For
5.1.3	Reelect Gregory Behar as Director	Mgmt	For	For
5.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For
5.1.7	Reelect Julie Tay as Director	Mgmt	For	For
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Amend Corporate Purpose	Mgmt	For	For
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
8.4	Amend Articles of Association	Mgmt	For	For
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	For

KEYENCE Corp.

Meeting Date: 06/14/2023

Country: Japan

Ticker: 6861

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: J32491102

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For
2.2	Elect Director Nakata, Yu	Mgmt	For	For
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For
3	Appoint Statutory Auditor Komura, Koichiro	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For

Japan Exchange Group, Inc.

Meeting Date: 06/16/2023

Country: Japan

Ticker: 8697

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J2740B106

Shares Voted: 29,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	Against
2.1	Elect Director Kinoshita, Yasushi	Mgmt	For	For
2.2	Elect Director Yamaji, Hiromi	Mgmt	For	For
2.3	Elect Director Iwanaga, Moriyuki	Mgmt	For	For
2.4	Elect Director Yokoyama, Ryusuke	Mgmt	For	For
2.5	Elect Director Miyahara, Koichiro	Mgmt	For	Against
2.6	Elect Director Konuma, Yasuyuki	Mgmt	For	Against
2.7	Elect Director Endo, Nobuhiro	Mgmt	For	For
2.8	Elect Director Ota, Hiroko	Mgmt	For	For
2.9	Elect Director Ogita, Hitoshi	Mgmt	For	For
2.10	Elect Director Kama, Kazuaki	Mgmt	For	For
2.11	Elect Director Koda, Main	Mgmt	For	For
2.12	Elect Director Kobayashi, Eizo	Mgmt	For	For
2.13	Elect Director Suzuki, Yasushi	Mgmt	For	For
2.14	Elect Director Takeno, Yasuzo	Mgmt	For	For
2.15	Elect Director Matsumoto, Mitsuhiko	Mgmt	For	For
2.16	Elect Director Mori, Kimitaka	Mgmt	For	For

Tokyo Electron Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 8035

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J86957115

Shares Voted: 1,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For
1.5	Elect Director Eda, Makiko	Mgmt	For	For

Tokyo Electron Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Ichikawa, Sachiko	Mgmt	For	For
2.1	Appoint Statutory Auditor Tahara, Kazushi	Mgmt	For	For
2.2	Appoint Statutory Auditor Nanasawa, Yutaka	Mgmt	For	For
3	Approve Annual Bonus	Mgmt	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For

KDDI Corp.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 9433
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J31843105

Shares Voted: 37,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Tanaka, Takashi	Mgmt	For	For
3.2	Elect Director Takahashi, Makoto	Mgmt	For	For
3.3	Elect Director Amamiya, Toshitake	Mgmt	For	For
3.4	Elect Director Yoshimura, Kazuyuki	Mgmt	For	For
3.5	Elect Director Kuwahara, Yasuaki	Mgmt	For	For
3.6	Elect Director Matsuda, Hiromichi	Mgmt	For	For
3.7	Elect Director Yamaguchi, Goro	Mgmt	For	For
3.8	Elect Director Yamamoto, Keiji	Mgmt	For	For
3.9	Elect Director Goto, Shigeki	Mgmt	For	For
3.10	Elect Director Tannowa, Tsutomu	Mgmt	For	For
3.11	Elect Director Okawa, Junko	Mgmt	For	For
3.12	Elect Director Okumiya, Kyoko	Mgmt	For	For

HOYA Corp.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 7741
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J22848105

HOYA Corp.

Shares Voted: 9,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yoshihara, Hiroaki	Mgmt	For	For
1.2	Elect Director Abe, Yasuyuki	Mgmt	For	For
1.3	Elect Director Hasegawa, Takayo	Mgmt	For	For
1.4	Elect Director Nishimura, Mika	Mgmt	For	For
1.5	Elect Director Sato, Mototsugu	Mgmt	For	For
1.6	Elect Director Ikeda, Eiichiro	Mgmt	For	For
1.7	Elect Director Hiroka, Ryo	Mgmt	For	For

Nomura Research Institute Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 4307

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J5900F106

Shares Voted: 25,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Konomoto, Shingo	Mgmt	For	For
1.2	Elect Director Fukami, Yasuo	Mgmt	For	For
1.3	Elect Director Akatsuka, Yo	Mgmt	For	For
1.4	Elect Director Ebato, Ken	Mgmt	For	For
1.5	Elect Director Anzai, Hidenori	Mgmt	For	For
1.6	Elect Director Tateno, Shuji	Mgmt	For	For
1.7	Elect Director Sakata, Shinoi	Mgmt	For	For
1.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For
1.9	Elect Director Kobori, Hideki	Mgmt	For	For
2	Appoint Statutory Auditor Inada, Yoichi	Mgmt	For	For

DISCO Corp.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6146

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J12327102

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 634	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Sekiya, Kazuma	Mgmt	For	For
3.2	Elect Director Yoshinaga, Noboru	Mgmt	For	For
3.3	Elect Director Tamura, Takao	Mgmt	For	For
3.4	Elect Director Inasaki, Ichiro	Mgmt	For	For
3.5	Elect Director Tamura, Shinichi	Mgmt	For	For
3.6	Elect Director Mimata, Tsutomu	Mgmt	For	For
3.7	Elect Director Yamaguchi, Yusei	Mgmt	For	For
3.8	Elect Director Tokimaru, Kazuyoshi	Mgmt	For	For
3.9	Elect Director Oki, Noriko	Mgmt	For	For
3.10	Elect Director Matsuo, Akiko	Mgmt	For	For

SMC Corp. (Japan)

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6273

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J75734103

Shares Voted: 1,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 450	Mgmt	For	For
2.1	Elect Director Takada, Yoshiki	Mgmt	For	For
2.2	Elect Director Doi, Yoshitada	Mgmt	For	For
2.3	Elect Director Isoe, Toshio	Mgmt	For	For
2.4	Elect Director Ota, Masahiro	Mgmt	For	For
2.5	Elect Director Maruyama, Susumu	Mgmt	For	For
2.6	Elect Director Samuel Neff	Mgmt	For	For
2.7	Elect Director Ogura, Koji	Mgmt	For	For
2.8	Elect Director Kelley Stacy	Mgmt	For	For
2.9	Elect Director Kaizu, Masanobu	Mgmt	For	For
2.10	Elect Director Kagawa, Toshiharu	Mgmt	For	For
2.11	Elect Director Iwata, Yoshiko	Mgmt	For	For

SMC Corp. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.12	Elect Director Miyazaki, Kyoichi	Mgmt	For	For
3.1	Appoint Statutory Auditor Chiba, Takemasa	Mgmt	For	For
3.2	Appoint Statutory Auditor Toyoshi, Arata	Mgmt	For	For
3.3	Appoint Statutory Auditor Uchikawa, Haruya	Mgmt	For	For
4	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023 **Country:** Netherlands **Ticker:** AD
Record Date: 06/07/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N0074E105

Shares Voted: 30,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Jolanda Poots-Bijl to Management Board	Mgmt	For	For
3	Close Meeting	Mgmt		

NICE Ltd. (Israel)

Meeting Date: 07/17/2023 **Country:** Israel **Ticker:** NICE
Record Date: 06/15/2023 **Meeting Type:** Annual
Primary Security ID: M7494X101

Shares Voted: 3,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Reelect David Kostman as Director	Mgmt	For	Against
1.b	Reelect Rimon Ben-Shaoul as Director	Mgmt	For	Against
1.c	Reelect Yehoshua (Shuki) Ehrlich as Director	Mgmt	For	For
1.d	Reelect Leo Apotheker as Director	Mgmt	For	For
1.e	Reelect Joseph (Joe) Cowan as Director	Mgmt	For	For

NICE Ltd. (Israel)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Reapprove Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against
3	Approve Extended CEO Bonus Plan	Mgmt	For	Against
4	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against
5	Discuss Financial Statements and the Report of the Board for 2021	Mgmt		
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Halma Plc

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: HLMA

Record Date: 07/18/2023

Meeting Type: Annual

Primary Security ID: G42504103

Shares Voted: 14,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Steve Gunning as Director	Mgmt	For	For

Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Dame Louise Makin as Director	Mgmt	For	Against
6	Re-elect Marc Ronchetti as Director	Mgmt	For	For
7	Re-elect Jennifer Ward as Director	Mgmt	For	For
8	Re-elect Carole Cran as Director	Mgmt	For	For
9	Re-elect Jo Harlow as Director	Mgmt	For	For
10	Re-elect Dharmash Mistry as Director	Mgmt	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For
12	Re-elect Tony Rice as Director	Mgmt	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Kingspan Group Plc

Meeting Date: 07/20/2023

Country: Ireland

Ticker: KRX

Record Date: 07/16/2023

Meeting Type: Special

Primary Security ID: G52654103

Shares Voted: 7,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	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

Ashtead Group Plc

Meeting Date: 09/06/2023

Country: United Kingdom

Ticker: AHT

Record Date: 09/04/2023

Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 17,672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Diageo Plc

Meeting Date: 09/28/2023

Country: United Kingdom

Ticker: DGE

Record Date: 09/26/2023

Meeting Type: Annual

Primary Security ID: G42089113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Long Term Incentive Plan	Mgmt	For	For
5	Approve Final Dividend	Mgmt	For	For
6	Elect Debra Crew as Director	Mgmt	For	For
7	Re-elect Javier Ferran as Director	Mgmt	For	For
8	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For
10	Re-elect Melissa Bethell as Director	Mgmt	For	For
11	Re-elect Karen Blackett as Director	Mgmt	For	For
12	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For
13	Re-elect Sir John Manzoni as Director	Mgmt	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Adopt New Articles of Association	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

IMCD NV

Meeting Date: 11/27/2023

Country: Netherlands

Ticker: IMCD

Record Date: 10/30/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N4447S106

Shares Voted: 4,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Dorthe Mikkelsen to Supervisory Board	Mgmt	For	For
3	Close Meeting	Mgmt		

Ferguson Plc

Meeting Date: 11/28/2023

Country: Jersey

Ticker: FERG

Record Date: 10/04/2023

Meeting Type: Annual

Primary Security ID: G3421J106

Shares Voted: 6,067

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kelly Baker	Mgmt	For	For
1b	Elect Director Bill Brundage	Mgmt	For	For
1c	Elect Director Geoff Drabble	Mgmt	For	For
1d	Elect Director Catherine Halligan	Mgmt	For	For
1e	Elect Director Brian May	Mgmt	For	For
1f	Elect Director James S. Metcalf	Mgmt	For	For
1g	Elect Director Kevin Murphy	Mgmt	For	For
1h	Elect Director Alan Murray	Mgmt	For	For
1i	Elect Director Thomas Schmitt	Mgmt	For	For
1j	Elect Director Nadia Shouraboura	Mgmt	For	For
1k	Elect Director Suzanne Wood	Mgmt	For	For
2	Reappoint Deloitte LLP as Statutory Auditor	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
7	Approve Omnibus Stock Plan	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For

Ferguson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Adopt New Articles of Association	Mgmt	For	For