

VOTE SUMMARY REPORT

Date range covered : 07/01/2024 to 06/30/2025

LOCATION(S): STATE STREET INVESTMENT MANAGEMENT

INSTITUTION ACCOUNT(S): TANGERINE INVESTMENT
MANAGEMENT INC. - MSCI CANADA

Royal Bank of Canada

Meeting Date: 04/10/2025

Country: Canada

Ticker: RY

Record Date: 02/11/2025

Meeting Type: Annual/Special

Primary Security ID: 780087102

Shares Voted: 61,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Amanda Norton	Mgmt	For	For	For
1.9	Elect Director Barry Perry	Mgmt	For	For	For
1.10	Elect Director Maryann Turcke	Mgmt	For	For	For
1.11	Elect Director Thierry Vandal	Mgmt	For	For	For
1.12	Elect Director Frank Vettese	Mgmt	For	For	For
1.13	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	SP 1: Disclosure of Internal Pay Metrics Used For Executive Compensation	SH	Against	Refer	Against
7	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Against	Against
8	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
9	SP 4: Employee Language Skills Disclosure	SH	Against	Refer	Against

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	Against
11	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
12	SP 7: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	Against	Against
13	SP 8: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For

The Toronto-Dominion Bank

Meeting Date: 04/10/2025

Record Date: 02/10/2025

Primary Security ID: 891160509

Country: Canada

Meeting Type: Annual

Ticker: TD

Shares Voted: 134,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Ana Arsov	Mgmt	For	For	For
1.3	Elect Director Cherie L. Brant	Mgmt	For	Refer	Withhold
1.4	Elect Director Raymond Chun	Mgmt	For	For	For
1.5	Elect Director Elio R. Luongo	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	Refer	Withhold
1.7	Elect Director John B. MacIntyre	Mgmt	For	For	For
1.8	Elect Director Keith G. Martell	Mgmt	For	For	For
1.9	Elect Director Nathalie M. Palladitcheff	Mgmt	For	For	For
1.10	Elect Director S. Jane Rowe	Mgmt	For	Refer	Withhold
1.11	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.12	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.13	Elect Director Mary A. Winston	Mgmt	For	Refer	For
1.14	Elect Director Paul C. Wirth	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals	Mgmt			
4	SP 1: Annual Energy Supply Ratio Disclosure	SH	Against	Against	Against
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Against	Against
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Refer	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	Against
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
10	SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	SH	Against	Against	Against
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Against	Against	Against
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Against	Against	Against

Suncor Energy Inc.

Meeting Date: 05/06/2025

Record Date: 03/14/2025

Primary Security ID: 867224107

Country: Canada

Meeting Type: Annual

Ticker: SU

Shares Voted: 192,674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ian R. Ashby	Mgmt	For	For	For
1.2	Elect Director Patricia M. Bedient	Mgmt	For	For	For
1.3	Elect Director Russell K. Girling	Mgmt	For	Refer	For
1.4	Elect Director Jean Paul (JP) Gladu	Mgmt	For	For	For
1.5	Elect Director Richard M. Kruger	Mgmt	For	For	For
1.6	Elect Director Brian P. MacDonald	Mgmt	For	For	For

Suncor Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.8	Elect Director Jane L. Peverett	Mgmt	For	For	For
1.9	Elect Director Daniel Romasko	Mgmt	For	For	For
1.10	Elect Director Christopher R. Seasons	Mgmt	For	For	For
1.11	Elect Director M. Jacqueline Sheppard	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Shareholder Proposal	Mgmt			
	SP 1: Report on Impact of Net Zero by 2050 Pledge	SH	Against	Against	Against

Enbridge Inc.

Meeting Date: 05/07/2025

Record Date: 03/12/2025

Primary Security ID: 29250N105

Country: Canada

Meeting Type: Annual

Ticker: ENB

Shares Voted: 180,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank (Mike) M. Ashar	Mgmt	For	For	For
1.2	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1.3	Elect Director Susan M. Cunningham	Mgmt	For	For	For
1.4	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1.5	Elect Director Jason B. Few	Mgmt	For	For	For
1.6	Elect Director Douglas L. Foshee	Mgmt	For	For	For
1.7	Elect Director Theresa B.Y. Jang	Mgmt	For	For	For
1.8	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.9	Elect Director Manjit Minhas	Mgmt	For	For	For
1.10	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.12	Elect Director Steven W. Williams	Mgmt	For	For	For

Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

BCE Inc.

Meeting Date: 05/08/2025

Record Date: 03/17/2025

Primary Security ID: 05534B760

Country: Canada

Meeting Type: Annual

Ticker: BCE

Shares Voted: 281,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Robert P. Dexter	Mgmt	For	For	For
1.3	Elect Director Katherine Lee	Mgmt	For	For	For
1.4	Elect Director Monique F. Leroux	Mgmt	For	For	For
1.5	Elect Director Sheila A. Murray	Mgmt	For	For	For
1.6	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1.7	Elect Director Louis P. Pagnutti	Mgmt	For	For	For
1.8	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.9	Elect Director Karen Sheriff	Mgmt	For	For	For
1.10	Elect Director Jennifer Tory	Mgmt	For	For	For
1.11	Elect Director Louis Vachon	Mgmt	For	For	For
1.12	Elect Director Johan Wibergh	Mgmt	For	For	For
1.13	Elect Director Cornell Wright	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Disclosure of Language Fluency of Employees	SH	Against	Against	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against

Canadian Tire Corporation, Limited

Meeting Date: 05/08/2025

Country: Canada

Ticker: CTC.A

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 136681202

Shares Voted: 70,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norman Jaskolka	Mgmt	For	For	For
1.2	Elect Director Nadir Patel	Mgmt	For	For	For
1.3	Elect Director Cynthia Trudell	Mgmt	For	For	For

Fortis Inc.

Meeting Date: 05/08/2025

Country: Canada

Ticker: FTS

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: 349553107

Shares Voted: 175,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tracey C. Ball	Mgmt	For	For	For
1.2	Elect Director Pierre J. Blouin	Mgmt	For	For	For
1.3	Elect Director Lawrence T. Borgard	Mgmt	For	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For	For
1.5	Elect Director Margarita K. Dilley	Mgmt	For	For	For
1.6	Elect Director Julie A. Dobson	Mgmt	For	For	For
1.7	Elect Director Lisa L. Durocher	Mgmt	For	For	For
1.8	Elect Director David G. Hutchens	Mgmt	For	For	For
1.9	Elect Director Gregory E. Knight	Mgmt	For	For	For
1.10	Elect Director Gianna M. Manes	Mgmt	For	For	For
1.11	Elect Director Donald R. Marchand	Mgmt	For	For	For
1.12	Elect Director Jo Mark Zurel	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Meeting Date: 05/08/2025Country: CanadaTicker: GWO

Record Date: 03/13/2025Meeting Type: Annual/Special

Primary Security ID: 39138C106

Shares Voted: 221,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Common and Various First Preferred Shares	Mgmt			
1.1	Elect Director Michael R. Amend	Mgmt	For	For	For
1.2	Elect Director Deborah J. Barrett	Mgmt	For	For	For
1.3	Elect Director Robin A. Bienfait	Mgmt	For	For	For
1.4	Elect Director Heather E. Conway	Mgmt	For	For	For
1.5	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.6	Elect Director Andre Desmarais	Mgmt	For	Against	Against
1.7	Elect Director Paul Desmarais, Jr.	Mgmt	For	Against	Against
1.8	Elect Director Gary A. Doer	Mgmt	For	For	For
1.9	Elect Director Claude Genereux	Mgmt	For	Against	Against
1.10	Elect Director Jake P. Lawrence	Mgmt	For	Against	Against
1.11	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.12	Elect Director Paul A. Mahon	Mgmt	For	Against	For
1.13	Elect Director Susan J. McArthur	Mgmt	For	For	For
1.14	Elect Director R. Jeffrey Orr	Mgmt	For	Against	Against
1.15	Elect Director James P. O'Sullivan	Mgmt	For	Against	Against
1.16	Elect Director T. Timothy Ryan	Mgmt	For	For	For
1.17	Elect Director Dhvani D. Shah	Mgmt	For	For	For
1.18	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.19	Elect Director Brian E. Walsh	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Amend Articles Re: Common Share Dividend Provision Modernization	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Amend Stock Option Plan	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

Great-West Lifeco Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Disclose Net Zero Target Achievement Via Specific Transition Plan Elements	SH	Against	Against	Against

Magna International Inc.

Meeting Date: 05/08/2025	Country: Canada	Ticker: MG
Record Date: 03/19/2025	Meeting Type: Annual/Special	
Primary Security ID: 559222401		

Shares Voted: 170,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mary S. Chan	Mgmt	For	For	For
1B	Elect Director V. Peter Harder	Mgmt	For	For	For
1C	Elect Director Jan R. Hauser	Mgmt	For	For	For
1D	Elect Director Seetarama S. Kotagiri	Mgmt	For	For	For
1E	Elect Director Jay K. Kunkel	Mgmt	For	For	For
1F	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1G	Elect Director Mary Lou Maher	Mgmt	For	For	For
1H	Elect Director William A. Ruh	Mgmt	For	For	For
1I	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1J	Elect Director Peter Sklar	Mgmt	For	For	For
1K	Elect Director Matthew Tsien	Mgmt	For	For	For
1L	Elect Director Thomas Weber	Mgmt	For	For	For
1M	Elect Director Lisa S. Westlake	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Manulife Financial Corporation

Meeting Date: 05/08/2025	Country: Canada	Ticker: MFC
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 56501R106		

Shares Voted: 231,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1.2	Elect Director Guy L.T. Bainbridge	Mgmt	For	For	For
1.3	Elect Director Nancy J. Carroll	Mgmt	For	For	For
1.4	Elect Director Julie E. Dickson	Mgmt	For	For	For
1.5	Elect Director J. Michael Durland	Mgmt	For	For	For
1.6	Elect Director Donald P. Kanak	Mgmt	For	For	For
1.7	Elect Director Donald R. Lindsay	Mgmt	For	For	For
1.8	Elect Director Anna Manning	Mgmt	For	For	For
1.9	Elect Director John S. Montalbano	Mgmt	For	For	For
1.10	Elect Director May Tan	Mgmt	For	For	For
1.11	Elect Director Leagh E. Turner	Mgmt	For	For	For
1.12	Elect Director Philip J. Witherington	Mgmt	For	For	For
1.13	Elect Director John W.P-K. Wong	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Quebecor Inc.

Meeting Date: 05/08/2025Country: CanadaTicker: QBR.B

Record Date: 03/11/2025Meeting Type: Annual

Primary Security ID: 748193208

Shares Voted: 332,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class B Subordinate Voting Shares	Mgmt			
1.1	Elect Director Chantal Belanger	Mgmt	For	Refer	For
1.2	Elect Director Frantz Saintelley	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Quebecor Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Sun Life Financial Inc.

Meeting Date: 05/08/2025	Country: Canada	Ticker: SLF
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 866796105		

Shares Voted: 126,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deepak Chopra	Mgmt	For	For	For
1.2	Elect Director Stephanie L. Coyles	Mgmt	For	For	For
1.3	Elect Director Patrick P. F. Cronin	Mgmt	For	For	For
1.4	Elect Director Ashok K. Gupta	Mgmt	For	For	For
1.5	Elect Director David H. Y. Ho	Mgmt	For	For	For
1.6	Elect Director Laurie G. Hylton	Mgmt	For	For	For
1.7	Elect Director Stacey A. Madge	Mgmt	For	For	For
1.8	Elect Director Helen M. Mallovy Hicks	Mgmt	For	For	For
1.9	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.10	Elect Director Joseph M. Natale	Mgmt	For	For	For
1.11	Elect Director Scott F. Powers	Mgmt	For	For	For
1.12	Elect Director Kevin D. Strain	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

IGM Financial Inc.

Meeting Date: 05/09/2025	Country: Canada	Ticker: IGM
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: 449586106		

Shares Voted: 241,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc A. Bibeau	Mgmt	For	For	For

IGM Financial Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Andra Bolotin	Mgmt	For	For	For
1.3	Elect Director Betsey Chung	Mgmt	For	For	For
1.4	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.5	Elect Director Andre Desmarais	Mgmt	For	Against	Against
1.6	Elect Director Paul Desmarais, Jr.	Mgmt	For	Against	Against
1.7	Elect Director Gary Doer	Mgmt	For	For	For
1.8	Elect Director Susan Doniz	Mgmt	For	For	For
1.9	Elect Director Claude Genereux	Mgmt	For	Against	Against
1.10	Elect Director Sharon Hodgson	Mgmt	For	For	For
1.11	Elect Director Jake Lawrence	Mgmt	For	For	For
1.12	Elect Director Sharon MacLeod	Mgmt	For	For	For
1.13	Elect Director Susan J. McArthur	Mgmt	For	For	For
1.14	Elect Director John McCallum	Mgmt	For	For	For
1.15	Elect Director R. Jeffrey Orr	Mgmt	For	Against	Against
1.16	Elect Director James O'Sullivan	Mgmt	For	For	For
1.17	Elect Director Beth Wilson	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Pembina Pipeline Corporation

Meeting Date: 05/09/2025

Country: Canada

Ticker: PPL

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: 706327103

Shares Voted: 184,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	For	For
1.2	Elect Director J. Scott Burrows	Mgmt	For	For	For
1.3	Elect Director Cynthia Carroll	Mgmt	For	For	For
1.4	Elect Director Alister Cowan	Mgmt	For	For	For
1.5	Elect Director Ana Dutra	Mgmt	For	For	For
1.6	Elect Director Maureen E. Howe	Mgmt	For	For	For

Pembina Pipeline Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director David M.B. LeGresley	Mgmt	For	For	For
1.8	Elect Director Andy J. Mah	Mgmt	For	For	For
1.9	Elect Director Leslie A. O'Donoghue	Mgmt	For	For	For
1.10	Elect Director Bruce D. Rubin	Mgmt	For	For	For
1.11	Elect Director Henry W. Sykes	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

TELUS Corporation

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 87971M103

Country: Canada

Meeting Type: Annual

Ticker: T

Shares Voted: 494,074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raymond T. Chan	Mgmt	For	For	For
1.2	Elect Director Hazel Claxton	Mgmt	For	For	For
1.3	Elect Director Lisa de Wilde	Mgmt	For	For	For
1.4	Elect Director Victor Dodig	Mgmt	For	For	For
1.5	Elect Director Darren Entwistle	Mgmt	For	For	For
1.6	Elect Director Martha Hall Findlay	Mgmt	For	For	For
1.7	Elect Director Thomas E. Flynn	Mgmt	For	For	For
1.8	Elect Director Mary Jo Haddad	Mgmt	For	For	For
1.9	Elect Director Christine Magee	Mgmt	For	For	For
1.10	Elect Director John Manley	Mgmt	For	For	For
1.11	Elect Director David Mowat	Mgmt	For	For	For
1.12	Elect Director Marc Parent	Mgmt	For	For	For
1.13	Elect Director Denise Pickett	Mgmt	For	For	For
1.14	Elect Director W. Sean Willy	Mgmt	For	For	For

TELUS Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For

Power Corporation of Canada

Meeting Date: 05/14/2025Country: CanadaTicker: POW

Record Date: 03/19/2025Meeting Type: Annual

Primary Security ID: 739239101

Shares Voted: 237,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Participating Preferred and Subordinate Voting Shares	Mgmt			
1.1	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.2	Elect Director Andre Desmarais	Mgmt	For	Against	Against
1.3	Elect Director Paul Desmarais, Jr.	Mgmt	For	Against	Against
1.4	Elect Director Gary A. Doer	Mgmt	For	For	For
1.5	Elect Director Segolene Gallienne-Frere	Mgmt	For	Against	Against
1.6	Elect Director Anthony R. Graham	Mgmt	For	Against	Against
1.7	Elect Director Sharon MacLeod	Mgmt	For	For	For
1.8	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.9	Elect Director Isabelle Marcoux	Mgmt	For	For	For
1.10	Elect Director R. Jeffrey Orr	Mgmt	For	For	For
1.11	Elect Director T. Timothy Ryan, Jr.	Mgmt	For	For	For
1.12	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.13	Elect Director Elizabeth D. Wilson	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Power Performance Restricted Share Unit Plan	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			

Power Corporation of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	SP 1: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
6	SP 2: Disclosure of Language Fluency of Employees	SH	Against	Against	Against
7	SP 3: Advisory Vote on Environmental Policies	SH	Against	Against	Against

Keyera Corp.

Meeting Date: 05/15/2025	Country: Canada	Ticker: KEY
Record Date: 03/27/2025	Meeting Type: Annual/Special	
Primary Security ID: 493271100		

Shares Voted: 242,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jim Bertram	Mgmt	For	For	For
1b	Elect Director Isabelle Brassard	Mgmt	For	For	For
1c	Elect Director Michael Crothers	Mgmt	For	For	For
1d	Elect Director Blair Goertzen	Mgmt	For	For	For
1e	Elect Director T. Tim Kitchen	Mgmt	For	For	For
1f	Elect Director Gianna Manes	Mgmt	For	For	For
1g	Elect Director Thomas O'Connor	Mgmt	For	For	For
1h	Elect Director Bob Pritchard	Mgmt	For	For	For
1i	Elect Director Charlene Ripley	Mgmt	For	For	For
1j	Elect Director Dean Setoguchi	Mgmt	For	For	For
1k	Elect Director Janet Woodruff	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Re-approve Long-Term Incentive Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Emera Incorporated

Meeting Date: 05/22/2025	Country: Canada	Ticker: EMA
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 290876101		

Shares Voted: 221,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott C. Balfour	Mgmt	For	For	For
1.2	Elect Director James V. Bertram	Mgmt	For	For	For
1.3	Elect Director Henry E. Demone	Mgmt	For	For	For
1.4	Elect Director Paula Y. Gold-Williams	Mgmt	For	For	For
1.5	Elect Director Kent M. Harvey	Mgmt	For	For	For
1.6	Elect Director B. Lynn Loewen	Mgmt	For	For	For
1.7	Elect Director Brian J. Porter	Mgmt	For	For	For
1.8	Elect Director Ian E. Robertson	Mgmt	For	For	For
1.9	Elect Director M. Jacqueline Sheppard	Mgmt	For	For	For
1.10	Elect Director Karen H. Sheriff	Mgmt	For	For	For
1.11	Elect Director Jochen E. Tilk	Mgmt	For	For	For
1.12	Elect Director Carla M. Tully	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Tourmaline Oil Corp.

Meeting Date: 06/04/2025Country: CanadaTicker: TOU

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

Primary Security ID: 89156V106

Shares Voted: 175,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Rose	Mgmt	For	For	For
1b	Elect Director Brian G. Robinson	Mgmt	For	For	For
1c	Elect Director Jill T. Angevine	Mgmt	For	For	For
1d	Elect Director William D. Armstrong	Mgmt	For	For	For
1e	Elect Director Lee A. Baker	Mgmt	For	For	For

Tourmaline Oil Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Christopher E. Lee	Mgmt	For	For	For
1g	Elect Director Andrew B. MacDonald	Mgmt	For	For	For
1h	Elect Director Lucy M. Miller	Mgmt	For	For	For
1i	Elect Director Travis J. Toews	Mgmt	For	For	For
1j	Elect Director Janet L. Weiss	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

VOTE SUMMARY REPORT

Date range covered : 07/01/2024 to 06/30/2025

LOCATION(S): STATE STREET INVESTMENT MANAGEMENT

INSTITUTION ACCOUNT(S): TANGERINE INVESTMENT
MANAGEMENT INC. - MSCI EAFE

Koninklijke Ahold Delhaize NV

Meeting Date: 07/10/2024

Record Date: 06/12/2024

Primary Security ID: N0074E105

Country: Netherlands

Meeting Type: Extraordinary
Shareholders

Ticker: AD

Shares Voted: 21,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Claude Sarrailh to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

National Grid Plc

Meeting Date: 07/10/2024

Record Date: 07/08/2024

Primary Security ID: G6S9A7120

Country: United Kingdom

Meeting Type: Annual

Ticker: NG

Shares Voted: 109,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Elect Jacqui Ferguson as Director	Mgmt	For	For	For
7	Re-elect Ian Livingston as Director	Mgmt	For	For	For
8	Re-elect Iain Mackay as Director	Mgmt	For	For	For
9	Re-elect Anne Robinson as Director	Mgmt	For	For	For
10	Re-elect Earl Shipp as Director	Mgmt	For	For	For
11	Re-elect Jonathan Silver as Director	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Tony Wood as Director	Mgmt	For	For	For
13	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Climate Transition Plan	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

SSE Plc

Meeting Date: 07/18/2024

Record Date: 07/16/2024

Primary Security ID: G8842P102

Country: United Kingdom

Meeting Type: Annual

Ticker: SSE

Shares Voted: 24,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
5	Re-elect John Bason as Director	Mgmt	For	For	For
6	Re-elect Tony Cocker as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
8	Re-elect Helen Mahy as Director	Mgmt	For	For	For
9	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
10	Elect Barry O'Regan as Director	Mgmt	For	For	For
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
12	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
13	Re-elect Melanie Smith as Director	Mgmt	For	For	For
14	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
15	Elect Maarten Wetselaar as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Net Zero Transition Report	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Approve Scrip Dividend Scheme	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Mizrahi Tefahot Bank Ltd.

Meeting Date: 08/27/2024

Record Date: 07/28/2024

Primary Security ID: M7031A135

Country: Israel

Meeting Type: Special

Ticker: MZTF

Shares Voted: 3,520

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

Royal KPN NV

Meeting Date: 10/01/2024

Record Date: 09/03/2024

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: KPN

Shares Voted: 89,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Opportunity to Make Recommendations	Mgmt			
3	Elect Rob Shuter to Supervisory Board	Mgmt	For	For	For
4	Close Meeting	Mgmt			

Bank Leumi Le-Israel B.M.

Meeting Date: 10/08/2024

Record Date: 09/08/2024

Primary Security ID: M16043107

Country: Israel

Meeting Type: Annual

Ticker: LUMI

Shares Voted: 34,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Brightman Almagor Zohar and Co. (Deloitte) as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Regarding Items 3-5: Elect Two External Directors Out of a Pool of Three Nominees	Mgmt			
3	Elect Sasson Elya as External Director	Mgmt	For	For	For
4	Elect Ira Sobel as External Director	Mgmt	For	For	For
5	Elect Lea Shwartz as External Director	Mgmt	For	Abstain	Abstain
	Elect Two External Directors as defined in Directive 301 of the Proper Conduct of Banking Business Regulations Out of a Pool of Three Nominees	Mgmt			
6	Elect Ram Belinkov as External Director as defined in Directive 301	Mgmt	For	Abstain	Abstain
7	Elect Baruch Lederman as External Director as defined in Directive 301	Mgmt	For	For	For
8	Elect Dan Alexander Koller as External Director as defined in Directive 301	Mgmt	For	For	For

Bank Leumi Le-Israel B.M.

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

Singapore Exchange Limited

Meeting Date: 10/10/2024

Country: Singapore

Ticker: S68

Record Date:

Meeting Type: Annual

Primary Security ID: Y79946102

Shares Voted: 19,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Beh Swan Gin as Director	Mgmt	For	For	For
3b	Elect Koh Boon Hwee as Director	Mgmt	For	For	For
3c	Elect Tsien Samuel Nag as Director	Mgmt	For	For	For
4	Approve Directors' Fees to be Paid to the Chairman	Mgmt	For	For	For

Singapore Exchange Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	Mgmt	For	For	For
6	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Elect Stuart Wilson Lewis as Director	Mgmt	For	For	For
8	Elect Maimoonah Binte Mohamed Hussain as Director	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Hargreaves Lansdown Plc

Meeting Date: 10/14/2024Country: United KingdomTicker: HL

Record Date: 10/10/2024Meeting Type: Special

Primary Security ID: G43940108

Shares Voted: 8,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Final Cash Acquisition of Hargreaves Lansdown plc by Harp Bidco Limited	Mgmt	For	For	For

Hargreaves Lansdown Plc

Meeting Date: 10/14/2024Country: United KingdomTicker: HL

Record Date: 10/10/2024Meeting Type: Court

Primary Security ID: G43940108

Shares Voted: 8,084

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

Telstra Group Limited

Meeting Date: 10/15/2024

Record Date: 10/13/2024

Primary Security ID: Q8975N105

Country: Australia

Meeting Type: Annual

Ticker: TLS

Shares Voted: 95,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Roy H Chestnutt as Director	Mgmt	For	For	For
4a	Approve Grant of Restricted Shares to Vicki Brady	Mgmt	For	For	For
4b	Approve Grant of Performance Rights to Vicki Brady	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	Mgmt	For	For	For

Barratt Developments Plc

Meeting Date: 10/23/2024

Record Date: 10/21/2024

Primary Security ID: G08288105

Country: United Kingdom

Meeting Type: Annual

Ticker: BTRW

Shares Voted: 31,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Caroline Silver as Director	Mgmt	For	For	For
5	Re-elect Jasi Halai as Director	Mgmt	For	For	For
6	Re-elect Nigel Webb as Director	Mgmt	For	For	For
7	Re-elect David Thomas as Director	Mgmt	For	For	For
8	Re-elect Steven Boyes as Director	Mgmt	For	For	For
9	Re-elect Mike Scott as Director	Mgmt	For	For	For
10	Re-elect Katie Bickerstaffe as Director	Mgmt	For	For	For
11	Re-elect Jock Lennox as Director	Mgmt	For	For	For

Barratt Developments Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Chris Weston as Director	Mgmt	For	For	For
13	Elect Matthew Pratt as Director	Mgmt	For	For	For
14	Elect Nicky Dulieu as Director	Mgmt	For	For	For
15	Elect Geeta Nanda as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Sino Land Company Limited

Meeting Date: 10/23/2024

Record Date: 10/17/2024

Primary Security ID: Y80267126

Country: Hong Kong

Meeting Type: Annual

Ticker: 83

Shares Voted: 88,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Allan Zeman as Director	Mgmt	For	For	For
3.2	Elect Steven Ong Kay Eng as Director	Mgmt	For	For	For
3.3	Elect Wong Cho Bau as Director	Mgmt	For	For	For
3.4	Elect Daryl Ng Win Kong as Director	Mgmt	For	For	For
3.5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For

Sino Land Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

BHP Group Limited

Meeting Date: 10/30/2024

Country: Australia

Ticker: BHP

Record Date: 10/28/2024

Meeting Type: Annual

Primary Security ID: Q1498M100

Shares Voted: 110,429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Don Lindsay as Director	Mgmt	For	For	For
3	Elect Ross McEwan as Director	Mgmt	For	For	For
4	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
5	Elect Gary Goldberg as Director	Mgmt	For	For	For
6	Elect Michelle Hinchliffe as Director	Mgmt	For	For	For
7	Elect Ken MacKenzie as Director	Mgmt	For	For	For
8	Elect Christine O'Reilly as Director	Mgmt	For	For	For
9	Elect Catherine Tanna as Director	Mgmt	For	For	For
10	Elect Dion Weisler as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Grant of Awards to Mike Henry	Mgmt	For	For	For
13	Approve Climate Transition Action Plan	Mgmt	For	For	For

Spark New Zealand Ltd.

Meeting Date: 11/01/2024

Country: New Zealand

Ticker: SPK

Record Date: 10/30/2024

Meeting Type: Annual

Primary Security ID: Q8619N107

Spark New Zealand Ltd.

Shares Voted: 43,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
2	Elect David Havercroft as Director	Mgmt	For	For	For
3	Elect Lisa Nelson as Director	Mgmt	For	For	For
4	Elect Warwick Bray as Director	Mgmt	For	For	For

Fortescue Ltd.

Meeting Date: 11/06/2024Country: AustraliaTicker: FMG

Record Date: 11/04/2024Meeting Type: Annual

Primary Security ID: Q39360104

Shares Voted: 39,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Lord Sebastian Coe as Director	Mgmt	For	For	For
3	Elect Jean Baderschneider as Director	Mgmt	For	Refer	For
4	Elect Usha Rao-Monari as Director	Mgmt	For	For	For
5	Elect Noel Pearson as Director	Mgmt	For	For	For
6	Approve Fortescue Ltd Performance Rights Plan	Mgmt	For	For	For
7	Approve Issuance of Performance Rights to Dino Otranto	Mgmt	For	Refer	Against
8	Approve Issuance of Performance Rights to Mark Hutchinson	Mgmt	For	Refer	Against
9	Approve Conditional Spill Resolution	Mgmt	Against	Against	Against

Sun Hung Kai Properties Limited

Meeting Date: 11/07/2024Country: Hong KongTicker: 16

Record Date: 11/01/2024Meeting Type: Annual

Primary Security ID: Y82594121

Sun Hung Kai Properties Limited

Shares Voted: 34,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1a	Elect Yip Dicky Peter as Director	Mgmt	For	For	For
3.1b	Elect Wong Yue-chim, Richard as Director	Mgmt	For	For	For
3.1c	Elect Kwan Cheuk-yin, William as Director	Mgmt	For	For	For
3.1d	Elect Kwok Kai-fai, Adam as Director	Mgmt	For	For	For
3.1e	Elect Tung Chi-ho, Eric as Director	Mgmt	For	For	For
3.1f	Elect Lau Tak-yeung, Albert as Director	Mgmt	For	For	For
3.1g	Elect Fung Sau-yim, Maureen as Director	Mgmt	For	For	For
3.2	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Coles Group Limited

Meeting Date: 11/12/2024Country: AustraliaTicker: COL

Record Date: 11/10/2024Meeting Type: Annual

Primary Security ID: Q26203408

Shares Voted: 31,876

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Peter Allen as Director	Mgmt	For	For	For
2.2	Elect Andrew Penn as Director	Mgmt	For	For	For
2.3	Elect Abi Cleland as Director	Mgmt	For	For	For

Coles Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Richard Freudenstein as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	For	For	For
5	Approve Long-term Incentive Grant of Performance Rights to Leah Weckert	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provisions in Constitution	Mgmt	For	For	For
7.1	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
7.2	Approve Contingent Resolution - Nature-Related Disclosure	SH	Against	Against	Against
7.3	Approve Contingent Resolution - Farmed Salmon Sourcing	SH	Against	Against	Against

Medibank Private Limited

Meeting Date: 11/13/2024	Country: Australia	Ticker: MPL
Record Date: 11/11/2024	Meeting Type: Annual	
Primary Security ID: Q5921Q109		

Shares Voted: 66,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Gerard Dalbosco as Director	Mgmt	For	For	For
3	Elect Jay Weatherill as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Rights to David Koczkar	Mgmt	For	For	For
6	Approve Amendment to Medibank Constitution	Mgmt	For	For	For
7	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

Bank Hapoalim BM

Meeting Date: 11/20/2024	Country: Israel	Ticker: POLI
Record Date: 10/22/2024	Meeting Type: Annual	
Primary Security ID: M1586M115		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Ziv Haft (BDO) as Joint Auditors	Mgmt	For	For	For
	OUT OF THREE CANDIDATES TWO WILL BE ELECTED AS EXTERNAL DIRECTORS AS DEFINED IN DIRECTIVE 301 OF THE PROPER CONDUCT OF BANKING BUSINESS REGULATION	Mgmt			
3	Reelect Yoel Mintz as External Director as Defined in Directive 301	Mgmt	For	For	For
4	Elect Eran Yaacov as External Director as Defined in Directive 301	Mgmt	For	Abstain	Abstain
5	Elect Yair Avidan as External Director as Defined in Directive 301	Mgmt	For	For	For
	OUT OF TWO CANDIDATES, ONE WILL BE ELECTED AS DIRECTOR	Mgmt			
6	Reelect Ronit Schwartz as Director	Mgmt	For	For	For
7	Elect Amir Kushilevitz as Director	Mgmt	For	Abstain	Abstain
8	Approve Employment Terms of Yadin Antebi, CEO	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against

Bank Hapoalim BM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Pilbara Minerals Ltd.

Meeting Date: 11/26/2024	Country: Australia	Ticker: PLS
Record Date: 11/24/2024	Meeting Type: Annual	
Primary Security ID: Q7539C100		

Shares Voted: 70,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Kathleen Conlon as Director	Mgmt	For	For	For
3	Elect Miriam Stanborough as Director	Mgmt	For	For	For
4	Approve Issuance of Additional FY24 LTI Performance Rights to Dale Henderson	Mgmt	For	Refer	Against
5	Approve Issuance of FY25 LTI Performance Rights to Dale Henderson	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 12/03/2024	Country: Israel	Ticker: MZTF
Record Date: 11/12/2024	Meeting Type: Annual	
Primary Security ID: M7031A135		

Shares Voted: 3,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Brightman, Almagor, Zohar & Co. as Auditors and Report on Fees Paid to the Auditor	Mgmt	For	For	For

Hargreaves Lansdown Plc

Meeting Date: 12/06/2024	Country: United Kingdom	Ticker: HL
Record Date: 12/04/2024	Meeting Type: Annual	
Primary Security ID: G43940108		

Shares Voted: 9,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Elect Alison Platt as Director	Mgmt	For	For	For
6	Re-elect Dan Olley as Director	Mgmt	For	For	For
7	Re-elect Amy Stirling as Director	Mgmt	For	For	For
8	Re-elect John Troiano as Director	Mgmt	For	For	For
9	Re-elect Andrea Blance as Director	Mgmt	For	For	For
10	Re-elect Adrian Collins as Director	Mgmt	For	For	For
11	Re-elect Penny James as Director	Mgmt	For	For	For
12	Re-elect Darren Pope as Director	Mgmt	For	For	For
13	Re-elect Michael Morley as Director	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

WH Group Limited

Meeting Date: 12/06/2024	Country: Cayman Islands	Ticker: 288
Record Date: 12/02/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G96007102		

WH Group Limited

Shares Voted: 208,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Spin-off and Related Transactions	Mgmt	For	For	For

Boliden AB

Meeting Date: 01/23/2025Country: SwedenTicker: BOL

Record Date: 01/15/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: W17218210

Shares Voted: 7,352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Imperial Brands Plc

Meeting Date: 01/29/2025Country: United KingdomTicker: IMB

Record Date: 01/27/2025Meeting Type: Annual

Primary Security ID: G4720C107

Shares Voted: 21,858

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

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Therese Esperdy as Director	Mgmt	For	Refer	For
5	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
6	Re-elect Susan Clark as Director	Mgmt	For	For	For
7	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For
8	Re-elect Andrew Gilchrist as Director	Mgmt	For	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For	For
10	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
11	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
13	Elect Julie Hamilton as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Mizrahi Tefahot Bank Ltd.

Meeting Date: 03/03/2025

Record Date: 02/02/2025

Primary Security ID: M7031A135

Country: Israel

Meeting Type: Special

Ticker: MZTF

Shares Voted: 4,172					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Gilad Rabinovich as External Director	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

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

Kone Oyj

Meeting Date: 03/05/2025	Country: Finland	Ticker: KNEBV
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: X4551T105		

Shares Voted: 9,321

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
13.f	Reelect Iiris Herlin as Director	Mgmt	For	For	For
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.h	Reelect Timo Ihmuotila as Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Fix Number of Auditors at One	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against

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

Novartis AG

Meeting Date: 03/07/2025	Country: Switzerland	Ticker: NOVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H5820Q150		

Shares Voted: 35,573

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect John Young as Director	Mgmt	For	For	For
8.12	Elect Elizabeth McNally as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Appoint John Young as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bank Leumi Le-Israel B.M.

Meeting Date: 03/13/2025

Record Date: 02/05/2025

Primary Security ID: M16043107

Country: Israel

Meeting Type: Special

Ticker: LUMI

Shares Voted: 41,368

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

Bank Leumi Le-Israel B.M.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Gjensidige Forsikring ASA

Meeting Date: 03/20/2025Country: NorwayTicker: GJF

Record Date: 03/13/2025Meeting Type: Annual

Primary Security ID: R2763X101

Shares Voted: 5,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement	Mgmt	For	Refer	Against

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
10.a	Authorize Board to Distribute Dividends	Mgmt	For	For	For
10.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against	Against
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	Mgmt	For	For	For
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
11.b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
11.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Kesko Oyj

Meeting Date: 03/24/2025	Country: Finland	Ticker: KESKOB
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: X44874109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Yamaha Motor Co., Ltd.

Meeting Date: 03/25/2025

Country: Japan

Ticker: 7272

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J95776126

Shares Voted: 23,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	Mgmt	For	For	For
3.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
3.2	Elect Director Shitara, Motofumi	Mgmt	For	For	For
3.3	Elect Director Maruyama, Heiji	Mgmt	For	For	For
3.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For	For
3.5	Elect Director Tashiro, Yuko	Mgmt	For	For	For
3.6	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
3.7	Elect Director Jin Song Montesano	Mgmt	For	For	For
3.8	Elect Director Masui, Keiji	Mgmt	For	For	For
3.9	Elect Director Sarah L. Casanova	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Noda, Takeo	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Kawai, Eriko	Mgmt	For	For	For

Japan Tobacco, Inc.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J27869106

Country: Japan

Meeting Type: Annual

Ticker: 2914

Shares Voted: 30,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 97	Mgmt	For	For	For
2.1	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
2.2	Elect Director Okamoto, Shigeaki	Mgmt	For	For	For
2.3	Elect Director Terabatake, Masamichi	Mgmt	For	For	For
2.4	Elect Director Shimayoshi, Koji	Mgmt	For	For	For
2.5	Elect Director Nakano, Kei	Mgmt	For	For	For
2.6	Elect Director Nagashima, Yukiko	Mgmt	For	For	For
2.7	Elect Director Kitera, Masato	Mgmt	For	For	For
2.8	Elect Director Shoji, Tetsuya	Mgmt	For	For	For
2.9	Elect Director Yamashina, Hiroko	Mgmt	For	For	For
2.10	Elect Director Asakura, Kenji	Mgmt	For	For	For

Randstad NV

Meeting Date: 03/26/2025

Record Date: 02/26/2025

Primary Security ID: N7291Y137

Country: Netherlands

Meeting Type: Annual

Ticker: RAND

Shares Voted: 2,917

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

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Approve Discharge of Executive Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
4b	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
5	Elect Jesus Echevarria to Executive Board	Mgmt	For	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7a	Appoint Jos Beerepoot as Board Member of Stichting Administratiekantoor Preferente Aandelen Randstad	Mgmt	For	For	For
7b	Proposal to Reappoint PricewaterhouseCoopers Accountants NV as External Auditor to Audit the Financial Statements 2026	Mgmt	For	For	For
7c	Proposal to Appoint PricewaterhouseCoopers Accountants NV as External Auditor to Perform a Limited Assurance Engagement on the Sustainability Statements 2025 and 2026	Mgmt	For	For	For
8	Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

SGS SA

Meeting Date: 03/26/2025

Record Date:

Primary Security ID: H63838116

Country: Switzerland

Meeting Type: Annual

Ticker: SGSN

Shares Voted: 4,258

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	Against	Against
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.8	Elect Patrick Kron as Director	Mgmt	For	Against	Against
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	For	For
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	For	For
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/26/2025

Record Date:

Primary Security ID: H8398N104

Country: Switzerland

Meeting Type: Annual

Ticker: SCMN

Shares Voted: 728

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Reelect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	Mgmt	For	For	For
7	Reelect Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Tryg A/S

Meeting Date: 03/26/2025

Record Date: 03/19/2025

Primary Security ID: K9640A110

Country: Denmark

Meeting Type: Annual

Ticker: TRYG

Shares Voted: 9,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.b	Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	Mgmt	For	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For	For
6.d	Approve Director Indemnification Scheme	Mgmt	For	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Refer	Against
6.f	Amend Articles Re: Number of Members of the Supervisory Board	Mgmt	For	For	For
7.a	Reelect Jukka Pertola as Member of Board	Mgmt	For	For	For
7.b	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For	For
7.c	Reelect Mengmeng Du as Member of Board	Mgmt	For	For	For
7.d	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For	For
7.e	Reelect Steffen Kragh as Director	Mgmt	For	For	For
7.f	Reelect Benedicte Bakke Agerup as Director	Mgmt	For	For	For
8.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

UPM-Kymmene Oyj

Meeting Date: 03/27/2025	Country: Finland	Ticker: UPM
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: X9518S108		

Shares Voted: 14,706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Refer	Against
21	Authorize Charitable Donations	Mgmt	For	For	For
22	Close Meeting	Mgmt			

AGC, Inc. (Japan)

Meeting Date: 03/28/2025Country: JapanTicker: 5201

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J0025W100

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For
2.1	Elect Director Shimamura, Takuya	Mgmt	For	For	For
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	For	For
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For	For
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For	For

AGC, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Honda, Keiko	Mgmt	For	For	For
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.8	Elect Director Arima, Koji	Mgmt	For	For	For
3	Appoint Statutory Auditor Araki, Naoko	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2025Country: SingaporeTicker: D05

Record Date:Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 52,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For	For
6	Elect Bonghan Cho as Director	Mgmt	For	For	For
7	Elect Tham Sai Choy as Director	Mgmt	For	For	For
8	Elect Tan Su Shan as Director	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Meeting Date: 04/02/2025	Country: Finland	Ticker: ELISA
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: X1949T102		

Shares Voted: 4,067

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 2.35 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice-Chair), Pia Kall, Eva-Lotta Sjostedt and Christoph Vitzhum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditors	Mgmt	For	For	For

Elisa Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young Oy as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Amend Articles Re: Auditor for Sustainability Reporting	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Volvo AB

Meeting Date: 04/02/2025	Country: Sweden	Ticker: VOLV.B
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 928856301		

Shares Voted: 44,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Approve Discharge of Par Boman	Mgmt	For	For	For
11.4	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.5	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.6	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.7	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.8	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.9	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.10	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Urban Spannar (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair and SEK 1.28 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Reelect Par Boman as Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For	For
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson as Member of Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg as Member of Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson as Member of Nominating Committee	Mgmt	For	For	For
18.5	Elect Chair of the Board as Member of Nominating Committee	Mgmt	For	Against	Against
19	Approve Remuneration Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			

Volvo AB

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

Orion Oyj

Meeting Date: 04/03/2025	Country: Finland	Ticker: ORNBV
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: X6002Y112		

Shares Voted: 3,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.64 Per Share; Approve Charitable Donations of up to EUR 450,000	Mgmt	For	For	For
9	Approve Discharge of Board and President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	Against
11	Approve Remuneration of Directors in the Amount of EUR 112,000 for Chair, EUR 68,500 for Vice Chair and EUR 56,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For

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

Rio Tinto Plc

Meeting Date: 04/03/2025

Record Date: 04/01/2025

Primary Security ID: G75754104

Country: United Kingdom

Meeting Type: Annual

Ticker: RIO

Shares Voted: 29,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 19 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Elect Sharon Thorne as Director	Mgmt	For	For	For
5	Re-elect Dominic Barton as Director	Mgmt	For	For	For
6	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
7	Re-elect Dean Dalla Valle as Director	Mgmt	For	For	For
8	Re-elect Simon Henry as Director	Mgmt	For	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
10	Re-elect Martina Merz as Director	Mgmt	For	For	For
11	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
12	Re-elect Joc O'Rourke as Director	Mgmt	For	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Re-elect Ngairé Woods as Director	Mgmt	For	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Climate Action Plan	Mgmt	For	For	For
	Resolutions 20 to 24 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	SH	Against	Refer	Against

Koninklijke Ahold Delhaize NV

Meeting Date: 04/09/2025	Country: Netherlands	Ticker: AD
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: N0074E105		

Shares Voted: 25,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Management Board (Non-Voting)	Mgmt			
2.2	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.3	Adopt Financial Statements	Mgmt	For	For	For
2.4	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Jan Zijderveld to Supervisory Board	Mgmt	For	For	For
5.2	Elect Per Bank to Supervisory Board	Mgmt	For	For	For
6.1	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7.1	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.2	Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
9.4	Approve Cancellation of Shares	Mgmt	For	For	For

Zurich Insurance Group AG

Meeting Date: 04/09/2025

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 3,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect Thomas Jordan as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For

Zurich Insurance Group AG

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

Santos Limited

Meeting Date: 04/10/2025	Country: Australia	Ticker: STO
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: Q82869118		

Shares Voted: 85,157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Michael Utsler as Director	Mgmt	For	For	For
2b	Elect Musje Werror as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Advisory Vote on Climate Transition Approach	Mgmt	For	For	For
5	Approve Grant of Share Acquisition Rights to Kevin Gallagher	Mgmt	For	For	For

Swiss Re AG

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

Shares Voted: 7,963

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	Against	For
4.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
4.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
4.1.d	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.1.e	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
4.1.f	Reelect Deanna Ong as Director	Mgmt	For	For	For
4.1.g	Reelect Jay Ralph as Director	Mgmt	For	For	For
4.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
4.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
4.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
4.1.k	Elect Morten Huebbe as Director	Mgmt	For	For	For
4.1.l	Elect George Quinn as Director	Mgmt	For	For	For
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Genting Singapore Limited

Meeting Date: 04/14/2025

Record Date:

Primary Security ID: Y2692C139

Country: Singapore

Meeting Type: Annual

Ticker: G13

Shares Voted: 158,600

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

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

Shares Voted: 56,251

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

Stellantis NV

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

British American Tobacco plc

Meeting Date: 04/16/2025

Record Date: 04/14/2025

Primary Security ID: G1510J102

Country: United Kingdom

Meeting Type: Annual

Ticker: BATS

Shares Voted: 52,634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Luc Jobin as Director	Mgmt	For	For	For
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For
9	Re-elect Karen Guerra as Director	Mgmt	For	For	For
10	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
11	Re-elect Veronique Laury as Director	Mgmt	For	For	For
12	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
13	Re-elect Serpil Timuray as Director	Mgmt	For	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Soraya Benchikh as Director	Mgmt	For	For	For
15	Elect Uta Kemmerich-Keil as Director	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Royal KPN NV

Meeting Date: 04/16/2025

Record Date: 03/19/2025

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Annual

Ticker: KPN

Shares Voted: 107,194					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Board Related	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect G.J.A. van de Aast to Supervisory Board	Mgmt	For	For	For
12	Reelect J.C.M. Sap to Supervisory Board	Mgmt	For	For	For
13	Announce Vacancies on the Supervisory Board	Mgmt			
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
18	Other Business (Non-Voting)	Mgmt			
19	Close Meeting	Mgmt			

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/17/2025

Country: Singapore

Ticker: O39

Record Date:

Meeting Type: Annual

Primary Security ID: Y64248209

Shares Voted: 89,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2(a)	Elect Chong Chuan Neo as Director	Mgmt	For	For	For
2(b)	Elect Chua Kim Chiu as Director	Mgmt	For	For	For
2(c)	Elect Helen Wong Pik Kuen as Director	Mgmt	For	For	For
3	Elect Lian Wee Cheow as Director	Mgmt	For	For	For
4	Approve Final Dividend and Special Dividend	Mgmt	For	For	For
5(a)	Approve Directors' Remuneration	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5(b)	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

VINCI SA

Meeting Date: 04/17/2025

Record Date: 04/15/2025

Primary Security ID: F5879X108

Country: France

Meeting Type: Annual/Special

Ticker: DG

Shares Voted: 13,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.75 per Share	Mgmt	For	For	For
4	Reelect Yannick Assouad as Director	Mgmt	For	Against	Against
5	Elect Pierre Anjolras as Director	Mgmt	For	For	For
6	Elect Karla Bertocco Trindade as Director	Mgmt	For	For	For
7	Elect Maria Victoria Zingoni as Director	Mgmt	For	For	For
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
9	Elect Ernst & Young Audit as Auditor	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO for the Period between January 1, 2025 and the Dissociation of his Functions	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO from the Date of his Appointment	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board as from the Dissociation of Functions	Mgmt	For	For	For
16	Approve Compensation Report	Mgmt	For	For	For
17	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
18	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20, 21, and 22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with Performance Conditions Attached	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2025Country: SingaporeTicker: U11

Record Date:Meeting Type: Annual

Primary Security ID: Y9T10P105

Shares Voted: 33,500

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

United Overseas Bank Limited (Singapore)

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

Wilmar International Limited

Meeting Date: 04/22/2025	Country: Singapore	Ticker: F34
Record Date:	Meeting Type: Annual	
Primary Security ID: Y9586L109		

Shares Voted: 50,400					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Elect Kuok Khoon Ean as Director	Mgmt	For	For	For
5	Elect Soh Gim Teik as Director	Mgmt	For	For	For
6	Elect Chong Yoke Sin as Director	Mgmt	For	For	For
7	Elect George Yong-Boon Yeo as Director	Mgmt	For	For	For
8	Elect Gary Thomas McGuigan as Director	Mgmt	For	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Mgmt	For	Against	Against
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

ageas SA/NV

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

Shares Voted: 3,943

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

Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Record Date: 04/10/2025

Primary Security ID: T05040109

Country: Italy

Meeting Type: Annual/Special

Ticker: G

Shares Voted: 24,954

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

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2c.2	Approve Fees Proposed by VM 2006 Srl	SH	None	Against	Against
	Shareholder Proposal Submitted by VM 2006 Srl	Mgmt			
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	SH	None	For	For
	Management Proposals	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
6a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For

Boliden AB

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

Shares Voted: 7,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Board's Report	Mgmt			
9	Receive President's Report	Mgmt			
10	Receive Auditor's Report	Mgmt			
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom	Mgmt	For	For	For
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For	For
13.3	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
13.4	Approve Discharge of Per Lindberg	Mgmt	For	For	For
13.5	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For	For
13.6	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For	For
13.7	Approve Discharge of Pia Rudengren	Mgmt	For	For	For
13.8	Approve Discharge of Derek White	Mgmt	For	For	For
13.9	Approve Discharge of Mikael Staffas as President	Mgmt	For	For	For
13.10	Approve Discharge of Jonny Johansson	Mgmt	For	For	For
13.11	Approve Discharge of Andreas Martensson	Mgmt	For	For	For
13.12	Approve Discharge of Ronnie Allzen	Mgmt	For	For	For
13.13	Approve Discharge of Ola Holmstrom	Mgmt	For	For	For
13.14	Approve Discharge of Mikael Norrby-Holtkamp	Mgmt	For	For	For
13.15	Approve Discharge of Gard Folkvord	Mgmt	For	For	For
13.16	Approve Discharge of Kieran Donaghy	Mgmt	For	For	For
13.17	Approve Discharge of Timo Popponen	Mgmt	For	For	For
13.18	Approve Discharge of Elin Soderlund	Mgmt	For	For	For
14.1	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
16a	Reelect Helene Bistrom as Director	Mgmt	For	For	For
16b	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
16c	Reelect Per Lindberg as Director	Mgmt	For	For	For
16d	Reelect Perttu Louhivuoto as Director	Mgmt	For	For	For
16e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For	For
16f	Reelect Pia Rudengren as Director	Mgmt	For	For	For
16g	Reelect Derek White Director	Mgmt	For	For	For
16h	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
16i	Elect Victoire de Margerie as New Director	Mgmt	For	For	For
16j	Reelect Karl-Henrik Sundstrom as Board Chair	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20	Approve Nomination Committee Procedures	Mgmt	For	For	For
21.a	Approve Long-term Share Savings Program (LTIP 2025/2028) for Key Employees	Mgmt	For	For	For
21.b1	Approve Transfer of 130,000 Shares to Participants in Long-term Share Savings Program (LTIP 2025/2028)	Mgmt	For	For	For
21.b2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
22	Amend Articles Re: Location of General Meeting; Sustainability Assurance Report	Mgmt	For	For	For
23	Close Meeting	Mgmt			

Sekisui House, Ltd.

Meeting Date: 04/23/2025

Record Date: 01/31/2025

Primary Security ID: J70746136

Country: Japan

Meeting Type: Annual

Ticker: 1928

Shares Voted: 16,400

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

AXA SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F06106102

Country: France

Meeting Type: Annual/Special

Ticker: CS

Shares Voted: 47,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Guillaume Faury as Director	Mgmt	For	For	For
12	Reelect Ramon Fernandez as Director	Mgmt	For	For	For
13	Ratify Appointment of Ewout Steenbergen as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For	For
22	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For

Danone SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F12033134

Country: France

Meeting Type: Annual/Special

Ticker: BN

Shares Voted: 17,176

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	For	For
6	Reelect Susan Roberts as Director	Mgmt	For	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Metso Corp.

Meeting Date: 04/24/2025

Record Date: 04/10/2025

Primary Security ID: X5404W104

Country: Finland

Meeting Type: Annual

Ticker: METSO

Shares Voted: 16,302

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.38 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 176,500 for Chairman, EUR 88,300 for Vice Chairman, and EUR 71,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytsoala, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors	Mgmt	For	Refer	Against
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Amend Articles Re: Auditor and Sustainability Reporting Assurance Provider; Annual General Meeting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Singapore Technologies Engineering Ltd.

Meeting Date: 04/24/2025

Country: Singapore

Ticker: S63

Record Date:

Meeting Type: Annual

Primary Security ID: Y7996W103

Shares Voted: 40,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Teo Ming Kian as Director	Mgmt	For	For	For
4	Elect Kevin Kwok Khien as Director	Mgmt	For	For	For
5	Elect Song Su-Min as Director	Mgmt	For	For	For
6	Elect Tan Peng Yam as Director	Mgmt	For	For	For
7	Elect Philip Lee Sook Chuen as Director	Mgmt	For	For	For
8	Elect Lien Siaou-Sze as Director	Mgmt	For	For	For
9	Approve Directors' Remuneration	Mgmt	For	For	For
10	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
12	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	Mgmt	For	For	For
13	Approve Mandate for Transactions with Related Parties	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For

Baloise Holding AG

Meeting Date: 04/25/2025

Country: Switzerland

Ticker: BALN

Record Date:

Meeting Type: Annual

Primary Security ID: H04530202

Shares Voted: 1,081

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 8.10 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Christoph Maeder as Director	Mgmt	For	Refer	For
4.1.c	Reelect Maya Bundt as Director	Mgmt	For	For	For
4.1.d	Reelect Guido Fuerer as Director	Mgmt	For	For	For
4.1.e	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.f	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
4.1.h	Elect Andre Helfenstein as Director	Mgmt	For	For	For
4.1.i	Elect Robert Schuchna as Director	Mgmt	For	For	For
4.1.j	Elect Vincent Vandendael as Director	Mgmt	For	For	For
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reppoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.4	Appoint Vincent Vandendael as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Helvetia Holding AG

Meeting Date: 04/25/2025	Country: Switzerland	Ticker: HELN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3701P102		

Shares Voted: 973					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 6.70 per Share	Mgmt	For	For	For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For	For	For
4.2.1	Reelect Hans Kuenzle as Director	Mgmt	For	For	For
4.2.2	Reelect Rene Cotting as Director	Mgmt	For	For	For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For	For	For
4.2.4	Reelect Ivo Furrer as Director	Mgmt	For	For	For
4.2.5	Reelect Luigi Lubelli as Director	Mgmt	For	For	For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For	For	For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
4.2.8	Reelect Yvonne Macus as Director	Mgmt	For	For	For
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Yvonne Macus as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.3 Million	Mgmt	For	For	For
6	Designate Walter Wagner as Independent Proxy	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bouygues SA

Meeting Date: 04/29/2025
 Country: France
 Ticker: EN

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

Primary Security ID: F11487125

Shares Voted: 5,132					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	For	For
11	Approve Compensation of Pascal Grangé, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For	For
13	Reelect Felicie Burelle as Director	Mgmt	For	Against	Against
14	Reelect Clara Gaymard as Director	Mgmt	For	Refer	Against
15	Reelect Olivier Bouygues as Director	Mgmt	For	For	For
16	Reelect SCDM as Director	Mgmt	For	For	For
17	Elect Charlotte Bouygues as Director	Mgmt	For	For	For
18	Elect Nathalie Bellon-Szabo as Director	Mgmt	For	For	For
19	Reelect Raphaëlle Deflesselle as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
20	Elect Sylvie Bruneau as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
21	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
22	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	Against	Against
24	Authorize Capitalization of Reserves of Up to EUR 6 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Against	Against
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Mgmt	For	Against	Against
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
29	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Mgmt	For	Against	Against
30	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	Mgmt	For	Against	Against
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
32	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
33	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
34	Authorize up to 0.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension	Mgmt	For	For	For
35	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Mgmt	For	Against	Against

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
36	Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against	Against
37	Amend Article 13.2 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
38	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
39	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

FinecoBank SpA

Meeting Date: 04/29/2025

Record Date: 04/16/2025

Primary Security ID: T4R999104

Country: Italy

Meeting Type: Annual/Special

Ticker: FBK

Shares Voted: 16,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Adjust Remuneration of Auditors	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
6	Approve 2025 Incentive System for Employees	Mgmt	For	For	For
7	Approve 2025 Incentive System for Financial Advisors	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service 2025 Incentive System	Mgmt	For	For	For

SITC International Holdings Company Limited

Meeting Date: 04/29/2025

Country: Cayman Islands

Ticker: 1308

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: G8187G105

Shares Voted: 35,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Xue Mingyuan as Director	Mgmt	For	For	For
4	Elect Lai Zhiyong as Director	Mgmt	For	For	For
5	Elect Yang Xin as Director	Mgmt	For	For	For
6	Elect Tse Siu Ngan as Director	Mgmt	For	For	For
7	Elect Liu Ka Ying, Rebecca as Director	Mgmt	For	For	For
8	Elect Hu Mantian (Mandy) as Director	Mgmt	For	For	For
9	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
13	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

VERBUND AG

Meeting Date: 04/29/2025

Country: Austria

Ticker: VER

Record Date: 04/19/2025

Meeting Type: Annual

Primary Security ID: A91460104

Shares Voted: 1,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.80 per Share	Mgmt	For	For	For

VERBUND AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Reelect Robert Stajic as Supervisory Board Member	Mgmt	For	Refer	Against
9	Approve Spin-Off of the "Household and Small Enterprise" Business Unit to VERBUND Energy4Customers GmbH	Mgmt	For	For	For

Sanofi

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: F5548N101

Country: France

Meeting Type: Annual/Special

Ticker: SAN

Shares Voted: 30,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	Mgmt	For	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	Refer	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	Refer	Against
8	Reelect Emile Voest as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Antoine Yver as Director	Mgmt	For	Refer	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Unilever Plc

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: G92087165

Country: United Kingdom

Meeting Type: Annual

Ticker: ULVR

Shares Voted: 62,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	Against
3	Elect Benoit Potier as Director	Mgmt	For	For	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	For	For
11	Re-elect Nelson Peltz as Director	Mgmt	For	For	For

Unilever Plc

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

Rio Tinto Limited

Meeting Date: 05/01/2025

Record Date: 04/29/2025

Primary Security ID: Q81437107

Country: Australia

Meeting Type: Annual

Ticker: RIO

Shares Voted: 9,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
	Resolutions 1 to 19 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Elect Sharon Thorne as Director	Mgmt	For	For	For
5	Elect Dominic Barton as Director	Mgmt	For	For	For
6	Elect Peter Cunningham as Director	Mgmt	For	For	For
7	Elect Dean Dalla Valle as Director	Mgmt	For	For	For

Rio Tinto Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Simon Henry as Director	Mgmt	For	For	For
9	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
10	Elect Martina Merz as Director	Mgmt	For	For	For
11	Elect Jennifer Nason as Director	Mgmt	For	For	For
12	Elect Joc O'Rourke as Director	Mgmt	For	For	For
13	Elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Elect Ngaire Woods as Director	Mgmt	For	For	For
15	Elect Ben Wyatt as Director	Mgmt	For	For	For
16	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorize the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Authority to Make Political Donations	Mgmt	For	For	For
19	Approve 2025 Climate Action Plan	Mgmt	For	For	For
20	Resolution 20 will be Voted on by Rio Tinto Limited's Shareholders Only	Mgmt			
	Approve Renewal of On-Market Share Buy-Back Authority	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
21	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	SH	Against	Refer	Against

Schroders Plc

Meeting Date: 05/01/2025

Record Date: 04/29/2025

Primary Security ID: G78602144

Country: United Kingdom

Meeting Type: Annual

Ticker: SDR

Shares Voted: 21,051

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

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Meagen Burnett as Director	Mgmt	For	For	For
5	Elect Johanna Kyrklund as Director	Mgmt	For	For	For
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
7	Re-elect Richard Oldfield as Director	Mgmt	For	For	For
8	Re-elect Ian King as Director	Mgmt	For	For	For
9	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
10	Re-elect Iain Mackay as Director	Mgmt	For	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For	For
12	Re-elect Frederic Wakeman as Director	Mgmt	For	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Deutsche Post AG

Meeting Date: 05/02/2025	Country: Germany	Ticker: DHL
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: D19225107		

Shares Voted: 25,705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.a	Elect Ingrid Deltenre to the Supervisory Board	Mgmt	For	Refer	For
6.b	Elect Georg Poelzl to the Supervisory Board	Mgmt	For	For	For
6.c	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 150 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Performance Share Plan for Key Employees; Approve Creation of EUR 25 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For

Kuehne + Nagel International AG

Meeting Date: 05/07/2025Country: SwitzerlandTicker: KNIN

Record Date:Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 1,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 8.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.1.b	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.c	Reelect Dominik de Daniel as Director	Mgmt	For	For	For
4.1.d	Reelect Karl Gernandt as Director	Mgmt	For	Refer	Against
4.1.e	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.f	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.g	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.h	Reelect Martin Wittig as Director	Mgmt	For	Refer	For
4.1.i	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Refer	Against
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	Mgmt	For	For	For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Allianz SE

Meeting Date: 05/08/2025Country: GermanyTicker: ALV

Record Date: 04/30/2025Meeting Type: Annual

Primary Security ID: D03080112

Shares Voted: 10,352					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For	For
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	For	For
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	For	For
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	For	For
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	For	For
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	For	For
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	For	For
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	For	For
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	For	For
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	For	For
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	For	For
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	For	For
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	For	For
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	For	For
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	For	For
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	For	For
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	For
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	Mgmt	For	For	For
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	For
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	For	For
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	For	For
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	For	For
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Refer	For
9	Amend Articles of Association	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For

Mondi Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G6258S115

Country: United Kingdom

Meeting Type: Annual

Ticker: MNDI

Shares Voted: 12,059

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

Mondi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Svein Brandtzaeg as Director	Mgmt	For	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For	For
7	Re-elect Anke Groth as Director	Mgmt	For	For	For
8	Re-elect Andrew King as Director	Mgmt	For	For	For
9	Re-elect Saki Macozoma as Director	Mgmt	For	For	For
10	Re-elect Mike Powell as Director	Mgmt	For	For	For
11	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
12	Re-elect Philip Yea as Director	Mgmt	For	For	For
13	Re-elect Stephen Young as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Long-Term Incentive Plan	Mgmt	For	For	For
17	Approve Bonus Share Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G74079107

Country: United Kingdom

Meeting Type: Annual

Ticker: RKT

Shares Voted: 18,498

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

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
10	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
11	Re-elect Kris Licht as Director	Mgmt	For	For	For
12	Re-elect Shannon Eisenhardt as Director	Mgmt	For	For	For
13	Re-elect Marybeth Hays as Director	Mgmt	For	For	For
14	Elect Fiona Dawson as Director	Mgmt	For	For	For
15	Elect Stefan Oschmann as Director	Mgmt	For	For	For
16	Elect Mahesh Madhavan as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Long-Term Incentive Plan	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Woodside Energy Group Ltd.

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: Q98327333

Country: Australia

Meeting Type: Annual

Ticker: WDS

Shares Voted: 51,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ann Pickard as Director	Mgmt	For	For	For
2b	Elect Ben Wyatt as Director	Mgmt	For	For	For
2c	Elect Tony O'Neill as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	For	For	For
5	Approve Renewal of Proportional Takeovers Provision	Mgmt	For	For	For

CLP Holdings Limited

Meeting Date: 05/09/2025

Record Date: 05/02/2025

Primary Security ID: Y1660Q104

Country: Hong Kong

Meeting Type: Annual

Ticker: 2

Shares Voted: 44,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Kung Yeung Yun Chi Ann as Director	Mgmt	For	For	For
2b	Elect Michael Kadoorie as Director	Mgmt	For	For	For
2c	Elect Andrew Clifford Winawer Brandler as Director	Mgmt	For	For	For
2d	Elect Philip Lawrence Kadoorie as Director	Mgmt	For	For	For
2e	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Adopt New Articles of Association	Mgmt	For	For	For
5	Approve Revised Levels of Remuneration Payable to All Non-Executive Directors	Mgmt	For	For	For

CLP Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

WH Group Limited

Meeting Date: 05/09/2025

Country: Cayman Islands

Ticker: 288

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G96007102

Shares Voted: 218,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Guo Lijun as Director	Mgmt	For	For	For
2b	Elect Wan Hongwei as Director	Mgmt	For	For	For
2c	Elect Ma Xiangjie as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Aker BP ASA

Meeting Date: 05/13/2025

Country: Norway

Ticker: AKRBP

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: R0139K100

Shares Voted: 8,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chair of Meeting; Designate Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Receive Corporate Governance Report	Mgmt	For	For	For
5	Approve Remuneration Statement	Mgmt	For	Refer	For
6	Approve Nomination Committee Procedures	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Amount of NOK 993,000 for Chair, NOK 532,000 for Deputy Chair and NOK 466,000 for Other Directors	Mgmt	For	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Reelect Anne Marie Cannon, Kjell Inge Rokke and Kate Thomson as Directors; Elect Niamh Staunton as Deputy Director for Kate Thomson	Mgmt	For	Refer	Against
11	Reelect Ian Lundin as Member of Nominating Committee	Mgmt	For	For	For
12	Approve Creation of Up to NOK 31.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
14	Authorize Board to Distribute Dividends	Mgmt	For	For	For

Meeting Date: 05/13/2025

Country: Sweden

Ticker: TEL2.B

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: W95878166

Shares Voted: 14,333

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Chair's Report	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.35 Per Share	Mgmt	For	For	For
12(a)	Approve Discharge of Thomas Reynaud	Mgmt	For	For	For
12(b)	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
12(c)	Approve Discharge of Aude Durand	Mgmt	For	For	For
12(d)	Approve Discharge of CEO Jean Marc Harion	Mgmt	For	For	For
12(e)	Approve Discharge of Nicholas Hogberg	Mgmt	For	For	For
12(f)	Approve Discharge of Sam Kini	Mgmt	For	For	For
12(g)	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For
12(h)	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For
12(i)	Approve Discharge of Former CEO Kjell Johnsen	Mgmt	For	For	For
12(j)	Approve Discharge of Andrew Barron	Mgmt	For	For	For
12(k)	Approve Discharge of Georgi Ganev	Mgmt	For	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14(a)	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
14(b)	Approve Remuneration of Auditors	Mgmt	For	For	For
15(a)	Reelect Thomas Reynaud as Director	Mgmt	For	For	For
15(b)	Reelect Stina Bergfors as Director	Mgmt	For	Refer	For
15(c)	Reelect Aude Durand as Director	Mgmt	For	Against	Against
15(d)	Reelect Jean Marc Harion as Director	Mgmt	For	For	For
15(e)	Reelect Nicholas Hogberg as Director	Mgmt	For	For	For
15(f)	Reelect Sam Kini as Director	Mgmt	For	Refer	For
15(g)	Elect Mathias Hermansson as New Director	Mgmt	For	For	For
15(h)	Elect Maxime Lombardini as New Director	Mgmt	For	For	For
16	Elect Thomas Reynaud as Board Chair	Mgmt	For	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditors	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20(a)	Approve Performance Incentive Plan LTI 2025	Mgmt	For	For	For
20(b)	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For
20(c)	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For	For
20(d)	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For	For
20(e)	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For	For
20(f)	Authorize Share Swap Agreement	Mgmt	For	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Martin Green	Mgmt			
22(a)	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	None	Against	Against
22(b)	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	None	Against	Against
22(c)	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	SH	None	Against	Against
23	Close Meeting	Mgmt			

Bayerische Motoren Werke AG (BMW)

Meeting Date: 05/14/2025Country: GermanyTicker: BMW

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

Primary Security ID: D12096109

Shares Voted: 7,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	Mgmt	For	Against	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	Mgmt	For	Against	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2024	Mgmt	For	Against	For

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2024	Mgmt	For	Against	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2024	Mgmt	For	Against	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.7	Approve Discharge of Supervisory Board Member Ulrich Bauer (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.8	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2024	Mgmt	For	Against	For
4.9	Approve Discharge of Supervisory Board Member Bernhard Ebner (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.10	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2024	Mgmt	For	Against	For
4.11	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2024	Mgmt	For	Against	For
4.12	Approve Discharge of Supervisory Board Member Johann Horn (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.13	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2024	Mgmt	For	Against	For
4.14	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2024	Mgmt	For	Against	For
4.15	Approve Discharge of Supervisory Board Member Gerhard Kurz (until Oct. 31, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.16	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2024	Mgmt	For	Against	For
4.17	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2024	Mgmt	For	Against	For

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Michael Nikolaides (from Nov. 1, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.19	Approve Discharge of Supervisory Board Member Horst Ott (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
4.20	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2024	Mgmt	For	Against	For
4.21	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2024	Mgmt	For	Against	For
4.22	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2024	Mgmt	For	Against	For
4.23	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2024	Mgmt	For	Against	For
4.24	Approve Discharge of Supervisory Board Member Johanna Wenckebach (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Nicolas Peter to the Supervisory Board	Mgmt	For	Against	Against
6.4	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For	Refer	For
6.5	Elect Christoph Schmidt to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	Against	For

Bayerische Motoren Werke AG (BMW)

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

Equinor ASA

Meeting Date: 05/14/2025

Record Date: 05/07/2025

Primary Security ID: R2R90P103

Country: Norway

Meeting Type: Annual

Ticker: EQNR

Shares Voted: 22,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chair of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.37 Per Share	Mgmt	For	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For	For
8	Approve Energy Transition Plan 2025	Mgmt	For	For	For
9	Shareholder Proposal Submitted by Roald Skjoldheim	Mgmt			
	Discontinue the Wind Power Business; Decommission All Wind Power Plants	SH	Against	Against	Against
10	Shareholder Proposal Submitted by Tom Jacob Dybwad	Mgmt			
	Withdrawal from All Offshore Wind Globally; Eliminate Management Bonuses	SH	Against	Against	Against
11	Shareholder Proposal Submitted by Idar Herland	Mgmt			
	Review Work Locations and Work Operations to Ensure that any Potentially Hazardous Conditions are Identified	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Shareholder Proposals Submitted by Bente Marie Bakke, Gro Nylander, Guttorm Grundt and Even Bakke	Mgmt			
	Present a Plan for How the Company will Reach the Paris Agreement Goals and Net-zero Emissions by 2050 and Terminate All Overseas Oil and Gas Projects	SH	Against	Against	Against
13	Shareholder Proposal Submitted by Even Bakke and Guttorm Grundt	Mgmt			
	Separate the Renewable Energy Part of the Company and Invest NOK 5 Billion Annually in the Repair and Renewal of Ukraine's Energy Infrastructure	SH	Against	Refer	Against
14	Shareholder Proposals Submitted by Gro Nylander	Mgmt			
	Renew Green Aims, Avoid Further International Investment in Oil and Gas and Donate Billions to Ukraine	SH	Against	Against	Against
15	Shareholder Proposals Submitted by Ivar Saetre	Mgmt			
	Gradual Divestment From All International Operations	SH	Against	Against	Against
16	Shareholder Proposals Submitted by Greenpeace	Mgmt			
	Review Guidelines and Procedures for Human Rights Due Diligence Assessments	SH	Against	Against	Against
17	Shareholder Proposal Submitted by WWF	Mgmt			
	Identify and Manage Risks and Possibilities Regarding Climate and Integrate These in the Company's Strategy	SH	Against	Against	Against
18	Shareholder Proposals Submitted by ACCR, Sampension and Folksam	Mgmt			
	Assess if the Company's Planned Increase in Oil and Gas Production is Consistent with the Majority Shareholder Expectations	SH	Against	Against	Against
19	Management Proposals	Mgmt			
	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
20	Approve Remuneration Statement	Mgmt	For	Refer	Against

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Remuneration of Auditors	Mgmt	For	For	For
22	Elect Berit L. Henriksen as New Member of Corporate Assembly	Mgmt	For	For	For
23	Approve Remuneration of Corporate Assembly in the Amount of NOK 160,000 for Chair, NOK 84,300 for Deputy Chair and NOK 59,200 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For	For
24	Elect Karl C. W. Mathisen as Member of Nominating Committee	Mgmt	For	For	For
25	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
26	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For
27	Approve NOK 590 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For	For
28	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For

Holcim Ltd.

Meeting Date: 05/14/2025

Country: Switzerland

Ticker: HOLN

Record Date:

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 14,039

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
1.4	Approve Climate Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Amrize Ltd	Mgmt	For	For	For
3.2	Approve Dividends of CHF 3.10 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve CHF 24.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1.1	Reelect Kim Fausing as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
5.1.3	Reelect Leanne Geale as Director	Mgmt	For	For	For
5.1.4	Reelect Catrin Hinkel as Director	Mgmt	For	For	For
5.1.5	Reelect Naina Lal Kidwai as Director	Mgmt	For	For	For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
5.1.7	Reelect Michael McGarry as Director	Mgmt	For	For	For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
5.2.1	Elect Adolfo Orive as Director	Mgmt	For	For	For
5.2.2	Elect Sven Schneider as Director	Mgmt	For	For	For
5.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.2	Reappoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.4.1	Appoint Leanne Geale as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For	For	For

Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

SNAM SpA

Meeting Date: 05/14/2025

Country: Italy

Ticker: SRG

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: T8578N103

Shares Voted: 54,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Employee Share Ownership Plan 2025-2027	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
6	Fix Number of Directors	Mgmt	For	For	For
7	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate Submitted by CDP Reti SpA	SH	None	Against	Against
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			
9	Elect Alessandro Zehentner as Board Chair	SH	None	For	For
	Management Proposal	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
11.1	Slate Submitted by CDP Reti SpA	SH	None	For	For
11.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
12	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Management Proposal	Mgmt			
13	Approve Internal Auditors' Remuneration	Mgmt	For	For	For

HKT Trust and HKT Limited

Meeting Date: 05/15/2025

Record Date: 05/09/2025

Primary Security ID: Y3R29Z107

Country: Cayman Islands

Meeting Type: Annual

Ticker: 6823

Shares Voted: 99,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Distribution by HKT Trust and Final Dividend by the Company	Mgmt	For	For	For
3a	Elect Li Tzar Kai, Richard as Director and Trustee-Manager	Mgmt	For	For	For
3b	Elect Hui Hon Hing, Susanna as Director and Trustee-Manager	Mgmt	For	For	For
3c	Elect Peter Anthony Allen as Director and Trustee-Manager	Mgmt	For	For	For
3d	Elect Zhao Xingfu as Director and Trustee-Manager	Mgmt	For	For	For
3e	Authorize Board and Trustee-Manager to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor of the HKT Trust, the Company and the Trustee-Manager and Authorize Board and Trustee-Manager to Fix Their Remuneration	Mgmt	For	For	For

HKT Trust and HKT Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

NN Group NV

Meeting Date: 05/15/2025

Record Date: 04/17/2025

Primary Security ID: N64038107

Country: Netherlands

Meeting Type: Annual

Ticker: NN

Shares Voted: 7,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Annual Report	Mgmt			
3.	Receive Explanation on Sustainability	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5.A.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.B.	Receive Explanation on Company's Dividend Policy	Mgmt			
5.C.	Approve Dividends	Mgmt	For	For	For
6.A.	Approve Discharge of Executive Board	Mgmt	For	For	For
6.B.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
7.A.	Reelect Inga Beale to Supervisory Board	Mgmt	For	For	For
7.B.	Reelect Rob Lelieveld to Supervisory Board	Mgmt	For	For	For
7.C.	Reelect Cecilia Reyes to Supervisory Board	Mgmt	For	For	For
8.	Amend Level of the Fixed Annual Fee for the Chair of the Supervisory Board	Mgmt	For	For	For
9.A.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2025	Mgmt	For	For	For

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.B.	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
9.C.	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting for FY 2026 through 2029	Mgmt	For	For	For
10Ai	Grant Board Authority to Issue Shares	Mgmt	For	For	For
10Aii	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10.B.	Grant Board Authority to Issue Shares in Connection with a Rights Issue	Mgmt	For	For	For
11.	Authorize Repurchase of Shares	Mgmt	For	For	For
12.	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
13.	Close Meeting	Mgmt			

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/16/2025	Country: France	Ticker: ML
Record Date: 05/14/2025	Meeting Type: Annual/Special	
Primary Security ID: F61824870		

Shares Voted: 18,136					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.38 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard	Mgmt	For	For	For
12	Elect Wolf-Henning Scheider as Supervisory Board Member	Mgmt	For	For	For
13	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.15 Million	Mgmt	For	For	For
14	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ageas SA/NV

Meeting Date: 05/21/2025

Record Date: 05/07/2025

Primary Security ID: B0148L138

Country: Belgium

Meeting Type: Annual/Special

Ticker: AGS

Shares Voted: 3,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt			
	Open Meeting	Mgmt			
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.2.1	Information on the Dividend Policy	Mgmt			
2.2.2	Approve Dividends of EUR 3.50 Per Share	Mgmt			
2.3.1	Approve Discharge of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3.2	Approve Discharge of Auditors	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Reelect Bart De Smet as Director	Mgmt	For	For	For
4.2	Reelect Jean-Michel Chatagny as Independent Director	Mgmt	For	For	For
4.3	Reelect Kathleen Vandeweyer as Independent Director	Mgmt	For	For	For
5	Appoint PwC as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Close Meeting	Mgmt			

ASR Nederland NV

Meeting Date: 05/21/2025Country: NetherlandsTicker: ASRNL

Record Date: 04/23/2025Meeting Type: Annual

Primary Security ID: N0709G103

Shares Voted: 4,156

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

ASR Nederland NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.c.	Approve Dividends	Mgmt	For	For	For
4.a.	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5.c.	Authorize Repurchase of Shares	Mgmt	For	For	For
6.a.	Approve Cancellation of Shares	Mgmt	For	For	For
7.a.	Announce Intention of the Supervisory Board to Reappoint Ewout Hollegien as Member of the Executive Board	Mgmt			
8.	Allow Questions	Mgmt			
9.	Close Meeting	Mgmt			

CK Infrastructure Holdings Limited

Meeting Date: 05/21/2025	Country: Bermuda	Ticker: 1038
Record Date: 05/15/2025	Meeting Type: Annual	
Primary Security ID: G2178K100		

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Kam Hing Lam as Director	Mgmt	For	For	For
3.2	Elect Frank John Sixt as Director	Mgmt	For	For	For
3.3	Elect Chan Loi Shun as Director	Mgmt	For	For	For
3.4	Elect Kwok Eva Lee as Director	Mgmt	For	For	For
3.5	Elect Lee Pui Ling, Angelina as Director	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CK Infrastructure Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Partners Group Holding AG

Meeting Date: 05/21/2025Country: SwitzerlandTicker: PGHN

Record Date:Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 617					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 42.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	Mgmt	For	For	For
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	Mgmt	For	For	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	Mgmt	For	For	For
6.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
6.1.2	Elect Urban Angehrn as Director	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.3	Reelect Marcel Erni as Director	Mgmt	For	For	For
6.1.4	Reelect Alfred Gantner as Director	Mgmt	For	For	For
6.1.5	Reelect Anne Lester as Director	Mgmt	For	For	For
6.1.6	Reelect Gaelle Olivier as Director	Mgmt	For	Refer	For
6.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
6.1.8	Reelect Flora Zhao as Director	Mgmt	For	For	For
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Power Assets Holdings Limited

Meeting Date: 05/21/2025

Record Date: 05/15/2025

Primary Security ID: Y7092Q109

Country: Hong Kong

Meeting Type: Annual

Ticker: 6

Shares Voted: 38,000					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Chan Loi Shun as Director	Mgmt	For	For	For
3b	Elect Ip Yuk-keung, Albert as Director	Mgmt	For	For	For
3c	Elect Koh Poh Wah as Director	Mgmt	For	For	For
3d	Elect Leung Hong Shun, Alexander as Director	Mgmt	For	For	For

Power Assets Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Amend Articles of Association	Mgmt	For	For	For

Teleperformance SE

Meeting Date: 05/21/2025

Country: France

Ticker: TEP

Record Date: 05/19/2025

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Shares Voted: 1,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.20 per Share	Mgmt	For	For	For
4	Approve Transaction with Teleperformance Global BPO (UK) Limited and Bhupender Singh	Mgmt	For	For	For
5	Approve Transaction with Thomas Mackenbrock	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Daniel Julien, Chairman and CEO Until August 28 2024, and CEO Since August 28, 2024	Mgmt	For	For	For
8	Approve Compensation of Moulay Hafid Elalamy, Chairman of the Board Since August 28, 2024	Mgmt	For	For	For
9	Approve Compensation of Bhupender Singh, Vice-CEO Until August 28, 2024	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Thomas Mackenbrock, Vice-CEO Since October 1, 2024	Mgmt	For	For	For
11	Approve Compensation of Olivier Rigaudy, Vice-CEO in Charge of Finances	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	For	For
17	Reelect Pauline Ginestie as Director	Mgmt	For	For	For
18	Reelect Nan Niu as Director	Mgmt	For	For	For
19	Elect Mehdi Ghissassi as Director	Mgmt	For	For	For
20	Elect Vera Songwe as Director	Mgmt	For	For	For
21	Acknowledge End of Mandate of Jean Guez as Director and Decision Not to Renew and Replace	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
23	Amend Performance Conditions Attached to Free Shares Grant "230726TP" from July 26, 2023	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
28	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
29	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 26, 27, and 28	Mgmt	For	For	For
30	Authorize Capital Increase of up to 4.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
32	Authorize up to 4 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
33	Amend Article 15 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
34	Amend Article 16 of Bylaws Re: Virtual Participation	Mgmt	For	For	For
35	Amend Article 22 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
36	Amend Article 25.1 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/21/2025

Record Date: 05/12/2025

Primary Security ID: T9471R100

Country: Italy

Meeting Type: Annual

Ticker: TRN

Shares Voted: 37,967

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

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Long Term Incentive Plan 2025-2029	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Against	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

CK Asset Holdings Limited

Meeting Date: 05/22/2025Country: Cayman IslandsTicker: 1113

Record Date: 05/16/2025Meeting Type: Annual

Primary Security ID: G2177B101

Shares Voted: 53,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Kam Hing Lam as Director	Mgmt	For	For	For
3.2	Elect Chiu Kwok Hung, Justin as Director	Mgmt	For	For	For
3.3	Elect Chow Wai Kam, Raymond as Director	Mgmt	For	For	For
3.4	Elect Stephen Edward Bradley as Director	Mgmt	For	For	For
3.5	Elect Kwok Eva Lee as Director	Mgmt	For	For	For
3.6	Elect Lam Siu Hong, Donny as Director	Mgmt	For	For	For
3.7	Elect Wong Yick-ming, Rosanna as Director	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Meeting Date: 05/22/2025	Country: France	Ticker: FDJU
Record Date: 05/20/2025	Meeting Type: Annual/Special	
Primary Security ID: F55896108		

Shares Voted: 2,672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Elect Alix Boulnois as Director	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Stéphane Pallez, Chairwoman and CEO	Mgmt	For	For	For
8	Approve Compensation of Charles Lantieri, Vice-CEO	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 770,000	Mgmt	For	For	For
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
14	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For

FDJ United

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
21	Authorize up to 0.01 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for International Shareholder Employee Plans	Mgmt	For	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Amend Corporate Purpose and Amend Bylaws Accordingly	Mgmt	For	For	For
24	Amend Article 3 of Bylaws Re: Company Name	Mgmt	For	For	For
25	Amend Articles of Bylaws Re: Directors Gender Equality	Mgmt	For	For	For
26	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
27	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Baloise Holding AG

Meeting Date: 05/23/2025	Country: Switzerland	Ticker: BALN
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H04530202		

Baloise Holding AG

Shares Voted: 1,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Helvetia Holding AG	Mgmt	For	For	For
2.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
2.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Helvetia Holding AG

Meeting Date: 05/23/2025

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H3701P102

Shares Voted: 1,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	For	For	For
2	Approve Merger by Absorption of Baloise Holding AG	Mgmt	For	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 2 Million without Preemptive Rights in Connection with Acquisition of Baloise Holding AG	Mgmt	For	For	For
4	Change Company Name to Helvetia Baloise Holding AG	Mgmt	For	For	For
5.1	Approve Creation of CHF 238,765.64 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
5.2	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
5.3	Amend Articles Re: Threshold to Submit Items to the Agenda	Mgmt	For	For	For
5.4	Approve Increase in Maximum Size of Board to 14 Members	Mgmt	For	For	For
6.1	Elect Thomas von Planta as Director and Board Chair	Mgmt	For	Refer	For
6.2.1	Elect Guido Fuerer as Director	Mgmt	For	Refer	For
6.2.2	Elect Christoph Maeder as Director	Mgmt	For	Refer	For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.3	Elect Markus Neuhaus as Director	Mgmt	For	Refer	For
6.2.4	Elect Vincent Vandendael as Director	Mgmt	For	Refer	For
6.2.5	Elect Marie-Noelle Venturi Zen-Ruffinen as Director	Mgmt	For	Refer	For
6.3.1	Appoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
6.3.2	Appoint Marie-Noelle Venturi Zen-Ruffinen as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
7	Approve Fixed Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

TotalEnergies SE

Meeting Date: 05/23/2025	Country: France	Ticker: TTE
Record Date: 05/21/2025	Meeting Type: Annual/Special	
Primary Security ID: F92124100		

Shares Voted: 58,612					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.22 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Lise Croteau as Director	Mgmt	For	Refer	For
7	Elect Helen Lee Bouygues as Director	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Laurent Mignon as Director	Mgmt	For	For	For
9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 2.15 Million	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

WPP Plc

Meeting Date: 05/23/2025

Record Date: 05/21/2025

Primary Security ID: G9788D103

Country: Jersey

Meeting Type: Annual

Ticker: WPP

Shares Voted: 29,359

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

WPP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
8	Re-elect Tom Ilube as Director	Mgmt	For	For	For
9	Re-elect Mark Read as Director	Mgmt	For	For	For
10	Re-elect Cindy Rose as Director	Mgmt	For	For	For
11	Re-elect Andrew Scott as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
14	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Share Option Plan	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Amundi SA

Meeting Date: 05/27/2025

Record Date: 05/23/2025

Primary Security ID: F0300Q103

Country: France

Meeting Type: Annual/Special

Ticker: AMUN

Shares Voted: 1,616

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Philippe Brassac, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
8	Approve Compensation of Nicolas Calcoen, Vice-CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Advisory Vote on the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
14	Reelect Bénédicte Chrétien as Director	Mgmt	For	Against	Against
15	Reelect Virginie Cayatte as Director	Mgmt	For	Refer	For
16	Elect Olivier Gavalda as Director	Mgmt	For	Against	Against
17	Elect Jean-Christophe Mieszala as Director	Mgmt	For	For	For
18	Appoint Deloitte & Associés as Auditor	Mgmt	For	For	For
19	Approve Report on Progress of Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities up to 10 Percent of Issued Capital for Private Placements	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of up to 20 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
30	Amend Article 14 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

OMV AG

Meeting Date: 05/27/2025	Country: Austria	Ticker: OMV
Record Date: 05/17/2025	Meeting Type: Annual	
Primary Security ID: A51460110		

Shares Voted: 4,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2.a)	Approve Allocation of Income and Dividends of EUR 3.05 per Share	Mgmt	For	For	For
2.b)	Approve Special Dividends of EUR 1.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8.a)	Reelect Elisabeth Stadler as Supervisory Board Member	Mgmt	For	Refer	Against
8.b)	Elect Hans Mueller as Supervisory Board Member	Mgmt	For	For	For
8.c)	Reelect Jean-Baptiste Renard as Supervisory Board Member	Mgmt	For	For	For
8.d)	Reelect Robert Stajic as Supervisory Board Member	Mgmt	For	Against	Against
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

Meeting Date: 05/29/2025

Record Date: 05/23/2025

Primary Security ID: E8471S130

Country: Spain

Meeting Type: Annual

Ticker: REP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
7	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
9	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
10	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 8.4 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
11	Reelect Aurora Cata Sala as Director	Mgmt	For	Refer	For
12	Reelect Isabel Torremocha Ferrezuelo as Director	Mgmt	For	For	For
13	Reelect Mariano Marzo Carpio as Director	Mgmt	For	Refer	For
14	Advisory Vote on Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy	Mgmt	For	For	For
16	Amend Long-Term Incentive Plan	Mgmt	For	For	For
17	Amend Long-Term Incentive Plan	Mgmt	For	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Meeting Date: 05/30/2025	Country: Spain	Ticker: IBE
Record Date: 05/23/2025	Meeting Type: Annual	
Primary Security ID: E6165F166		

Shares Voted: 158,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Amend Articles Re: Corporate Organization and Governance	Mgmt	For	For	For
5.2	Amend Articles Re: Technical Improvements and Update	Mgmt	For	For	For
6.1	Include Preamble in the General Meeting Regulations	Mgmt	For	For	For
6.2	Include Title I in the General Meeting Regulations	Mgmt	For	For	For
6.3	Include Title II in the General Meeting Regulations	Mgmt	For	For	For
6.4	Include Title III in the General Meeting Regulations	Mgmt	For	For	For
6.5	Include Titles IV and V in the General Meeting Regulations	Mgmt	For	For	For
6.6	Include Titles VI, VII, VIII, IX and X in the General Meeting Regulations	Mgmt	For	For	For
6.7	Include Title XI in the General Meeting Regulations	Mgmt	For	For	For
6.8	Include Title XII in the General Meeting Regulations	Mgmt	For	For	For
7	Approve Engagement Dividend	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9	Approve Scrip Dividends	Mgmt	For	For	For
10	Approve Scrip Dividends	Mgmt	For	For	For
11	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	For	For
13	Reelect Angel Jesus Acebes Paniagua as Director	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Juan Manuel Gonzalez Serna as Director	Mgmt	For	For	For
15	Ratify Appointment of and Elect Ana Colonques Garcia-Planas as Director	Mgmt	For	For	For
16	Fix Number of Directors at 14	Mgmt	For	For	For
17	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 40 Billion and Issuance of Notes up to EUR 8 Billion	Mgmt	For	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Henderson Land Development Company Limited

Meeting Date: 06/03/2025	Country: Hong Kong	Ticker: 12
Record Date: 05/28/2025	Meeting Type: Annual	
Primary Security ID: Y31476107		

Shares Voted: 38,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Lam Ko Yin, Colin as Director	Mgmt	For	For	For
3.2	Elect Kwok Ping Ho as Director	Mgmt	For	For	For
3.3	Elect Wong Ho Ming, Augustine as Director	Mgmt	For	For	For
3.4	Elect Kwong Che Keung, Gordon as Director	Mgmt	For	For	For
3.5	Elect Wu King Cheong as Director	Mgmt	For	For	For
3.6	Elect Au Siu Kee, Alexander as Director	Mgmt	For	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

The Hong Kong and China Gas Company Limited

Meeting Date: 06/04/2025

Record Date: 05/29/2025

Primary Security ID: Y33370100

Country: Hong Kong

Meeting Type: Annual

Ticker: 3

Shares Voted: 306,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Moses Cheng Mo-chi as Director	Mgmt	For	For	For
3.2	Elect Andrew Fung Hau-chung as Director	Mgmt	For	Against	Against
3.3	Elect Peter Wong Wai-yee as Director	Mgmt	For	For	For
3.4	Elect Anna Wong Wai-kwan as Director	Mgmt	For	For	For
3.5	Elect Chan Ying-lung as Director	Mgmt	For	Against	Against
4	Approve Fee for Board Environmental, Social and Governance Committee Member	Mgmt	For	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Tesco Plc

Meeting Date: 06/12/2025

Record Date: 06/10/2025

Primary Security ID: G8T67X102

Country: United Kingdom

Meeting Type: Annual

Ticker: TSCO

Shares Voted: 180,650

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Chris Kennedy as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
9	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
10	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
11	Re-elect Gerry Murphy as Director	Mgmt	For	Refer	For
12	Re-elect Ken Murphy as Director	Mgmt	For	For	For
13	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
14	Re-elect Caroline Silver as Director	Mgmt	For	For	For
15	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Honda Motor Co., Ltd.

Honda Motor Co., Ltd.

Shares Voted: 117,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mibe, Toshihiro	Mgmt	For	For	For
1.2	Elect Director Kaihara, Noriya	Mgmt	For	For	For
1.3	Elect Director Inoue, Katsushi	Mgmt	For	For	For
1.4	Elect Director Fujimura, Eiji	Mgmt	For	Against	Against
1.5	Elect Director Suzuki, Asako	Mgmt	For	Against	Against
1.6	Elect Director Morisawa, Jiro	Mgmt	For	Against	Against
1.7	Elect Director Sakai, Kunihiro	Mgmt	For	For	For
1.8	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
1.9	Elect Director Ogawa, Yoichiro	Mgmt	For	For	For
1.10	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
1.11	Elect Director Nagata, Ryoko	Mgmt	For	For	For
1.12	Elect Director Agatsuma, Mika	Mgmt	For	For	For

Komatsu Ltd.

Meeting Date: 06/19/2025Country: JapanTicker: 6301

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J35759125

Shares Voted: 23,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 107	Mgmt	For	For	For
2.1	Elect Director Ogawa, Hiroyuki	Mgmt	For	For	For
2.2	Elect Director Imayoshi, Takuya	Mgmt	For	For	For
2.3	Elect Director Horikoshi, Takeshi	Mgmt	For	For	For
2.4	Elect Director Yokomoto, Mitsuko	Mgmt	For	For	For
2.5	Elect Director Kunibe, Takeshi	Mgmt	For	For	For
2.6	Elect Director Arthur M. Mitchell	Mgmt	For	For	For
2.7	Elect Director Saiki, Naoko	Mgmt	For	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For

Komatsu Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Kusaba, Taisuke	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fujiwara, Keiko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kai, Yukio	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Meeting Date: 06/19/2025

Record Date: 03/31/2025

Primary Security ID: J61546115

Country: Japan

Meeting Type: Annual

Ticker: 4528

Shares Voted: 9,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Sagara, Gyo	Mgmt	For	For	For
2.2	Elect Director Takino, Toichi	Mgmt	For	For	For
2.3	Elect Director Tsujinaka, Toshihiro	Mgmt	For	For	For
2.4	Elect Director Nomura, Masao	Mgmt	For	For	For
2.5	Elect Director Okuno, Akiko	Mgmt	For	For	For
2.6	Elect Director Nagae, Shusaku	Mgmt	For	For	For

Unipol Assicurazioni SpA

Meeting Date: 06/20/2025

Record Date: 06/11/2025

Primary Security ID: T9532W106

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: UNI

Shares Voted: 9,632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Approve Total Non-Proportional Demerger of Cronos Vita Assicurazioni SpA in Favor of Unipol Assicurazioni SpA, Allianz SpA, Fideuram Vita SpA, Generali Italia SpA, and Poste Vita SpA	Mgmt	For	For	For

Shares Voted: 47,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Ian McLeod as Director	Mgmt	For	For	For
6	Elect Bhavesh Mistry as Director	Mgmt	For	For	For
7	Elect Lucinda Riches as Director	Mgmt	For	For	For
8	Re-elect Claudia Arney as Director	Mgmt	For	Refer	For
9	Re-elect Jeff Carr as Director	Mgmt	For	For	For
10	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
11	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For
12	Re-elect Bill Lennie as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Mitsui O.S.K. Lines, Ltd.

Meeting Date: 06/24/2025

Record Date: 03/31/2025

Primary Security ID: J45013133

Country: Japan

Meeting Type: Annual

Ticker: 9104

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 180	Mgmt	For	For	For
2.1	Elect Director Ikeda, Junichiro	Mgmt	For	For	For
2.2	Elect Director Hashimoto, Takeshi	Mgmt	For	For	For
2.3	Elect Director Shinoda, Toshinobu	Mgmt	For	For	For
2.4	Elect Director Hamazaki, Kazuya	Mgmt	For	For	For
2.5	Elect Director Moro, Junko	Mgmt	For	For	For
2.6	Elect Director Toyonaga, Atsushi	Mgmt	For	For	For
2.7	Elect Director Yamaguchi, Yumi	Mgmt	For	For	For
2.8	Elect Director Hashimoto, Eiji	Mgmt	For	For	For
2.9	Elect Director Hyodo, Masayuki	Mgmt	For	For	For
2.10	Elect Director Tanaka, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Ichikawa, Kayo	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Sugiyama, Hiroshi	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For
7	Approve Restricted Stock Plan	Mgmt	For	For	For

Isuzu Motors Ltd.

Meeting Date: 06/26/2025

Record Date: 03/31/2025

Primary Security ID: J24994113

Country: Japan

Meeting Type: Annual

Ticker: 7202

Shares Voted: 14,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	Mgmt	For	For	For
2.1	Elect Director Katayama, Masanori	Mgmt	For	For	For

Isuzu Motors Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Minami, Shinsuke	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinichi	Mgmt	For	For	For
2.4	Elect Director Yamaguchi, Naohiro	Mgmt	For	For	For
2.5	Elect Director Fujimori, Shun	Mgmt	For	For	For
2.6	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For	For
2.7	Elect Director Miyai, Machiko	Mgmt	For	For	For
2.8	Elect Director Nakano, Tetsuya	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Watanabe, Masao	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Sakuragi, Kimie	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kawanami, Masato	Mgmt	For	Against	Against
3.4	Elect Director and Audit Committee Member Abe, Hirotomo	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Hosoi, Yumiko	Mgmt	For	For	For

Obayashi Corp.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 1802

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J59826107

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2.1	Elect Director Obayashi, Takeo	Mgmt	For	Against	Against
2.2	Elect Director Sato, Toshimi	Mgmt	For	For	For
2.3	Elect Director Sasagawa, Atsushi	Mgmt	For	For	For
2.4	Elect Director Sasaki, Yoshihito	Mgmt	For	For	For
2.5	Elect Director Orii, Masako	Mgmt	For	For	For
2.6	Elect Director Kato, Hiroyuki	Mgmt	For	For	For

Obayashi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Kuroda, Yukiko	Mgmt	For	For	For
2.8	Elect Director Shime, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Ikegawa, Yoshihiro	Mgmt	For	For	For

SoftBank Corp.

Meeting Date: 06/26/2025Country: JapanTicker: 9434

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J75963132

Shares Voted: 750,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Imai, Yasuyuki	Mgmt	For	For	For
1.2	Elect Director Miyakawa, Junichi	Mgmt	For	For	For
1.3	Elect Director Shimba, Jun	Mgmt	For	For	For
1.4	Elect Director Fujihara, Kazuhiko	Mgmt	For	For	For
1.5	Elect Director Son, Masayoshi	Mgmt	For	For	For
1.6	Elect Director Horiba, Atsushi	Mgmt	For	For	For
1.7	Elect Director Koshi, Naomi	Mgmt	For	For	For
1.8	Elect Director Sakamoto, Maki	Mgmt	For	For	For
1.9	Elect Director Sasaki, Hiroko	Mgmt	For	For	For
1.10	Elect Director Karaki, Hideaki	Mgmt	For	For	For
1.11	Elect Director Nakajo, Akiko	Mgmt	For	For	For
2	Appoint Statutory Auditor Timothy Mackey	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Nakajima, Yasuhiro	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Daiwa House Industry Co., Ltd.

Meeting Date: 06/27/2025Country: JapanTicker: 1925

Record Date: 03/31/2025Meeting Type: Annual

Primary Security ID: J11508124

Shares Voted: 14,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Yoshii, Keiichi	Mgmt	For	For	For
3.2	Elect Director Otomo, Hirotsugu	Mgmt	For	For	For
3.3	Elect Director Kosokabe, Takeshi	Mgmt	For	For	For
3.4	Elect Director Murata, Yoshiyuki	Mgmt	For	For	For
3.5	Elect Director Shimonishi, Keisuke	Mgmt	For	For	For
3.6	Elect Director Nagase, Toshiya	Mgmt	For	For	For
3.7	Elect Director Shibata, Eiichi	Mgmt	For	For	For
3.8	Elect Director Kuwano, Yukinori	Mgmt	For	For	For
3.9	Elect Director Seki, Miwa	Mgmt	For	For	For
3.10	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For
3.11	Elect Director Ito, Yujiro	Mgmt	For	For	For
3.12	Elect Director Nambu, Toshikazu	Mgmt	For	For	For
3.13	Elect Director Fukumoto, Tomomi	Mgmt	For	For	For
3.14	Elect Director Kondo, Yuichiro	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Oyaide, Ryuichi	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Takashige, Yoshihiro	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Kishimoto, Tatsuji	Mgmt	For	For	For

Redeia Corporacion SA

Meeting Date: 06/30/2025Country: SpainTicker: RED

Record Date: 06/25/2025Meeting Type: Annual

Primary Security ID: E42807110

Shares Voted: 10,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Non-Financial Information Statement	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect Jose Maria Abad Hernandez as Director	Mgmt	For	Refer	For
6.2	Elect Natalia Fabra Portela as Director	Mgmt	For	For	For
6.3	Elect Albert Castellanos Maduell as Director	Mgmt	For	For	For
6.4	Elect Maria Aranzazu Gonzalez Laya as Director	Mgmt	For	For	For
7.1	Approve Remuneration Report	Mgmt	For	For	For
7.2	Approve Remuneration of Directors	Mgmt	For	For	For
8	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Receive Corporate Governance Report	Mgmt			
11	Receive Sustainability Report for FY 2024	Mgmt			
12	Receive Amendments to Board of Directors Regulations	Mgmt			

VOTE SUMMARY REPORT

Date range covered : 07/01/2024 to 06/30/2025

LOCATION(S): STATE STREET INVESTMENT MANAGEMENT

INSTITUTION ACCOUNT(S): TANGERINE INVESTMENT
MANAGEMENT INC. - MSCI USD

The J. M. Smucker Company

Meeting Date: 08/14/2024Country: USATicker: SJM

Record Date: 06/17/2024Meeting Type: Annual

Primary Security ID: 832696405

Shares Voted: 707

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mercedes Abramo	Mgmt	For	For	For
1b	Elect Director Tarang Amin	Mgmt	For	For	For
1c	Elect Director Susan Chapman-Hughes	Mgmt	For	For	For
1d	Elect Director Jay Henderson	Mgmt	For	For	For
1e	Elect Director Jonathan Johnson, III	Mgmt	For	For	For
1f	Elect Director Kirk Perry	Mgmt	For	For	For
1g	Elect Director Alex Shumate	Mgmt	For	For	For
1h	Elect Director Mark Smucker	Mgmt	For	For	For
1i	Elect Director Jodi Taylor	Mgmt	For	For	For
1j	Elect Director Dawn Willoughby	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Microchip Technology Incorporated

Meeting Date: 08/20/2024Country: USATicker: MCHP

Record Date: 06/21/2024Meeting Type: Annual

Primary Security ID: 595017104

Shares Voted: 3,536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen L. Barker	Mgmt	For	For	For
1b	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1c	Elect Director Karlton D. Johnson	Mgmt	For	For	For

Microchip Technology Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1e	Elect Director Robert A. Rango	Mgmt	For	For	For
1f	Elect Director Karen M. Rapp	Mgmt	For	For	For
1g	Elect Director Steve Sanghi	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

Gen Digital Inc.

Meeting Date: 09/10/2024Country: USATicker: GEN

Record Date: 07/15/2024Meeting Type: Annual

Primary Security ID: 668771108

Shares Voted: 3,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	For	For	For
1b	Elect Director Pavel Baudis	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Frank E. Dangeard	Mgmt	For	For	For
1e	Elect Director Nora M. Denzel	Mgmt	For	For	For
1f	Elect Director Peter A. Feld	Mgmt	For	For	For
1g	Elect Director Emily Heath	Mgmt	For	For	For
1h	Elect Director Vincent Pilette	Mgmt	For	For	For
1i	Elect Director Sherrese M. Smith	Mgmt	For	For	For
1j	Elect Director Ondrej Vlcek	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

NetApp, Inc.

Meeting Date: 09/11/2024

Record Date: 07/16/2024

Primary Security ID: 64110D104

Country: USA

Meeting Type: Annual

Ticker: NTAP

Shares Voted: 1,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
1d	Elect Director Gerald Held	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
1i	Elect Director June Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Conagra Brands, Inc.

Meeting Date: 09/18/2024

Record Date: 07/25/2024

Primary Security ID: 205887102

Country: USA

Meeting Type: Annual

Ticker: CAG

Shares Voted: 3,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
1e	Elect Director George Dowdie	Mgmt	For	For	For
1f	Elect Director Francisco Fraga	Mgmt	For	For	For
1g	Elect Director Fran Horowitz	Mgmt	For	For	For

Conagra Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Melissa Lora	Mgmt	For	For	For
1j	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1k	Elect Director Denise A. Paulonis	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Darden Restaurants, Inc.

Meeting Date: 09/18/2024

Record Date: 07/24/2024

Primary Security ID: 237194105

Country: USA

Meeting Type: Annual

Ticker: DRI

Shares Voted: 785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo (Rick) Cardenas	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Nana Mensah	Mgmt	For	For	For
1.7	Elect Director William S. Simon	Mgmt	For	For	For
1.8	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1.9	Elect Director Timothy J. Wilmott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Disclose Poultry Welfare Indicators *Withdrawn Resolution*	SH			

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Targets to Phase Out Use of Gestation Crates in Pork Supply Chain	SH	Against	Against	Against
7	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Against	Against

General Mills, Inc.

Meeting Date: 09/24/2024

Record Date: 07/26/2024

Primary Security ID: 370334104

Country: USA

Meeting Type: Annual

Ticker: GIS

Shares Voted: 3,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benno O. Dorer	Mgmt	For	For	For
1b	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1d	Elect Director Maria G. Henry	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
1g	Elect Director John G. Morikis	Mgmt	For	For	For
1h	Elect Director Diane L. Neal	Mgmt	For	For	For
1i	Elect Director Steve Odland	Mgmt	For	For	For
1j	Elect Director Maria A. Sastre	Mgmt	For	For	For
1k	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1l	Elect Director Jorge A. Uribe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Disclose Regenerative Agriculture Practices Within Supply Chain	SH	Against	Against	Against
5	Report on Efforts to Reduce Plastic Use	SH	Against	Against	Against

RPM International Inc.

Meeting Date: 10/03/2024

Record Date: 08/09/2024

Primary Security ID: 749685103

Country: USA

Meeting Type: Annual

Ticker: RPM

Shares Voted: 855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For
2.1	Elect Director Bruce A. Carbonari	Mgmt	For	For	For
2.2	Elect Director Jenniffer D. Deckard	Mgmt	For	For	For
2.3	Elect Director Salvatore D. Fazzolari	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/08/2024

Record Date: 08/09/2024

Primary Security ID: 742718109

Country: USA

Meeting Type: Annual

Ticker: PG

Shares Voted: 15,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For	For
1h	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1j	Elect Director Ashley McEvoy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against

Paychex, Inc.

Meeting Date: 10/10/2024Country: USATicker: PAYX

Record Date: 08/12/2024Meeting Type: Annual

Primary Security ID: 704326107

Shares Voted: 2,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
1d	Elect Director John B. Gibson	Mgmt	For	For	For
1e	Elect Director B. Thomas Golisano	Mgmt	For	For	For
1f	Elect Director Pamela A. Joseph	Mgmt	For	Refer	Against
1g	Elect Director Theresa M. Payton	Mgmt	For	For	For
1h	Elect Director Kevin A. Price	Mgmt	For	For	For
1i	Elect Director Joseph M. Tucci	Mgmt	For	For	For
1j	Elect Director Joseph M. Velli	Mgmt	For	For	For
1k	Elect Director Kara Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Medtronic Plc

Meeting Date: 10/17/2024Country: IrelandTicker: MDT

Record Date: 08/23/2024Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 8,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Kellanova

Meeting Date: 11/01/2024Country: USATicker: K

Record Date: 09/24/2024Meeting Type: Special

Primary Security ID: 487836108

Shares Voted: 1,810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For

Kellanova

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	Against	Against

Amcor Plc

Meeting Date: 11/06/2024

Record Date: 09/11/2024

Primary Security ID: G0250X107

Country: Jersey

Meeting Type: Annual

Ticker: AMCR

Shares Voted: 9,628

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	For
1b	Elect Director Peter Konieczny	Mgmt	For	For	For
1c	Elect Director Achal Agarwal	Mgmt	For	For	For
1d	Elect Director Andrea Bertone	Mgmt	For	For	For
1e	Elect Director Susan Carter	Mgmt	For	For	For
1f	Elect Director Graham Chipchase	Mgmt	For	For	For
1g	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	For	For	For
1h	Elect Director Nicholas T. Long (Tom)	Mgmt	For	Refer	Against
1i	Elect Director Arun Nayar	Mgmt	For	For	For
1j	Elect Director David Szczupak	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/06/2024

Record Date: 09/09/2024

Primary Security ID: 053015103

Country: USA

Meeting Type: Annual

Ticker: ADP

Shares Voted: 2,699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	For	For
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Cardinal Health, Inc.

Meeting Date: 11/06/2024

Record Date: 09/09/2024

Primary Security ID: 14149Y108

Country: USA

Meeting Type: Annual

Ticker: CAH

Shares Voted: 1,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Azelby	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director David C. Evans	Mgmt	For	For	For
1e	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1f	Elect Director Jason M. Hollar	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1i	Elect Director Nancy Killefer	Mgmt	For	For	For

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Christine A. Mundkur	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

Campbell Soup Company

Meeting Date: 11/19/2024Country: USATicker: CPB

Record Date: 09/25/2024Meeting Type: Annual

Primary Security ID: 134429109

Shares Voted: 1,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
1.3	Elect Director Mark A. Clouse	Mgmt	For	For	For
1.4	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For
1.5	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1.6	Elect Director Grant H. Hill	Mgmt	For	For	For
1.7	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1.8	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
1.9	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
1.10	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
1.11	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
1.12	Elect Director Archbold D. van Beuren	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Change Company Name to The Campbell's Company	Mgmt	For	For	For

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Publish Results of Independent Audit Assessing Effectiveness of Company's Diversity, Equity and Inclusion Efforts	SH	Against	Against	Against

The Clorox Company

Meeting Date: 11/20/2024	Country: USA	Ticker: CLX
Record Date: 09/23/2024	Meeting Type: Annual	
Primary Security ID: 189054109		

Shares Voted: 817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen B. Bratspies	Mgmt	For	For	For
1.2	Elect Director Pierre R. Breber	Mgmt	For	For	For
1.3	Elect Director Julia Denman	Mgmt	For	For	For
1.4	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
1.5	Elect Director Esther Lee	Mgmt	For	For	For
1.6	Elect Director A.D. David Mackay	Mgmt	For	For	For
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
1.10	Elect Director Russell J. Weiner	Mgmt	For	For	For
1.11	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ferguson Enterprises Inc.

Meeting Date: 12/05/2024	Country: USA	Ticker: FERG
Record Date: 10/09/2024	Meeting Type: Annual	
Primary Security ID: 31488V107		

Ferguson Enterprises Inc.

Shares Voted: 1,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rekha Agrawal	Mgmt	For	For	For
1b	Elect Director Kelly Baker	Mgmt	For	For	For
1c	Elect Director Rick Beckwitt	Mgmt	For	For	For
1d	Elect Director Bill Brundage	Mgmt	For	For	For
1e	Elect Director Geoff Drabble	Mgmt	For	For	For
1f	Elect Director Catherine Halligan	Mgmt	For	For	For
1g	Elect Director Brian May	Mgmt	For	For	For
1h	Elect Director James S. Metcalf	Mgmt	For	For	For
1i	Elect Director Kevin Murphy	Mgmt	For	For	For
1j	Elect Director Alan Murray	Mgmt	For	For	For
1k	Elect Director Suzanne Wood	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Cisco Systems, Inc.

Meeting Date: 12/09/2024Country: USATicker: CSCO

Record Date: 10/10/2024Meeting Type: Annual

Primary Security ID: 17275R102

Shares Voted: 26,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025

Country: USA

Ticker: APD

Record Date: 11/27/2024

Meeting Type: Proxy Contest

Primary Security ID: 009158106

Shares Voted: 1,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	For
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Refer	Withhold
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Refer	Withhold
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Refer	For
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	For
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Refer	Withhold
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	For
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	For
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	For
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Refer	For

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Refer	For
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Refer	Withhold
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Refer	For
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Refer	Do Not Vote
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	Refer	Do Not Vote
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Refer	Do Not Vote
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	Refer	Do Not Vote
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	Refer	Do Not Vote
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	Refer	Do Not Vote
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Refer	Do Not Vote
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Refer	Do Not Vote
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	Do Not Vote
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	Do Not Vote
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	Do Not Vote
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	Do Not Vote
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	Do Not Vote

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	Refer	Do Not Vote

Becton, Dickinson and Company

Meeting Date: 01/28/2025

Record Date: 12/09/2024

Primary Security ID: 075887109

Country: USA

Meeting Type: Annual

Ticker: BDX

Shares Voted: 1,910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hormel Foods Corporation

Meeting Date: 01/28/2025

Country: USA

Ticker: HRL

Record Date: 11/29/2024

Meeting Type: Annual

Primary Security ID: 440452100

Shares Voted: 2,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
1b	Elect Director Stephen M. Lacy	Mgmt	For	Refer	Against
1c	Elect Director Elsa A. Murano	Mgmt	For	For	For
1d	Elect Director William A. Newlands	Mgmt	For	For	For
1e	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1f	Elect Director Debbra L. Schoneman	Mgmt	For	For	For
1g	Elect Director Sally J. Smith	Mgmt	For	For	For
1h	Elect Director James P. Snee	Mgmt	For	For	For
1i	Elect Director Steven A. White	Mgmt	For	For	For
1j	Elect Director Michael P. Zechmeister	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	SH	Against	Against	Against

Emerson Electric Co.

Meeting Date: 02/04/2025

Country: USA

Ticker: EMR

Record Date: 11/26/2024

Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 3,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	Refer	Against
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For
1d	Elect Director Lori M. Lee	Mgmt	For	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	For	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	For	For
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Franklin Resources, Inc.

Meeting Date: 02/04/2025

Record Date: 12/09/2024

Primary Security ID: 354613101

Country: USA

Meeting Type: Annual

Ticker: BEN

Shares Voted: 2,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
1f	Elect Director John Y. Kim	Mgmt	For	For	For
1g	Elect Director Karen M. King	Mgmt	For	For	For
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
1i	Elect Director John W. Thiel	Mgmt	For	For	For
1j	Elect Director Seth H. Waugh	Mgmt	For	For	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	For

Franklin Resources, Inc.

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

Rockwell Automation, Inc.

Meeting Date: 02/04/2025	Country: USA	Ticker: ROK
Record Date: 12/09/2024	Meeting Type: Annual	
Primary Security ID: 773903109		

Shares Voted: 750					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	For	For
A.2	Elect Director Blake D. Moret	Mgmt	For	For	For
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	For	For
A.4	Elect Director Patricia A. Watson	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/05/2025	Country: USA	Ticker: ATO
Record Date: 12/13/2024	Meeting Type: Annual	
Primary Security ID: 049560105		

Shares Voted: 1,027					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For
1b	Elect Director John C. Ale	Mgmt	For	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For
1g	Elect Director Edward J. Geiser	Mgmt	For	For	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	Refer	For

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Richard A. Sampson	Mgmt	For	Refer	For
1j	Elect Director Telisa Toliver	Mgmt	For	For	For
1k	Elect Director Frank Yoho	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Capital One Financial Corporation

Meeting Date: 02/18/2025Country: USATicker: COF

Record Date: 12/27/2024Meeting Type: Special

Primary Security ID: 14040H105

Shares Voted: 2,552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	Against	Against

Discover Financial Services

Meeting Date: 02/18/2025Country: USATicker: DFS

Record Date: 12/27/2024Meeting Type: Special

Primary Security ID: 254709108

Shares Voted: 1,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	Against	Against

Amcor Plc

Meeting Date: 02/25/2025Country: JerseyTicker: AMCR

Record Date: 01/17/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: G0250X107

Amcor Plc

Shares Voted: 9,969

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	Against	Against

Analog Devices, Inc.

Meeting Date: 03/12/2025Country: USATicker: ADI

Record Date: 01/03/2025Meeting Type: Annual

Primary Security ID: 032654105

Shares Voted: 3,331

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

Johnson Controls International plc

Meeting Date: 03/12/2025Country: IrelandTicker: JCI

Record Date: 01/07/2025Meeting Type: Annual

Primary Security ID: G51502105

Johnson Controls International plc

Shares Voted: 4,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	Mgmt	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	Refer	For
1c	Elect Director Pierre Cohade	Mgmt	For	For	For
1d	Elect Director Patrick K. Decker	Mgmt	For	For	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1g	Elect Director Ayesha Khanna	Mgmt	For	For	For
1h	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	Refer	For
1l	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/12/2025

Record Date: 01/10/2025

Primary Security ID: 855244109

Country: USA

Meeting Type: Annual

Ticker: SBUX

Starbucks Corporation

Shares Voted: 7,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	Against	Against
1e	Elect Director Neal Mohan	Mgmt	For	For	For
1f	Elect Director Brian Niccol	Mgmt	For	For	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	For	For
1h	Elect Director Michael Sievert	Mgmt	For	For	For
1i	Elect Director Wei Zhang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Against	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against	Against

TE Connectivity Plc

Meeting Date: 03/12/2025Country: IrelandTicker: TEL

Record Date: 01/13/2025Meeting Type: Annual

Primary Security ID: G87052109

Shares Voted: 2,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For

TE Connectivity Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director Sam Eldessouky	Mgmt	For	For	For
1f	Elect Director William A. Jeffrey	Mgmt	For	For	For
1g	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Omnicom Group Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: OMC
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 681919106		

Shares Voted: 1,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	Against	Against

QUALCOMM Incorporated

Meeting Date: 03/18/2025	Country: USA	Ticker: QCOM
Record Date: 01/17/2025	Meeting Type: Annual	
Primary Security ID: 747525103		

Shares Voted: 7,527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Ann M. Livermore	Mgmt	For	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For	For
1h	Elect Director Marie Myers	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025Country: USATicker: IPG
Record Date: 01/27/2025Meeting Type: Special
Primary Security ID: 460690100

Shares Voted: 2,542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	Against	Against

The Toro Company

Meeting Date: 03/18/2025

Record Date: 01/21/2025

Primary Security ID: 891092108

Country: USA

Meeting Type: Annual

Ticker: TTC

Shares Voted: 678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1.2	Elect Director Joyce A. Mullen	Mgmt	For	For	For
1.3	Elect Director Richard M. Olson	Mgmt	For	For	For
1.4	Elect Director James C. O'Rourke	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hewlett Packard Enterprise Company

Meeting Date: 04/02/2025

Record Date: 02/03/2025

Primary Security ID: 42824C109

Country: USA

Meeting Type: Annual

Ticker: HPE

Shares Voted: 8,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	For	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1c	Elect Director Regina E. Dugan	Mgmt	For	For	For
1d	Elect Director Jean M. Hobby	Mgmt	For	For	For
1e	Elect Director Raymond J. Lane	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1h	Elect Director Antonio F. Neri	Mgmt	For	For	For
1i	Elect Director Charles H. Noski	Mgmt	For	For	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For	For
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For
1l	Elect Director Patricia F. Russo	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against

A. O. Smith Corporation

Meeting Date: 04/08/2025

Record Date: 02/18/2025

Primary Security ID: 831865209

Country: USA

Meeting Type: Annual

Ticker: AOS

Shares Voted: 793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd W. Fister	Mgmt	For	For	For
1.2	Elect Director Michael M. Larsen	Mgmt	For	Refer	For
1.3	Elect Director Lois M. Martin	Mgmt	For	For	For
1.4	Elect Director Adrian I. Peace *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	Against	Against

HP Inc.

Meeting Date: 04/14/2025

Record Date: 02/20/2025

Primary Security ID: 40434L105

Country: USA

Meeting Type: Annual

Ticker: HPQ

Shares Voted: 6,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chip Bergh	Mgmt	For	For	For
1b	Elect Director Bruce Broussard	Mgmt	For	For	For

HP Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
1d	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1e	Elect Director Mary Anne Citrino	Mgmt	For	For	For
1f	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1g	Elect Director Fama Francisco	Mgmt	For	For	For
1h	Elect Director Enrique J. Lores	Mgmt	For	For	For
1i	Elect Director David Meline	Mgmt	For	For	For
1j	Elect Director Judith "Jami" Miscik	Mgmt	For	For	For
1k	Elect Director Gianluca Pettiti	Mgmt	For	For	For
1l	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
1m	Elect Director Songyee Yoon	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fifth Third Bancorp

Meeting Date: 04/15/2025

Record Date: 02/21/2025

Primary Security ID: 316773100

Country: USA

Meeting Type: Annual

Ticker: FITB

Shares Voted: 4,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1b	Elect Director B. Evan Bayh, III	Mgmt	For	For	For
1c	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1d	Elect Director Katherine B. Blackburn	Mgmt	For	For	For
1e	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1f	Elect Director C. Bryan Daniels	Mgmt	For	For	For
1g	Elect Director Laurent Desmangles	Mgmt	For	For	For
1h	Elect Director Mitchell S. Feiger	Mgmt	For	For	For

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Thomas H. Harvey	Mgmt	For	Refer	Against
1j	Elect Director Gary R. Heminger	Mgmt	For	Refer	For
1k	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
1l	Elect Director Kathleen A. Rogers	Mgmt	For	For	For
1m	Elect Director Timothy N. Spence	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

M&T Bank Corporation

Meeting Date: 04/15/2025

Record Date: 02/20/2025

Primary Security ID: 55261F104

Country: USA

Meeting Type: Annual

Ticker: MTB

Shares Voted: 1,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	For	For
1.2	Elect Director Carlton J. Charles	Mgmt	For	For	For
1.3	Elect Director Jane Chwick	Mgmt	For	For	For
1.4	Elect Director William F. Cruger, Jr.	Mgmt	For	For	For
1.5	Elect Director Gary N. Geisel	Mgmt	For	For	For
1.6	Elect Director Leslie V. Godridge	Mgmt	For	For	For
1.7	Elect Director Rene F. Jones	Mgmt	For	For	For
1.8	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	For	For
1.9	Elect Director Melinda R. Rich	Mgmt	For	For	For
1.10	Elect Director Robert E. Sadler, Jr.	Mgmt	For	For	For
1.11	Elect Director Denis J. Salamone	Mgmt	For	For	For
1.12	Elect Director Rudina Seleri	Mgmt	For	For	For
1.13	Elect Director Kirk W. Walters	Mgmt	For	For	For

M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Herbert L. Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Bank of New York Mellon Corporation

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

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

Primary Security ID: 064058100

Shares Voted: 5,006

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

U.S. Bancorp

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

Record Date: 02/18/2025Meeting Type: Annual

Primary Security ID: 902973304

Shares Voted: 10,573

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

Huntington Bancshares Incorporated

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

Record Date: 02/18/2025Meeting Type: Annual

Primary Security ID: 446150104

Shares Voted: 9,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For
1.2	Elect Director Rafael Andres Diaz-Granados	Mgmt	For	For	For

Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director John C. (Chris) Inglis	Mgmt	For	For	For
1.4	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For
1.5	Elect Director Richard W. Neu	Mgmt	For	For	For
1.6	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
1.7	Elect Director David L. Porteous	Mgmt	For	Refer	Against
1.8	Elect Director Teresa H. Shea	Mgmt	For	For	For
1.9	Elect Director Roger J. Sit	Mgmt	For	For	For
1.10	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.11	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
1.12	Elect Director Gary Torgow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Regions Financial Corporation

Meeting Date: 04/16/2025

Country: USA

Ticker: RF

Record Date: 02/18/2025

Meeting Type: Annual

Primary Security ID: 7591EP100

Shares Voted: 6,177					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
1e	Elect Director Roger W. Jenkins	Mgmt	For	For	For
1f	Elect Director Joia M. Johnson	Mgmt	For	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	Refer	For
1h	Elect Director James T. Prokopanko	Mgmt	For	For	For
1i	Elect Director Alison S. Rand	Mgmt	For	For	For

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1k	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
1l	Elect Director Jose S. Suquet	Mgmt	For	For	For
1m	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
1n	Elect Director Timothy Vines	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

PPG Industries, Inc.

Meeting Date: 04/17/2025

Record Date: 02/21/2025

Primary Security ID: 693506107

Country: USA

Meeting Type: Annual

Ticker: PPG

Shares Voted: 1,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
1b	Elect Director Melanie L. Healey	Mgmt	For	For	For
1c	Elect Director Gary R. Heminger	Mgmt	For	Refer	Against
1d	Elect Director Timothy M. Knavish	Mgmt	For	For	For
1e	Elect Director Michael W. Lamach	Mgmt	For	For	For
1f	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
1g	Elect Director Michael T. Nally	Mgmt	For	For	For
1h	Elect Director Guillermo Novo	Mgmt	For	For	For
1i	Elect Director Christopher N. Roberts, III	Mgmt	For	For	For
1j	Elect Director Catherine R. Smith	Mgmt	For	For	For

PPG Industries, Inc.

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

Texas Instruments Incorporated

Meeting Date: 04/17/2025Country: USATicker: TXN

Record Date: 02/20/2025Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 6,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Blinn	Mgmt	For	For	For
1b	Elect Director Todd Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet Clark	Mgmt	For	For	For
1d	Elect Director Carrie Cox	Mgmt	For	For	For
1e	Elect Director Martin Craighead	Mgmt	For	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis Farmer	Mgmt	For	For	For
1h	Elect Director Jean Hobby	Mgmt	For	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For
1k	Elect Director Pamela Patsley	Mgmt	For	For	For
1l	Elect Director Robert Sanchez	Mgmt	For	For	For
1m	Elect Director Richard Templeton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

L3Harris Technologies, Inc.

Meeting Date: 04/18/2025

Record Date: 02/28/2025

Primary Security ID: 502431109

Country: USA

Meeting Type: Annual

Ticker: LHX

Shares Voted: 1,299

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

Northern Trust Corporation

Meeting Date: 04/22/2025

Record Date: 02/24/2025

Primary Security ID: 665859104

Country: USA

Meeting Type: Annual

Ticker: NTRS

Shares Voted: 1,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan Crown	Mgmt	For	For	For

Northern Trust Corporation

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

Public Service Enterprise Group Incorporated

Meeting Date: 04/22/2025

Record Date: 02/21/2025

Primary Security ID: 744573106

Country: USA

Meeting Type: Annual

Ticker: PEG

Shares Voted: 3,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph A. LaRossa	Mgmt	For	For	For
1b	Elect Director Susan Tomasky	Mgmt	For	For	For
1c	Elect Director Willie A. Deese	Mgmt	For	For	For
1d	Elect Director Jamie M. Gentoso	Mgmt	For	For	For
1e	Elect Director Barry H. Ostrowsky	Mgmt	For	For	For
1f	Elect Director Ricardo G. Pérez	Mgmt	For	For	For
1g	Elect Director Valerie A. Smith	Mgmt	For	For	For

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Scott G. Stephenson	Mgmt	For	For	For
1i	Elect Director Laura A. Sugg	Mgmt	For	For	For
1j	Elect Director John P. Surma	Mgmt	For	For	For
1k	Elect Director Kenneth Y. Tanji	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3a	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	For	For
3b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	For	For	For
3c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to Our By-Laws	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Cigna Group

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

Shares Voted: 1,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	For	For
1b	Elect Director Eric J. Foss	Mgmt	For	For	For
1c	Elect Director Elder Granger	Mgmt	For	For	For
1d	Elect Director Neesha Hathi	Mgmt	For	For	For
1e	Elect Director George Kurian	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzeella	Mgmt	For	For	For
1g	Elect Director Mark B. McClellan	Mgmt	For	For	For
1h	Elect Director Philip O. Ozuah	Mgmt	For	For	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For	For

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

The PNC Financial Services Group, Inc.

Meeting Date: 04/23/2025	Country: USA	Ticker: PNC
Record Date: 01/31/2025	Meeting Type: Annual	
Primary Security ID: 693475105		

Shares Voted: 2,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director Douglas A. Dachille	Mgmt	For	For	For
1e	Elect Director William S. Demchak	Mgmt	For	For	For
1f	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1g	Elect Director Richard J. Harshman	Mgmt	For	For	For
1h	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1i	Elect Director Renu Khator	Mgmt	For	For	For
1j	Elect Director Linda R. Medler	Mgmt	For	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For
1l	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1m	Elect Director Bryan S. Salesky	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Avery Dennison Corporation

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 053611109

Country: USA

Meeting Type: Annual

Ticker: AVY

Shares Voted: 554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For
1b	Elect Director Mitchell R. Butier	Mgmt	For	For	For
1c	Elect Director Ward H. Dickson	Mgmt	For	For	For
1d	Elect Director Andres A. Lopez	Mgmt	For	For	For
1e	Elect Director Maria Fernanda Mejia	Mgmt	For	For	For
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Deon M. Stander	Mgmt	For	For	For
1i	Elect Director William R. Wagner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Citizens Financial Group, Inc.

Meeting Date: 04/24/2025

Record Date: 02/28/2025

Primary Security ID: 174610105

Country: USA

Meeting Type: Annual

Ticker: CFG

Shares Voted: 3,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	For	For
1.2	Elect Director Lee Alexander	Mgmt	For	For	For
1.3	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1.4	Elect Director Christine M. Cumming	Mgmt	For	For	For
1.5	Elect Director Kevin J. Cummings	Mgmt	For	For	For

Citizens Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director William P. Hankowsky	Mgmt	For	For	For
1.7	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1.8	Elect Director Robert G. Leary	Mgmt	For	For	For
1.9	Elect Director Terrance J. Lillis	Mgmt	For	For	For
1.10	Elect Director Michele N. Siekerka	Mgmt	For	For	For
1.11	Elect Director Christopher J. Swift	Mgmt	For	For	For
1.12	Elect Director Claude E. Wade	Mgmt	For	For	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Edison International

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

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: 281020107

Shares Voted: 2,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Michael C. Camunez	Mgmt	For	For	For
1c	Elect Director Jennifer M. Granholm	Mgmt	For	For	For
1d	Elect Director James T. Morris	Mgmt	For	For	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	For	For
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1g	Elect Director Marcy L. Reed	Mgmt	For	For	For
1h	Elect Director Carey A. Smith	Mgmt	For	For	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	For	For
1j	Elect Director Peter J. Taylor	Mgmt	For	Refer	For
1k	Elect Director Keith Trent	Mgmt	For	For	For
2	Ratify PwC as Auditors	Mgmt	For	For	For

Edison International

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

Fastenal Company

Meeting Date: 04/24/2025

Country: USA

Ticker: FAST

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 3,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	Refer	For
1d	Elect Director Brady D. Ericson	Mgmt	For	For	For
1e	Elect Director Daniel L. Florness	Mgmt	For	For	For
1f	Elect Director Rita J. Heise	Mgmt	For	Refer	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For
1k	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/24/2025

Country: USA

Ticker: JNJ

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: 478160104

Johnson & Johnson

Shares Voted: 16,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1d	Elect Director Joaquin Duato	Mgmt	For	For	For
1e	Elect Director Marilyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Paula A. Johnson	Mgmt	For	For	For
1g	Elect Director Hubert Joly	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1j	Elect Director Nadja Y. West	Mgmt	For	For	For
1k	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Oversee and Report Human Rights Impact Assessment	SH	Against	Against	Against

Pfizer Inc.

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

Record Date: 02/26/2025Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 38,703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Mortimer J. Buckley	Mgmt	For	For	For
1.4	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.6	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
1.13	Elect Director Cyrus Taraporevala	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Snap-on Incorporated

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

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

Primary Security ID: 833034101

Shares Voted: 358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	Refer	For
1.2	Elect Director Karen L. Daniel	Mgmt	For	Against	Against
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	Refer	Against
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Knueppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	Against	Against

Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/25/2025	Country: USA	Ticker: ABT
Record Date: 02/26/2025	Meeting Type: Annual	
Primary Security ID: 002824100		

Shares Voted: 11,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Genuine Parts Company

Meeting Date: 04/28/2025

Record Date: 02/19/2025

Primary Security ID: 372460105

Country: USA

Meeting Type: Annual

Ticker: GPC

Shares Voted: 946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard Cox, Jr.	Mgmt	For	For	For
1b	Elect Director Paul D. Donahue	Mgmt	For	For	For
1c	Elect Director P. Russell Hardin	Mgmt	For	Refer	For
1d	Elect Director John R. Holder	Mgmt	For	Refer	Against
1e	Elect Director Donna W. Hyland	Mgmt	For	Refer	For
1f	Elect Director Jean-Jacques Lafont	Mgmt	For	For	For
1g	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	Refer	Against
1h	Elect Director Juliette W. Pryor	Mgmt	For	For	For
1i	Elect Director Darren Rebelez	Mgmt	For	For	For
1j	Elect Director Laurie Schupmann	Mgmt	For	For	For
1k	Elect Director William P. Stengel, II	Mgmt	For	For	For
1l	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Articles of Incorporation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	Against	Against

American Electric Power Company, Inc.

Meeting Date: 04/29/2025

Record Date: 03/04/2025

Primary Security ID: 025537101

Country: USA

Meeting Type: Annual

Ticker: AEP

Shares Voted: 3,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bill Fehrman	Mgmt	For	For	For

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ben Fowke	Mgmt	For	For	For
1.3	Elect Director Art A. Garcia	Mgmt	For	For	For
1.4	Elect Director Hunter C. Gary	Mgmt	For	For	For
1.5	Elect Director Sandra Beach Lin	Mgmt	For	For	For
1.6	Elect Director Henry P. Linginfelter	Mgmt	For	For	For
1.7	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1.8	Elect Director Daryl Roberts	Mgmt	For	For	For
1.9	Elect Director Joseph G. Sauvage	Mgmt	For	For	For
1.10	Elect Director Daniel G. Stoddard	Mgmt	For	For	For
1.11	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
1.12	Elect Director Lewis Von Thær	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

International Business Machines Corporation

Meeting Date: 04/29/2025

Record Date: 02/28/2025

Primary Security ID: 459200101

Country: USA

Meeting Type: Annual

Ticker: IBM

Shares Voted: 6,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For

International Business Machines Corporation

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

PACCAR Inc

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

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

Primary Security ID: 693718108

Shares Voted: 3,632

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

PACCAR Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Coterra Energy Inc.

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

Record Date: 03/06/2025Meeting Type: Annual

Primary Security ID: 127097103

Shares Voted: 5,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.2	Elect Director Amanda M. Brock	Mgmt	For	For	For
1.3	Elect Director Paul N. Eckley	Mgmt	For	For	For
1.4	Elect Director Hans Helmerich	Mgmt	For	For	For
1.5	Elect Director Jacinto J. Hernandez	Mgmt	For	For	For
1.6	Elect Director Thomas E. Jorden	Mgmt	For	For	For
1.7	Elect Director Jeffrey E. Shellebarger	Mgmt	For	For	For
1.8	Elect Director Lisa A. Stewart	Mgmt	For	For	For
1.9	Elect Director Frances M. Vallejo	Mgmt	For	Refer	For
1.10	Elect Director Marcus A. Watts	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Coca-Cola Company

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

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

Primary Security ID: 191216100

The Coca-Cola Company

Shares Voted: 28,160

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

Corning Incorporated

Meeting Date: 05/01/2025Country: USATicker: GLW

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

Primary Security ID: 219350105

Corning Incorporated

Shares Voted: 5,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
1b	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert F. Cummings, Jr.	Mgmt	For	For	For
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1f	Elect Director Thomas D. French	Mgmt	For	For	For
1g	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1h	Elect Director Kevin J. Martin	Mgmt	For	For	For
1i	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Eastman Chemical Company

Meeting Date: 05/01/2025Country: USATicker: EMN

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: 277432100

Shares Voted: 790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1.2	Elect Director Brett D. Begemann	Mgmt	For	For	For
1.3	Elect Director Eric L. Butler	Mgmt	For	For	For
1.4	Elect Director Mark J. Costa	Mgmt	For	For	For
1.5	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1.6	Elect Director Julie F. Holder	Mgmt	For	Refer	Against
1.7	Elect Director Renee J. Hornbaker	Mgmt	For	For	For
1.8	Elect Director Kim Ann Mink	Mgmt	For	For	For

Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director James J. O'Brien	Mgmt	For	For	For
1.10	Elect Director Donald W. Slager	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Kimberly-Clark Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: KMB

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 2,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	For	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	For	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	For	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
1.11	Elect Director Joseph Romanelli	Mgmt	For	For	For
1.12	Elect Director Dunia A. Shive	Mgmt	For	For	For
1.13	Elect Director Mark T. Smucker	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Illinois Tool Works Inc.

Meeting Date: 05/02/2025

Record Date: 03/03/2025

Primary Security ID: 452308109

Country: USA

Meeting Type: Annual

Ticker: ITW

Shares Voted: 2,031

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

Aflac Incorporated

Meeting Date: 05/05/2025

Record Date: 02/25/2025

Primary Security ID: 001055102

Country: USA

Meeting Type: Annual

Ticker: AFL

Shares Voted: 3,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For

Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael A. Forrester	Mgmt	For	For	For
1f	Elect Director Thomas J. Kenny	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1i	Elect Director Nobuchika Mori	Mgmt	For	For	For
1j	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
1k	Elect Director Katherine T. Rohrer	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Ally Financial Inc.

Meeting Date: 05/06/2025

Record Date: 03/13/2025

Primary Security ID: 02005N100

Country: USA

Meeting Type: Annual

Ticker: ALLY

Shares Voted: 1,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Franklin W. Hobbs	Mgmt	For	For	For
1b	Elect Director William H. Cary	Mgmt	For	For	For
1c	Elect Director Mayree C. Clark	Mgmt	For	For	For
1d	Elect Director Kim S. Fennebresque	Mgmt	For	For	For
1e	Elect Director Thomas P. Gibbons	Mgmt	For	For	For
1f	Elect Director Michelle J. Goldberg	Mgmt	For	For	For
1g	Elect Director Marjorie Magner	Mgmt	For	For	For
1h	Elect Director David Reilly	Mgmt	For	For	For
1i	Elect Director Michael G. Rhodes	Mgmt	For	For	For
1j	Elect Director Brian H. Sharples	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Ally Financial Inc.

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

CF Industries Holdings, Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: CF
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: 125269100		

Shares Voted: 1,220					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	For	For	For
1b	Elect Director Robert C. Arzbaecher	Mgmt	For	For	For
1c	Elect Director Christopher D. Bohn	Mgmt	For	For	For
1d	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1e	Elect Director John W. Eaves	Mgmt	For	Refer	For
1f	Elect Director Susan A. Ellerbusch	Mgmt	For	For	For
1g	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1h	Elect Director Jesus Madrazo Yris	Mgmt	For	For	For
1i	Elect Director Anne P. Noonan	Mgmt	For	For	For
1j	Elect Director Michael J. Toelle	Mgmt	For	For	For
1k	Elect Director Theresa E. Wagler	Mgmt	For	For	For
1l	Elect Director Celso L. White	Mgmt	For	For	For
1m	Elect Director W. Anthony Will	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Evergy, Inc.

Meeting Date: 05/06/2025	Country: USA	Ticker: EVRG
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: 30034W106		

Shares Voted: 1,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Campbell	Mgmt	For	For	For
1b	Elect Director B. Anthony Isaac	Mgmt	For	For	For
1c	Elect Director Paul M. Keglevic	Mgmt	For	For	For
1d	Elect Director Mary L. Landrieu	Mgmt	For	For	For
1e	Elect Director Sandra A.J. Lawrence	Mgmt	For	For	For
1f	Elect Director Ann D. Murtlow	Mgmt	For	For	For
1g	Elect Director Dean A. Newton	Mgmt	For	For	For
1h	Elect Director Sandra J. Price	Mgmt	For	Refer	For
1i	Elect Director Jonathan D. Rolph	Mgmt	For	For	For
1j	Elect Director James Scarola	Mgmt	For	For	For
1k	Elect Director Neal A. Sharma	Mgmt	For	For	For
1l	Elect Director C. John Wilder	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Omnicom Group Inc.

Meeting Date: 05/06/2025Country: USATicker: OMC

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: 681919106

Shares Voted: 1,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Wren	Mgmt	For	For	For
1b	Elect Director Mary C. Choksi	Mgmt	For	For	For
1c	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1d	Elect Director Mark D. Gerstein	Mgmt	For	For	For
1e	Elect Director Ronnie S. Hawkins	Mgmt	For	For	For

Omnicom Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1g	Elect Director Gracia C. Martore	Mgmt	For	Refer	For
1h	Elect Director Patricia Salas Pineda	Mgmt	For	For	For
1i	Elect Director Linda Johnson Rice	Mgmt	For	For	For
1j	Elect Director Cassandra Santos	Mgmt	For	For	For
1k	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

The Hershey Company

Meeting Date: 05/06/2025

Record Date: 03/07/2025

Primary Security ID: 427866108

Country: USA

Meeting Type: Annual

Ticker: HSY

Shares Voted: 1,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele G. Buck	Mgmt	For	For	For
1b	Elect Director Timothy W. Curoe	Mgmt	For	For	For
1c	Elect Director Mary Kay Haben	Mgmt	For	For	For
1d	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1e	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1f	Elect Director Barry J. Nalebuff	Mgmt	For	For	For
1g	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1h	Elect Director Juan R. Perez	Mgmt	For	Refer	For
1i	Elect Director Marie Quintero-Johnson	Mgmt	For	For	For
1j	Elect Director Cordel Robbin-Coker	Mgmt	For	For	For
1k	Elect Director Harold Singleton, III	Mgmt	For	For	For

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	Mgmt	For	For	For

Essential Utilities, Inc.

Meeting Date: 05/07/2025	Country: USA	Ticker: WTRG
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 29670G102		

Shares Voted: 1,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	Mgmt	For	Refer	For
1.2	Elect Director Christopher L. Bruner	Mgmt	For	For	For
1.3	Elect Director David A. Ciesinski	Mgmt	For	For	For
1.4	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1.5	Elect Director Daniel J. Hilferty	Mgmt	For	For	For
1.6	Elect Director W. Bryan Lewis	Mgmt	For	For	For
1.7	Elect Director Tamara L. Linde	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

General Dynamics Corporation

Meeting Date: 05/07/2025	Country: USA	Ticker: GD
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 369550108		

Shares Voted: 1,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Clarke	Mgmt	For	For	For

General Dynamics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	For
1c	Elect Director Cecil D. Haney	Mgmt	For	For	For
1d	Elect Director Charles W. Hooper	Mgmt	For	For	For
1e	Elect Director Mark M. Malcolm	Mgmt	For	For	For
1f	Elect Director James N. Mattis	Mgmt	For	For	For
1g	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1h	Elect Director C. Howard Nye	Mgmt	For	For	For
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For
1k	Elect Director Robert K. Steel	Mgmt	For	For	For
1l	Elect Director John G. Stratton	Mgmt	For	For	For
1m	Elect Director Peter A. Wall	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Human Rights Impact Assessment	SH	Against	Against	Against

LKQ Corporation

Meeting Date: 05/07/2025

Country: USA

Ticker: LKQ

Record Date: 03/11/2025

Meeting Type: Annual

Primary Security ID: 501889208

Shares Voted: 1,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	For	For
1b	Elect Director Andrew C. Clarke	Mgmt	For	For	For
1c	Elect Director Meg A. Divitto	Mgmt	For	For	For
1d	Elect Director Sue Gove	Mgmt	For	For	For
1e	Elect Director Justin L. Jude	Mgmt	For	For	For
1f	Elect Director John W. Mendel	Mgmt	For	Refer	Against
1g	Elect Director James S. Metcalf	Mgmt	For	For	For
1h	Elect Director Jody G. Miller	Mgmt	For	Refer	Against

LKQ Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Michael S. Powell	Mgmt	For	For	For
1j	Elect Director Guhan Subramanian	Mgmt	For	For	For
1k	Elect Director Xavier Urbain	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	None	For	For

Packaging Corporation of America

Meeting Date: 05/07/2025Country: USATicker: PKG

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: 695156109

Shares Voted: 610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	Against	Against
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Karen E. Gowland	Mgmt	For	For	For
1.4	Elect Director Donna A. Harman	Mgmt	For	For	For
1.5	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
1.6	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.7	Elect Director Samuel M. Mencoff	Mgmt	For	Against	Against
1.8	Elect Director Roger B. Porter	Mgmt	For	Against	Against
1.9	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.10	Elect Director Paul T. Stecko	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PepsiCo, Inc.

Meeting Date: 05/07/2025

Record Date: 02/27/2025

Primary Security ID: 713448108

Country: USA

Meeting Type: Annual

Ticker: PEP

Shares Voted: 9,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against	Against
5	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Against	Against
7	Report on Plastic Packaging	SH	Against	Against	Against

Philip Morris International Inc.

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 718172109

Country: USA

Meeting Type: Annual

Ticker: PM

Philip Morris International Inc.

Shares Voted: 10,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bonin Bough	Mgmt	For	For	For
1b	Elect Director Andre Calantzopoulos	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Werner Geissler	Mgmt	For	For	For
1e	Elect Director Victoria Harker	Mgmt	For	For	For
1f	Elect Director Lisa A. Hook	Mgmt	For	For	For
1g	Elect Director Kalpana Morparia	Mgmt	For	Refer	Against
1h	Elect Director Jacek Olczak	Mgmt	For	For	For
1i	Elect Director Robert B. Polet	Mgmt	For	For	For
1j	Elect Director Dessi Temperley	Mgmt	For	For	For
1k	Elect Director Shlomo Yanai	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For

Ameren Corporation

Meeting Date: 05/08/2025Country: USATicker: AEE

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: 023608102

Shares Voted: 1,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For
1b	Elect Director Catherine S. Brune	Mgmt	For	Refer	For
1c	Elect Director Ward H. Dickson	Mgmt	For	For	For
1d	Elect Director Noelle K. Eder *Withdrawn Resolution*	Mgmt			
1e	Elect Director Ellen M. Fitzsimmons	Mgmt	For	For	For
1f	Elect Director Rafael Flores	Mgmt	For	For	For
1g	Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt			

Ameren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard J. Harshman	Mgmt	For	For	For
1i	Elect Director Craig S. Ivey	Mgmt	For	For	For
1j	Elect Director Steven H. Lipstein	Mgmt	For	For	For
1k	Elect Director Martin J. Lyons, Jr.	Mgmt	For	For	For
1l	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1m	Elect Director Steven O. Vondran	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Disclose GHG Emissions Reductions Targets	SH	Against	Against	Against

Archer-Daniels-Midland Company

Meeting Date: 05/08/2025

Country: USA

Ticker: ADM

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 039483102

Shares Voted: 3,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
1b	Elect Director Theodore Colbert, III	Mgmt	For	For	For
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
1h	Elect Director David R. McAtee, II	Mgmt	For	For	For
1i	Elect Director Patrick J. Moore	Mgmt	For	For	For
1j	Elect Director Debra A. Sandler	Mgmt	For	For	For
1k	Elect Director Lei Z. Schlitz	Mgmt	For	For	For

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kelvin R. Westbrook	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/08/2025Country: USATicker: CHRW

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 12541W209

Shares Voted: 835					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Bozeman	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1d	Elect Director Mark A. Goodburn	Mgmt	For	For	For
1e	Elect Director Mary J. Steele Guilfoile	Mgmt	For	Refer	For
1f	Elect Director Jodee A. Kozlak	Mgmt	For	For	For
1g	Elect Director Michael H. McGarry	Mgmt	For	For	For
1h	Elect Director Paige K. Robbins	Mgmt	For	For	For
1i	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1j	Elect Director Henry W. "Jay" Winship	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Capital One Financial Corporation

Meeting Date: 05/08/2025

Record Date: 03/12/2025

Primary Security ID: 14040H105

Country: USA

Meeting Type: Annual

Ticker: COF

Shares Voted: 2,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	For	For
1b	Elect Director Ime Archibong	Mgmt	For	For	For
1c	Elect Director Christine Detrick	Mgmt	For	For	For
1d	Elect Director Ann Fritz Hackett	Mgmt	For	For	For
1e	Elect Director Suni P. Harford	Mgmt	For	For	For
1f	Elect Director Peter Thomas Killalea	Mgmt	For	For	For
1g	Elect Director Cornelis ("Eli") Leenaars	Mgmt	For	For	For
1h	Elect Director François Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Peter E. Raskind	Mgmt	For	For	For
1j	Elect Director Eileen Serra	Mgmt	For	For	For
1k	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

CME Group Inc.

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 12572Q105

Country: USA

Meeting Type: Annual

Ticker: CME

Shares Voted: 2,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1i	Elect Director Phyllis M. Lockett	Mgmt	For	Refer	For
1j	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1k	Elect Director Rahael Seifu	Mgmt	For	For	For
1l	Elect Director William R. Shepard	Mgmt	For	For	For
1m	Elect Director Howard J. Siegel	Mgmt	For	For	For
1n	Elect Director Dennis A. Suskind	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

DTE Energy Company

Meeting Date: 05/08/2025Country: USATicker: DTE

Record Date: 03/11/2025Meeting Type: Annual

Primary Security ID: 233331107

Shares Voted: 1,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1.2	Elect Director David A. Brandon	Mgmt	For	Refer	For
1.3	Elect Director Deborah L. Byers	Mgmt	For	For	For
1.4	Elect Director Charles G. McClure, Jr.	Mgmt	For	For	For
1.5	Elect Director Gail J. McGovern	Mgmt	For	For	For
1.6	Elect Director Mark A. Murray	Mgmt	For	For	For
1.7	Elect Director Gerardo Norcia	Mgmt	For	For	For
1.8	Elect Director Cassandra Santos	Mgmt	For	For	For

DTE Energy Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Robert C. Skaggs, Jr.	Mgmt	For	For	For
1.10	Elect Director David A. Thomas	Mgmt	For	For	For
1.11	Elect Director Gary H. Torgow	Mgmt	For	For	For
1.12	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

Norfolk Southern Corporation

Meeting Date: 05/08/2025Country: USATicker: NSC

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

Primary Security ID: 655844108

Shares Voted: 1,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For
1b	Elect Director William Clyburn, Jr.	Mgmt	For	For	For
1c	Elect Director Philip S. Davidson	Mgmt	For	For	For
1d	Elect Director Francesca A. DeBiase	Mgmt	For	For	For
1e	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1f	Elect Director Sameh Fahmy	Mgmt	For	For	For
1g	Elect Director Mark R. George	Mgmt	For	For	For
1h	Elect Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	For	For
1i	Elect Director John C. Huffard, Jr.	Mgmt	For	For	For
1j	Elect Director Christopher T. Jones	Mgmt	For	For	For
1k	Elect Director Gilbert H. Lamphere	Mgmt	For	For	For
1l	Elect Director Claude Mongeau	Mgmt	For	For	For

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

T. Rowe Price Group, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: TROW

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 74144T108

Shares Voted: 1,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	For	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
1c	Elect Director William P. Donnelly	Mgmt	For	For	For
1d	Elect Director Dina Dublon	Mgmt	For	For	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1f	Elect Director Eileen P. Rominger	Mgmt	For	For	For
1g	Elect Director Robert W. Sharps	Mgmt	For	For	For
1h	Elect Director Cynthia F. Smith	Mgmt	For	For	For
1i	Elect Director Robert J. Stevens	Mgmt	For	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
1k	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

The Kraft Heinz Company

Meeting Date: 05/08/2025

Country: USA

Ticker: KHC

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 500754106

The Kraft Heinz Company

Shares Voted: 6,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	For	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	For	For
1e	Elect Director Diane Gherson	Mgmt	For	For	For
1f	Elect Director Timothy Kenesey	Mgmt	For	For	For
1g	Elect Director Alicia Knapp	Mgmt	For	For	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	For	For
1i	Elect Director James Park	Mgmt	For	For	For
1j	Elect Director Miguel Patricio	Mgmt	For	For	For
1k	Elect Director John C. Pope	Mgmt	For	For	For
1l	Elect Director Debby Soo	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Recyclability Claims	SH	Against	Against	Against
5	Report on Plastic Packaging	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against

Union Pacific Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: UNP

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 4,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Dillon	Mgmt	For	For	For
1b	Elect Director Sheri H. Edison	Mgmt	For	For	For
1c	Elect Director Teresa M. Finley	Mgmt	For	For	For
1d	Elect Director Deborah C. Hopkins	Mgmt	For	For	For

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jane H. Lute	Mgmt	For	For	For
1f	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1g	Elect Director Doyle R. Simons	Mgmt	For	For	For
1h	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1i	Elect Director V. James Vena	Mgmt	For	For	For
1j	Elect Director John P. Wiehoff	Mgmt	For	For	For
1k	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

United Parcel Service, Inc.

Meeting Date: 05/08/2025Country: USATicker: UPS

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: 911312106

Shares Voted: 5,058					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney Adkins	Mgmt	For	For	For
1b	Elect Director Eva Boratto	Mgmt	For	For	For
1c	Elect Director Kevin Clark	Mgmt	For	For	For
1d	Elect Director Wayne Hewett	Mgmt	For	For	For
1e	Elect Director Angela Hwang	Mgmt	For	For	For
1f	Elect Director Kate Johnson	Mgmt	For	For	For
1g	Elect Director William Johnson	Mgmt	For	Refer	For
1h	Elect Director Franck Moison	Mgmt	For	For	For
1i	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1j	Elect Director Russell Stokes	Mgmt	For	For	For
1k	Elect Director Carol B. Tome	Mgmt	For	For	For
1l	Elect Director Kevin M. Warsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

WEC Energy Group, Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: WEC
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: 92939U106		

Shares Voted: 2,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warner L. Baxter	Mgmt	For	For	For
1.2	Elect Director Ave M. Bie	Mgmt	For	For	For
1.3	Elect Director Danny L. Cunningham	Mgmt	For	For	For
1.4	Elect Director William M. Farrow, III	Mgmt	For	For	For
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	For	For
1.6	Elect Director Maria C. Green	Mgmt	For	For	For
1.7	Elect Director Gale E. Klappa	Mgmt	For	For	For
1.8	Elect Director Thomas K. Lane	Mgmt	For	For	For
1.9	Elect Director John D. Lange	Mgmt	For	For	For
1.10	Elect Director Scott J. Lauber	Mgmt	For	For	For
1.11	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1.12	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
1.13	Elect Director Glen E. Tellock	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Articles of Incorporation	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	Refer	For

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Simple Majority Vote	SH	Against	Refer	Against

AbbVie Inc.

Meeting Date: 05/09/2025	Country: USA	Ticker: ABBV
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 00287Y109		

Shares Voted: 12,239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	Mgmt	For	For	For
1b	Elect Director Thomas C. Freyman	Mgmt	For	Refer	For
1c	Elect Director Brett J. Hart	Mgmt	For	For	For
1d	Elect Director Edward J. Rapp	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Adopt Simple Majority Vote	SH	Against	Refer	Against

Colgate-Palmolive Company

Meeting Date: 05/09/2025	Country: USA	Ticker: CL
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 194162103		

Shares Voted: 5,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steven A. Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	Refer	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Brian O. Newman	Mgmt	For	For	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1j	Elect Director Noel Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Revisit Plastic Packaging Policies	SH	Against	Against	Against

Lockheed Martin Corporation

Meeting Date: 05/09/2025	Country: USA	Ticker: LMT
Record Date: 02/28/2025	Meeting Type: Annual	
Primary Security ID: 539830109		

Shares Voted: 1,468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John C. Aquilino	Mgmt	For	For	For
1.2	Elect Director David B. Burritt	Mgmt	For	For	For
1.3	Elect Director John M. Donovan	Mgmt	For	For	For
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
1.5	Elect Director Thomas J. Falk	Mgmt	For	Refer	For
1.6	Elect Director Vicki A. Hollub	Mgmt	For	For	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.8	Elect Director James D. Taiclet	Mgmt	For	For	For
1.9	Elect Director Heather A. Wilson	Mgmt	For	For	For
1.10	Elect Director Patricia E. Yarrington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Report on Alignment of Political Activities with Company's Human Rights Policy	SH	Against	Against	Against
6	Report on Risks of DEI Requirements in Hiring and Recruitment *Withdrawn Resolution*	SH			

Masco Corporation

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 574599106

Country: USA

Meeting Type: Annual

Ticker: MAS

Shares Voted: 1,475					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathon J. Nudi	Mgmt	For	For	For
1b	Elect Director Lisa A. Payne	Mgmt	For	For	For
1c	Elect Director Sandeep Reddy	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Amend the Business Combination Provisions	Mgmt	For	For	For
6	Declassify the Board of Directors	Mgmt	For	For	For

Royalty Pharma Plc

Meeting Date: 05/12/2025

Record Date: 04/09/2025

Primary Security ID: G7709Q104

Country: United Kingdom

Meeting Type: Annual/Special

Ticker: RPRX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adjourn Meeting	Mgmt	For	Against	Against
2	Approve Acquisition	Mgmt	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Authorize Share Repurchase Program	Mgmt	For	For	For
6a	Elect Director Pablo Legorreta	Mgmt	For	For	For
6b	Elect Director Henry Fernandez	Mgmt	For	Refer	For
6c	Elect Director Bonnie Bassler	Mgmt	For	For	For
6d	Elect Director Vlad Coric	Mgmt	For	For	For
6e	Elect Director Errol De Souza	Mgmt	For	For	For
6f	Elect Director Catherine Engelbert	Mgmt	For	For	For
6g	Elect Director David Hodgson	Mgmt	For	For	For
6h	Elect Director Ted Love	Mgmt	For	For	For
6i	Elect Director Gregory Norden	Mgmt	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
8	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Ratify Ernst & Young as U.K. Statutory Auditors	Mgmt	For	For	For
13	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorize Issue of Equity	Mgmt	For	For	For
15	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

3M Company

Meeting Date: 05/13/2025

Record Date: 03/18/2025

Primary Security ID: 88579Y101

Country: USA

Meeting Type: Annual

Ticker: MMM

Shares Voted: 3,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Bozeman	Mgmt	For	For	For
1b	Elect Director Thomas (Tony) K. Brown	Mgmt	For	For	For
1c	Elect Director William M. Brown	Mgmt	For	For	For
1d	Elect Director Audrey Choi	Mgmt	For	For	For
1e	Elect Director Anne H. Chow	Mgmt	For	Refer	For
1f	Elect Director David B. Dillon	Mgmt	For	For	For
1g	Elect Director James R. Fitterling	Mgmt	For	For	For
1h	Elect Director Suzan Kereere	Mgmt	For	For	For
1i	Elect Director Gregory R. Page	Mgmt	For	For	For
1j	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1k	Elect Director Thomas W. Sweet	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 05/13/2025Country: USATicker: COP

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 20825C104

Shares Voted: 8,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Nelda J. Connors	Mgmt	For	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For	For

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1i	Elect Director Arjun N. Murti	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	Refer	For
1k	Elect Director David T. Seaton	Mgmt	For	For	For
1l	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Remove All GHG Emissions Reduction Targets	SH	Against	Against	Against

Cummins Inc.

Meeting Date: 05/13/2025

Record Date: 03/14/2025

Primary Security ID: 231021106

Country: USA

Meeting Type: Annual

Ticker: CMI

Shares Voted: 951					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For
2	Elect Director Gary L. Belske	Mgmt	For	For	For
3	Elect Director Robert J. Bernhard	Mgmt	For	For	For
4	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For	For
5	Elect Director Daniel W. Fisher	Mgmt	For	For	For
6	Elect Director Carla A. Harris	Mgmt	For	For	For
7	Elect Director Thomas J. Lynch	Mgmt	For	For	For
8	Elect Director William I. Miller	Mgmt	For	For	For
9	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
10	Elect Director Karen H. Quintos	Mgmt	For	For	For
11	Elect Director John H. Stone	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Require Independent Board Chair	SH	Against	Against	Against

Sempra

Meeting Date: 05/13/2025Country: USATicker: SRE

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: 816851109

Shares Voted: 4,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrés Conesa	Mgmt	For	Refer	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1d	Elect Director Richard J. Mark	Mgmt	For	For	For
1e	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1f	Elect Director Michael N. Mears	Mgmt	For	For	For
1g	Elect Director Kevin C. Sagara	Mgmt	For	For	For
1h	Elect Director Jack T. Taylor	Mgmt	For	For	For
1i	Elect Director Cynthia J. (CJ) Warner	Mgmt	For	For	For
1j	Elect Director Anya Weaving	Mgmt	For	For	For
1k	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Everest Group, Ltd.

Meeting Date: 05/14/2025Country: BermudaTicker: EG

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: G3223R108

Shares Voted: 297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	Refer	For

Everest Group, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director William F. Galtney Jr.	Mgmt	For	For	For
1.3	Elect Director John A. Graf	Mgmt	For	For	For
1.4	Elect Director Meryl Hartzband	Mgmt	For	For	For
1.5	Elect Director John Howard	Mgmt	For	For	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	For	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	For	For
1.8	Elect Director Roger M. Singer	Mgmt	For	For	For
1.9	Elect Director Jim Williamson	Mgmt	For	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Bye-Laws	Mgmt	For	For	For

Molson Coors Beverage Company

Meeting Date: 05/14/2025Country: USATicker: TAP

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 60871R209

Shares Voted: 1,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christian "Chris" P. Cocks	Mgmt	For	For	For
1.2	Elect Director Roger G. Eaton	Mgmt	For	Refer	Withhold
1.3	Elect Director Charles M. Herington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Skyworks Solutions, Inc.

Meeting Date: 05/14/2025Country: USATicker: SWKS

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: 83088M102

Shares Voted: 1,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christine King	Mgmt	For	For	For
1b	Elect Director Alan S. Batey	Mgmt	For	For	For
1c	Elect Director Kevin L. Beebe	Mgmt	For	For	For
1d	Elect Director Philip G. Brace	Mgmt	For	For	For
1e	Elect Director Eric J. Guerin	Mgmt	For	For	For
1f	Elect Director Suzanne E. McBride	Mgmt	For	For	For
1g	Elect Director David P. McGlade	Mgmt	For	For	For
1h	Elect Director Robert A. Schriesheim	Mgmt	For	For	For
1i	Elect Director Maryann Turcke	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For
5	Disclose All Material Scope 3 GHG Emissions	SH	Against	Against	For

State Street Corporation

Meeting Date: 05/14/2025Country: USATicker: STT

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: 857477103

Shares Voted: 2,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marie A. Chandoha	Mgmt	For	For	For
1b	Elect Director DonnaLee A. DeMaio	Mgmt	For	For	For
1c	Elect Director Amelia C. Fawcett	Mgmt	For	For	For
1d	Elect Director William C. Freda	Mgmt	For	For	For
1e	Elect Director Patricia M. Halliday	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For

State Street Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean P. O'Sullivan	Mgmt	For	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Report on "Just Transition"	SH	Against	Against	Against

Altria Group, Inc.

Meeting Date: 05/15/2025Country: USATicker: MO

Record Date: 03/25/2025Meeting Type: Annual

Primary Security ID: 02209S103

Shares Voted: 11,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For
1g	Elect Director George Munoz	Mgmt	For	For	For
1h	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1i	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1j	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1k	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Altria Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/15/2025

Record Date: 03/24/2025

Primary Security ID: 09290D101

Country: USA

Meeting Type: Annual

Ticker: BLK

Shares Voted: 1,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For	For
1c	Elect Director Gregory J. Fleming	Mgmt	For	For	For
1d	Elect Director William E. Ford	Mgmt	For	For	For
1e	Elect Director Fabrizio Freda	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1h	Elect Director Robert S. Kapito	Mgmt	For	For	For
1i	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1j	Elect Director Kathleen Murphy	Mgmt	For	For	For
1k	Elect Director Amin H. Nasser	Mgmt	For	For	For
1l	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1m	Elect Director Adebayo O. Ogunlesi	Mgmt	For	For	For
1n	Elect Director Kristin C. Peck	Mgmt	For	For	For
1o	Elect Director Charles H. Robbins	Mgmt	For	For	For
1p	Elect Director Hans E. Vestberg	Mgmt	For	For	For
1q	Elect Director Susan L. Wagner	Mgmt	For	For	For
1r	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Stakeholder Capitalism	SH	Against	Against	Against
5	Require More Director Nominations Than Open Seats	SH	Against	Against	Against

Bunge Global SA

Meeting Date: 05/15/2025Country: SwitzerlandTicker: BG

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: H11356104

Shares Voted: 1,034					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Dividends of USD 2.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Carol Browner	Mgmt	For	For	For
5c	Elect Director Gregory Heckman	Mgmt	For	For	For
5d	Elect Director Linda Jojo	Mgmt	For	For	For
5e	Elect Director Monica McGurk	Mgmt	For	For	For
5f	Elect Director Kenneth Simril	Mgmt	For	For	For
5g	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5h	Elect Director Mark Zenuk	Mgmt	For	Refer	For
5i	Elect Director Adrian Isman	Mgmt	For	For	For
5j	Elect Director Anne Jensen	Mgmt	For	For	For
5k	Elect Director Christopher Mahoney	Mgmt	For	For	For
5l	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7a	Reelect Monica McGurk as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Markus Walt as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7d	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9a	Approve Remuneration of Directors in the Amount of USD 5.4 million	Mgmt	For	For	For
9b	Approve Remuneration of Executive Committee in the Amount of USD 38.9 million for Fiscal Year 2026	Mgmt	For	For	For
9c	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Non-Financial Report	Mgmt	For	For	For
11	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
12	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

CVS Health Corporation

Meeting Date: 05/15/2025

Record Date: 03/17/2025

Primary Security ID: 126650100

Country: USA

Meeting Type: Annual

Ticker: CVS

Shares Voted: 8,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
1b	Elect Director Jeffrey R. Balser	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Roger N. Farah	Mgmt	For	For	For
1f	Elect Director Anne M. Finucane	Mgmt	For	For	For
1g	Elect Director J. David Joyner	Mgmt	For	For	For
1h	Elect Director J. Scott Kirby	Mgmt	For	For	For
1i	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1j	Elect Director Leslie V. Norwalk	Mgmt	For	For	For
1k	Elect Director Larry M. Robbins	Mgmt	For	For	For
1l	Elect Director Guy P. Sansone	Mgmt	For	For	For
1m	Elect Director Douglas H. Shulman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	Against	Against

Kinder Morgan, Inc.

Meeting Date: 05/15/2025	Country: USA	Ticker: KMI
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 49456B101		

Shares Voted: 13,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
1.2	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	Refer	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Steven J. Kean	Mgmt	For	For	For
1.7	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.8	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director C. Park Shaper	Mgmt	For	Refer	Against
1.10	Elect Director William A. Smith	Mgmt	For	For	For
1.11	Elect Director Robert F. Vagt	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Quest Diagnostics Incorporated

Meeting Date: 05/15/2025Country: USATicker: DGX

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: 74834L100

Shares Voted: 762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert B. Carter	Mgmt	For	For	For
1.2	Elect Director James E. Davis	Mgmt	For	For	For
1.3	Elect Director Luis A. Diaz, Jr.	Mgmt	For	For	For
1.4	Elect Director Tracey C. Doi	Mgmt	For	For	For
1.5	Elect Director Vicky B. Gregg	Mgmt	For	For	For
1.6	Elect Director Wright L. Lassiter, III	Mgmt	For	For	For
1.7	Elect Director Timothy L. Main	Mgmt	For	For	For
1.8	Elect Director Denise M. Morrison	Mgmt	For	For	For
1.9	Elect Director Gary M. Pfeiffer	Mgmt	For	For	For
1.10	Elect Director Timothy M. Ring	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Tractor Supply Company

Meeting Date: 05/15/2025Country: USATicker: TSCO

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 892356106

Tractor Supply Company

Shares Voted: 3,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	For	For	For
1.2	Elect Director Ricardo ("Rick") Cardenas	Mgmt	For	For	For
1.3	Elect Director Meg Ham	Mgmt	For	For	For
1.4	Elect Director André Hawaux	Mgmt	For	For	For
1.5	Elect Director Denise L. Jackson	Mgmt	For	For	For
1.6	Elect Director Ramkumar Krishnan	Mgmt	For	For	For
1.7	Elect Director Edna K. Morris	Mgmt	For	For	For
1.8	Elect Director Mark J. Weikel	Mgmt	For	Refer	Against
1.9	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers and Make Certain Conforming Changes	Mgmt	For	For	For

Yum! Brands, Inc.

Meeting Date: 05/15/2025Country: USATicker: YUM

Record Date: 03/19/2025Meeting Type: Annual

Primary Security ID: 988498101

Shares Voted: 1,919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For	For
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For	For

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David W. Gibbs	Mgmt	For	For	For
1i	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
6	Report on Risks Related to Religious Discrimination Against Employees	SH	Against	Against	Against
7	Commission a Third Party Audit on Working Conditions	SH	Against	Against	For

Alliant Energy Corporation

Meeting Date: 05/16/2025

Country: USA

Ticker: LNT

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 018802108

Shares Voted: 1,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director N. Joy Falotico	Mgmt	For	For	For
1b	Elect Director Thomas F. O'Toole	Mgmt	For	Refer	Against
1c	Elect Director Christie Raymond	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Disclose Third Party Assessment of GHG Emissions Alignment with Paris Agreement Goals	SH	Against	Against	Against

Consolidated Edison, Inc.

Meeting Date: 05/19/2025

Record Date: 03/24/2025

Primary Security ID: 209115104

Country: USA

Meeting Type: Annual

Ticker: ED

Shares Voted: 2,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Cawley	Mgmt	For	For	For
1b	Elect Director John F. Killian	Mgmt	For	For	For
1c	Elect Director Karol V. Mason	Mgmt	For	For	For
1d	Elect Director Dwight A. McBride	Mgmt	For	For	For
1e	Elect Director William J. Mulrow	Mgmt	For	For	For
1f	Elect Director Michael W. Ranger	Mgmt	For	Refer	For
1g	Elect Director Linda S. Sanford	Mgmt	For	For	For
1h	Elect Director Deirdre Stanley	Mgmt	For	For	For
1i	Elect Director L. Frederick Sutherland	Mgmt	For	For	For
1j	Elect Director Catherine Zoi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Honeywell International Inc.

Meeting Date: 05/20/2025

Record Date: 04/01/2025

Primary Security ID: 438516106

Country: USA

Meeting Type: Annual

Ticker: HON

Shares Voted: 4,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Duncan B. Angove	Mgmt	For	For	For
1b	Elect Director William S. Ayer	Mgmt	For	For	For
1c	Elect Director Kevin Burke	Mgmt	For	For	For
1d	Elect Director D. Scott Davis	Mgmt	For	For	For
1e	Elect Director Deborah Flint	Mgmt	For	For	For
1f	Elect Director Vimal Kapur	Mgmt	For	For	For

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael W. Lamach	Mgmt	For	For	For
1h	Elect Director Rose Lee	Mgmt	For	For	For
1i	Elect Director Grace Lieblein	Mgmt	For	For	For
1j	Elect Director Robin Watson	Mgmt	For	For	For
1k	Elect Director Stephen Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Liability Management Reorganization	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

McDonald's Corporation

Meeting Date: 05/20/2025

Country: USA

Ticker: MCD

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 580135101

Shares Voted: 4,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Jennifer Taubert	Mgmt	For	For	For
1i	Elect Director Paul Walsh	Mgmt	For	For	For
1j	Elect Director Amy Weaver	Mgmt	For	For	For
1k	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against
5	Disclose an Assessment of Current Climate Transition Plans	SH	Against	Against	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against	Against

Principal Financial Group, Inc.

Meeting Date: 05/20/2025Country: USATicker: PFG

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

Primary Security ID: 74251V102

Shares Voted: 1,671					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Blair C. Pickerell	Mgmt	For	Refer	For
1.2	Elect Director Clare S. Richer	Mgmt	For	For	For
1.3	Elect Director H. Elizabeth Mitchell	Mgmt	For	Refer	Against
1.4	Elect Director Deanna D. Strable-Soethout	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Assurant, Inc.

Meeting Date: 05/21/2025Country: USATicker: AIZ

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

Primary Security ID: 04621X108

Shares Voted: 359					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine D. Rosen	Mgmt	For	For	For
1b	Elect Director Rajiv Basu	Mgmt	For	For	For

Assurant, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director J. Braxton Carter	Mgmt	For	For	For
1d	Elect Director Keith W. Demmings	Mgmt	For	For	For
1e	Elect Director Harriet Edelman	Mgmt	For	For	For
1f	Elect Director Sari Granat	Mgmt	For	For	For
1g	Elect Director Debra J. Perry	Mgmt	For	For	For
1h	Elect Director Ognjen (Ogi) Redzic	Mgmt	For	For	For
1i	Elect Director Paul J. Reilly	Mgmt	For	For	For
1j	Elect Director Kevin M. Warren	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Implement Miscellaneous Changes	Mgmt	For	For	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

Halliburton Company

Meeting Date: 05/21/2025

Record Date: 03/24/2025

Primary Security ID: 406216101

Country: USA

Meeting Type: Annual

Ticker: HAL

Shares Voted: 6,128

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

Halliburton Company

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

Mondelez International, Inc.

Meeting Date: 05/21/2025Country: USATicker: MDLZ

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 9,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ertharin Cousin	Mgmt	For	For	For
1.2	Elect Director Cees 't Hart	Mgmt	For	For	For
1.3	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1.6	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1.7	Elect Director Paula A. Price	Mgmt	For	For	For
1.8	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1.9	Elect Director Michael A. Todman	Mgmt	For	Refer	For
1.10	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Commission Third Party Assessment of Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Against	Against
6	Report on Sustainable Packaging Policies for Flexible Plastics	SH	Against	Against	Against
7	Report on Climate Lobbying	SH	Against	Against	Against
8	Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas	SH	Against	Against	Against
9	Report on Recycled Content Claims of Plastic Packaging	SH	Against	Against	Against

ONEOK, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: OKE
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 682680103		

Shares Voted: 4,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	For	For	For
1.2	Elect Director Julie H. Edwards	Mgmt	For	For	For
1.3	Elect Director Lori A. Gobillot	Mgmt	For	For	For
1.4	Elect Director Mark W. Helderman	Mgmt	For	For	For
1.5	Elect Director Randall J. Larson	Mgmt	For	For	For
1.6	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.7	Elect Director Pierce H. Norton, II	Mgmt	For	For	For
1.8	Elect Director Eduardo A. Rodriguez	Mgmt	For	For	For
1.9	Elect Director Gerald D. Smith	Mgmt	For	For	For
1.10	Elect Director Wayne T. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 05/21/2025	Country: USA	Ticker: PSX
Record Date: 04/04/2025	Meeting Type: Proxy Contest	
Primary Security ID: 718546104		

Shares Voted: 2,991

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	For	Refer	For
1b	Elect Management Nominee Director John E. Lowe	Mgmt	For	Refer	For
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	For	Refer	For
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	For	Refer	For
1e	Elect Dissident Nominee Director Brian S. Coffman	SH	Withhold	Refer	Withhold
1f	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	Withhold	Refer	Withhold
1g	Elect Dissident Nominee Director Michael A. Heim	SH	Withhold	Refer	Withhold
1h	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	Withhold	Refer	Withhold
2	Declassify the Board of Directors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
6	Adopt Policy Requiring Annual Director Resignations	SH	Against	Refer	Against
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
	ELLIOTT NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Brian S. Coffman	SH	For	Refer	Do Not Vote
1b	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	For	Refer	Do Not Vote

Phillips 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Dissident Nominee Director Michael A. Heim	SH	For	Refer	Do Not Vote
1d	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	For	Refer	Do Not Vote
	COMPANY NOMINEES OPPOSED BY ELLIOTT	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	Withhold	Refer	Do Not Vote
1b	Elect Management Nominee Director John E. Lowe	Mgmt	Withhold	Refer	Do Not Vote
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	Withhold	Refer	Do Not Vote
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Withhold	Refer	Do Not Vote
2	Declassify the Board of Directors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	Refer	Do Not Vote
5	Ratify Ernst & Young LLP as Auditors	Mgmt	None	Refer	Do Not Vote
6	Adopt Policy Requiring Annual Director Resignations	SH	For	Refer	Do Not Vote

The Hartford Insurance Group, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: HIG

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 416515104

Shares Voted: 2,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	For	For	For
1b	Elect Director Carlos Dominguez	Mgmt	For	For	For
1c	Elect Director Trevor Fetter	Mgmt	For	For	For
1d	Elect Director Donna A. James	Mgmt	For	For	For
1e	Elect Director Annette Rippert	Mgmt	For	For	For
1f	Elect Director Teresa Wynn Roseborough	Mgmt	For	For	For
1g	Elect Director Virginia P. Ruesterholz	Mgmt	For	For	For

The Hartford Insurance Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Christopher J. Swift	Mgmt	For	For	For
1i	Elect Director Matthew E. Winter	Mgmt	For	For	For
1j	Elect Director Kathleen Winters	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

The Travelers Companies, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: TRV
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 89417E109		

Shares Voted: 1,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1c	Elect Director Clarence Otis, Jr.	Mgmt	For	Refer	For
1d	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1e	Elect Director Rafael Santana	Mgmt	For	For	For
1f	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1g	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1h	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1i	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1j	Elect Director David S. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Climate-Related Pricing and Coverage Decisions	SH	Against	Against	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Xcel Energy Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: XEL
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 98389B100		

Shares Voted: 3,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	For	For
1b	Elect Director Lynn Casey	Mgmt	For	For	For
1c	Elect Director Bob Frenzel	Mgmt	For	For	For
1d	Elect Director Netha Johnson	Mgmt	For	For	For
1e	Elect Director Patricia Kampling	Mgmt	For	For	For
1f	Elect Director George Kehl	Mgmt	For	For	For
1g	Elect Director Richard O'Brien	Mgmt	For	For	For
1h	Elect Director Charles Pardee	Mgmt	For	For	For
1i	Elect Director James Prokopanko	Mgmt	For	For	For
1j	Elect Director Devin Stockfish	Mgmt	For	For	For
1k	Elect Director Timothy Welsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Kenvue Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: KVUE
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 49177J102		

Shares Voted: 13,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Seemantini Godbole	Mgmt	For	For	For
1c	Elect Director Melanie L. Healey	Mgmt	For	Refer	Against
1d	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1e	Elect Director Betsy D. Holden	Mgmt	For	For	For
1f	Elect Director Erica L. Mann	Mgmt	For	For	For
1g	Elect Director Larry J. Merlo	Mgmt	For	For	For
1h	Elect Director Thibaut Mongon	Mgmt	For	For	For
1i	Elect Director Kathleen M. Pawlus	Mgmt	For	For	For
1j	Elect Director Kirk L. Perry	Mgmt	For	For	For
1k	Elect Director Vasant Prabhu	Mgmt	For	For	For
1l	Elect Director Jeffrey C. Smith	Mgmt	For	For	For
1m	Elect Director Michael E. Sneed	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Meeting Date: 05/22/2025Country: USATicker: HD

Record Date: 03/24/2025Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 6,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula A. Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
1l	Elect Director Asha Sharma	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Against	Against
6	Report on Efforts to Reduce Plastic Use	SH	Against	Against	Against

Verizon Communications Inc.

Meeting Date: 05/22/2025

Record Date: 03/24/2025

Primary Security ID: 92343V104

Country: USA

Meeting Type: Annual

Ticker: VZ

Shares Voted: 29,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Caroline Litchfield	Mgmt	For	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Hans Vestberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Climate Lobbying	SH	Against	Against	Against
5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	SH	Against	Against	Against
6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against

Amgen Inc.

Meeting Date: 05/23/2025	Country: USA	Ticker: AMGN
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 031162100		

Shares Voted: 3,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

LyondellBasell Industries N.V.

Meeting Date: 05/23/2025

Record Date: 04/25/2025

Primary Security ID: N53745100

Country: Netherlands

Meeting Type: Annual

Ticker: LYB

Shares Voted: 1,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	For	For
1d	Elect Director Anthony Chase	Mgmt	For	For	For
1e	Elect Director Robert Dudley	Mgmt	For	For	For
1f	Elect Director Claire Farley	Mgmt	For	For	For
1g	Elect Director Rita Griffin	Mgmt	For	For	For
1h	Elect Director Michael Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For	For
1j	Elect Director Bridget Karlin	Mgmt	For	For	For
1k	Elect Director Albert Manifold	Mgmt	For	For	For
1l	Elect Director Peter Vanacker	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Shares	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/27/2025

Record Date: 03/28/2025

Primary Security ID: 58933Y105

Country: USA

Meeting Type: Annual

Ticker: MRK

Shares Voted: 18,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	Refer	For
1f	Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	For	For	For
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1h	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1i	Elect Director Paul B. Rothman	Mgmt	For	For	For
1j	Elect Director Patricia F. Russo	Mgmt	For	For	For
1k	Elect Director Christine E. Seidman	Mgmt	For	For	For
1l	Elect Director Inge G. Thulin	Mgmt	For	For	For
1m	Elect Director Kathy J. Warden	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on a Human Rights Impact Assessment	SH	Against	Against	Against
5	Publish Tax Transparency Report	SH	Against	Against	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against	Against
7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against

Chevron Corporation

Meeting Date: 05/28/2025	Country: USA	Ticker: CVX
Record Date: 03/31/2025	Meeting Type: Annual	
Primary Security ID: 166764100		

Chevron Corporation

Shares Voted: 12,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Commission Third Party Assessment of Implementation of Human Rights Policy	SH	Against	Against	Against
6	Report on Risk of Reverse Stranded Assets of Investing in Renewables	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

Exxon Mobil Corporation

Meeting Date: 05/28/2025	Country: USA	Ticker: XOM
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: 30231G102		

Exxon Mobil Corporation

Shares Voted: 31,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For
1.3	Elect Director Maria S. Dreyfus	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Juniper Networks, Inc.

Meeting Date: 05/28/2025Country: USATicker: JNPR

Record Date: 04/01/2025Meeting Type: Annual

Primary Security ID: 48203R104

Shares Voted: 2,273

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DeSanto	Mgmt	For	Refer	For
1b	Elect Director Kevin DeNuccio	Mgmt	For	For	For
1c	Elect Director James Dolce	Mgmt	For	For	For
1d	Elect Director Steven Fernandez	Mgmt	For	For	For
1e	Elect Director Christine Gorjanc	Mgmt	For	For	For
1f	Elect Director Janet Haugen	Mgmt	For	For	For

Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Scott Kriens	Mgmt	For	For	For
1h	Elect Director Rahul Merchant	Mgmt	For	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For	For
1j	Elect Director William R. Stensrud	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require More Director Nominations Than Open Seats	SH	Against	Against	Against

The Allstate Corporation

Meeting Date: 05/29/2025

Record Date: 03/31/2025

Primary Security ID: 020002101

Country: USA

Meeting Type: Annual

Ticker: ALL

Shares Voted: 1,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
1f	Elect Director Maria R. Morris	Mgmt	For	For	For
1g	Elect Director Jacques P. Perold	Mgmt	For	For	For
1h	Elect Director Andrea Redmond	Mgmt	For	Refer	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
1l	Elect Director Monica J. Turner	Mgmt	For	For	For
1m	Elect Director Thomas J. Wilson	Mgmt	For	For	For

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Lowe's Companies, Inc.

Meeting Date: 05/30/2025

Country: USA

Ticker: LOW

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 3,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.6	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.7	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.10	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Watsco, Inc.

Meeting Date: 06/02/2025

Country: USA

Ticker: WSO

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: 942622200

Shares Voted: 244

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Tapella	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Cognizant Technology Solutions Corporation

Meeting Date: 06/03/2025Country: USATicker: CTSH
Record Date: 04/07/2025Meeting Type: Annual
Primary Security ID: 192446102

Shares Voted: 3,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Ravi Kumar S	Mgmt	For	For	For
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	For	Refer	Against
1h	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1i	Elect Director Stephen "Steve" J. Rohleder	Mgmt	For	For	For
1j	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1k	Elect Director Karima Silvent	Mgmt	For	For	For
1l	Elect Director Joseph M. Velli	Mgmt	For	For	For
1m	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Expand Energy Corporation

Meeting Date: 06/05/2025

Country: USA

Ticker: EXE

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 165167735

Shares Voted: 1,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Domenic J. "Nick" Dell'Osso, Jr.	Mgmt	For	For	For
1b	Elect Director Timothy S. Duncan	Mgmt	For	For	For
1c	Elect Director Benjamin C. Duster, IV	Mgmt	For	For	For
1d	Elect Director Sarah A. Emerson	Mgmt	For	For	For
1e	Elect Director Matthew M. Gallagher	Mgmt	For	Refer	For
1f	Elect Director John D. Gass	Mgmt	For	For	For
1g	Elect Director S.P. "Chip" Johnson, IV	Mgmt	For	For	For
1h	Elect Director Catherine A. Kehr	Mgmt	For	For	For
1i	Elect Director Shameek Konar	Mgmt	For	For	For
1j	Elect Director Brian Steck	Mgmt	For	Refer	For
1k	Elect Director Michael A. Wichterich	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Garmin Ltd.

Meeting Date: 06/06/2025

Country: Switzerland

Ticker: GRMN

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: H2906T109

Shares Voted: 1,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Susan M. Ball	Mgmt	For	For	For
5b	Elect Director Jonathan C. Burrell	Mgmt	For	Refer	Against
5c	Elect Director Joseph J. Hartnett	Mgmt	For	Refer	Against
5d	Elect Director Min H. Kao	Mgmt	For	For	For
5e	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chair	Mgmt	For	For	For
7a	Appoint Susan M. Ball as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	Refer	Against
7c	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	Refer	Against
7d	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
12	Approve Non-Financial Report	Mgmt	For	For	For
13	Approve Fiscal Year 2026 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2025 AGM and the 2026 AGM	Mgmt	For	For	For
15	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

Caterpillar, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 149123101

Country: USA

Meeting Type: Annual

Ticker: CAT

Shares Voted: 3,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph E. Creed	Mgmt	For	For	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For	For
1.4	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1.5	Elect Director David W. MacLennan	Mgmt	For	For	For
1.6	Elect Director Judith F. Marks	Mgmt	For	For	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.10	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on a Civil Rights Audit	SH	Against	Against	Against
5	Report on Religious Discrimination in Charitable Contributions	SH	Against	Against	Against
6	Consider Abolishing DEI Policies, Departments, and Goals	SH	Against	Against	Against

Dick's Sporting Goods, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 253393102

Country: USA

Meeting Type: Annual

Ticker: DKS

Shares Voted: 428

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

Dick's Sporting Goods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Emanuel Chirico	Mgmt	For	Withhold	Withhold
1c	Elect Director William J. Colombo	Mgmt	For	Withhold	Withhold
1d	Elect Director Robert W. Eddy	Mgmt	For	For	For
1e	Elect Director Anne Fink	Mgmt	For	Withhold	Withhold
1f	Elect Director Larry Fitzgerald, Jr.	Mgmt	For	For	For
1g	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1h	Elect Director Sandeep Mathrani	Mgmt	For	For	For
1i	Elect Director Desiree Ralls-Morrison	Mgmt	For	For	For
1j	Elect Director Lawrence J. Schorr	Mgmt	For	Refer	Withhold
1k	Elect Director Edward W. Stack	Mgmt	For	For	For
1l	Elect Director Larry D. Stone	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	Against	Against
5	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against	Against

Fidelity National Financial, Inc.

Meeting Date: 06/11/2025

Country: USA

Ticker: FNF

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 31620R303

Shares Voted: 1,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Halim Dhanidina	Mgmt	For	For	For
1.2	Elect Director Daniel D. (Ron) Lane	Mgmt	For	Refer	Withhold
1.3	Elect Director Cary H. Thompson	Mgmt	For	Refer	Withhold
2	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Against	Against
3	Declassify the Board of Directors	SH	None	For	For

Fidelity National Financial, Inc.

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

Target Corporation

Meeting Date: 06/11/2025Country: USATicker: TGT

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

Primary Security ID: 87612E106

Shares Voted: 3,320					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1c	Elect Director George S. Barrett	Mgmt	For	Refer	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Robert L. Edwards	Mgmt	For	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For	For
1h	Elect Director Christine A. Leahy	Mgmt	For	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For	For
1j	Elect Director Grace Puma	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For	For
1l	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against	Against

Williams-Sonoma, Inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 969904101

Country: USA

Meeting Type: Annual

Ticker: WSM

Shares Voted: 902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	For	For	For
1.2	Elect Director Esi Eggleston Bracey	Mgmt	For	For	For
1.3	Elect Director Andrew Campion	Mgmt	For	For	For
1.4	Elect Director Scott Dahnke	Mgmt	For	Refer	For
1.5	Elect Director Anne Finucane	Mgmt	For	For	For
1.6	Elect Director Arianna Huffington	Mgmt	For	For	For
1.7	Elect Director William Ready	Mgmt	For	For	For
1.8	Elect Director Frits van Paasschen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Best Buy Co., Inc.

Meeting Date: 06/13/2025

Record Date: 04/14/2025

Primary Security ID: 086516101

Country: USA

Meeting Type: Annual

Ticker: BBY

Shares Voted: 1,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	For	For	For
1b	Elect Director Lisa M. Caputo	Mgmt	For	For	For
1c	Elect Director David W. Kenny	Mgmt	For	For	For
1d	Elect Director David C. Kimbell	Mgmt	For	For	For
1e	Elect Director Mario J. Marte	Mgmt	For	For	For
1f	Elect Director Karen A. McLoughlin	Mgmt	For	For	For
1g	Elect Director Claudia F. Munce	Mgmt	For	For	For
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
1i	Elect Director Steven E. Rendle	Mgmt	For	For	For

Best Buy Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Sima D. Sistani	Mgmt	For	For	For
1k	Elect Director Melinda D. Whittington	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Provide Right to Act by Written Consent	SH	Against	Against	Against
6	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	SH	Against	Against	Against
7	Report on LGBTQIA+ Inclusion Efforts	SH	Against	Against	Against
8	Publish Climate Transition Plan	SH	Against	Against	Against

Synchrony Financial

Meeting Date: 06/17/2025Country: USATicker: SYF

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

Primary Security ID: 87165B103

Shares Voted: 2,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Daniel Colao	Mgmt	For	For	For
1f	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1g	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1i	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1j	Elect Director Laurel J. Richie	Mgmt	For	Refer	For
1k	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Synchrony Financial

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

Comcast Corporation

Meeting Date: 06/18/2025	Country: USA	Ticker: CMCSA
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: 20030N101		

Shares Voted: 27,559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Refer	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	For	For
1.4	Elect Director Louise F. Brady	Mgmt	For	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	Refer	Withhold
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For	For
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Improve Executive Compensation Program and Policy	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against

Keurig Dr Pepper Inc.

Meeting Date: 06/18/2025	Country: USA	Ticker: KDP
Record Date: 04/21/2025	Meeting Type: Annual	
Primary Security ID: 49271V100		

Keurig Dr Pepper Inc.

Shares Voted: 8,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy "Tim" Cofer	Mgmt	For	For	For
1.2	Elect Director Robert "Bob" Gamgort	Mgmt	For	For	For
1.3	Elect Director Oray B. Boston Jr.	Mgmt	For	For	For
1.4	Elect Director Juliette Hickman	Mgmt	For	For	For
1.5	Elect Director Pamela "Pam" Patsley	Mgmt	For	Refer	For
1.6	Elect Director Debra Sandler	Mgmt	For	For	For
1.7	Elect Director Robert "Bob" Singer	Mgmt	For	For	For
1.8	Elect Director Mike Van de Ven	Mgmt	For	For	For
1.9	Elect Director Lawson Whiting	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

eBay Inc.

Meeting Date: 06/25/2025Country: USATicker: EBAY

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: 278642103

Shares Voted: 3,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director William D. Nash	Mgmt	For	For	For
1h	Elect Director Paul S. Pressler	Mgmt	For	For	For
1i	Elect Director Zane Rowe	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Mohak Shroff	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against

The Kroger Co.

Meeting Date: 06/26/2025	Country: USA	Ticker: KR
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: 501044101		

Shares Voted: 4,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director Clyde R. Moore	Mgmt	For	For	For
1g	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1h	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1i	Elect Director Mark S. Sutton	Mgmt	For	For	For
1j	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Educating Customers on Tobacco Waste	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Implementing Worker-Driven Social Responsibility Principles	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	SH	Against	Against	Against