

Proxy Voting Record

1 July 2024 to 30 June 2025

State Street Global Equity Fund

ARSN: 162 547 784

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2024 to 06/30/2025

LOCATION(S): STATE STREET INVESTMENT MANAGEMENT

INSTITUTION ACCOUNT(S): STATE STREET GLOBAL EQUITY FUND

Singapore Airlines Limited

Meeting Date: 07/29/2024 **Country:** Singapore **Ticker:** C6L
Record Date: **Meeting Type:** Annual
Primary Security ID: Y7992P128

Shares Voted: 25,400

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
3a	Elect Gautam Banerjee as Director	Mgmt	For	For	For
3b	Elect Simon Cheong Sae Peng as Director	Mgmt	For	For	For
3c	Elect Goh Swee Chen as Director	Mgmt	For	For	For
3d	Elect Jeanette Wong Kai Yuan as Director	Mgmt	For	For	For
4	Approve Directors' Emoluments	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Approve Issuance of ASA Shares	Mgmt	For	For	For
10	Adopt SIA Performance Share Plan 2024	Mgmt	For	For	For
11	Adopt SIA Restricted Share Plan 2024	Mgmt	For	For	For

McKesson Corporation

Meeting Date: 07/31/2024 **Country:** USA **Ticker:** MCK
Record Date: 06/05/2024 **Meeting Type:** Annual
Primary Security ID: 58155Q103

McKesson Corporation

Shares Voted: 1,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director Deborah Dunsire	Mgmt	For	For	For
1e	Elect Director James H. Hinton	Mgmt	For	For	For
1f	Elect Director Donald R. Knauss	Mgmt	For	For	For
1g	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1h	Elect Director Maria N. Martinez	Mgmt	For	Refer	For
1i	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	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 Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against

Electronic Arts Inc.

Meeting Date: 08/01/2024

Country: USA

Ticker: EA

Record Date: 06/06/2024

Meeting Type: Annual

Primary Security ID: 285512109

Shares Voted: 1,459

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

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew 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	Amend Omnibus Stock Plan	Mgmt	For	For	For

NetApp, Inc.

Meeting Date: 09/11/2024

Country: USA

Ticker: NTAP

Record Date: 07/16/2024

Meeting Type: Annual

Primary Security ID: 64110D104

Shares Voted: 6,447

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

Royal KPN NV

Meeting Date: 10/01/2024

Country: Netherlands

Ticker: KPN

Record Date: 09/03/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: N4297B146

Shares Voted: 63,568

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

The Procter & Gamble Company

Meeting Date: 10/08/2024

Country: USA

Ticker: PG

Record Date: 08/09/2024

Meeting Type: Annual

Primary Security ID: 742718109

Shares Voted: 2,133

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
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For

The Procter & Gamble Company

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

CK Hutchison Holdings Limited

Meeting Date: 10/17/2024 **Country:** Cayman Islands **Ticker:** 1
Record Date: 10/10/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G21765105

Shares Voted: 44,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Transactions and Steps Contemplated under Contribution Agreement, Grant of V Call Option, Exercise of the Respective H 1st Secondary Call Option and/or H 2nd Secondary Call Option, Exercise of H Put Option and Related Transactions	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 10/28/2024 **Country:** Netherlands **Ticker:** WKL
Record Date: 09/30/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N9643A197

Shares Voted: 1,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Anjana Harve to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Check Point Software Technologies Ltd.

Meeting Date: 10/31/2024

Country: Israel

Ticker: CHKP

Record Date: 09/18/2024

Meeting Type: Annual

Primary Security ID: M22465104

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Size of the Board to Ten Directors	Mgmt	For	For	For
2a	Reelect Gil Shwed as Director	Mgmt	For	For	For
2b	Elect Nadav Zafrir as Director	Mgmt	For	For	For
2c	Reelect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
2d	Reelect Tal Shavit as Director	Mgmt	For	For	For
2e	Reelect Jill D. Smith as Director	Mgmt	For	For	For
2f	Reelect Jerry Ungerman as Director	Mgmt	For	For	For
2g	Reelect Shai Weiss as Director	Mgmt	For	For	For
3a	Reelect Yoav Z. Chelouche as External Director	Mgmt	For	For	For
3b	Elect Dafna Gruber as External Director	Mgmt	For	For	For
4	Ratify Appointment of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Compensation of Nadav Zafrir, CEO	Mgmt	For	For	For
6	Approve Compensation of Gil Shwed, Chairman	Mgmt	For	For	For
7	Approve Compensation of Yoav Z. Chelouche, Lead Independent Director	Mgmt	For	For	For

Ancor Plc

Meeting Date: 11/06/2024

Country: Jersey

Ticker: AMCR

Record Date: 09/11/2024

Meeting Type: Annual

Primary Security ID: G0250X107

Shares Voted: 48,551

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

Ancor Plc

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

Cardinal Health, Inc.

Meeting Date: 11/06/2024 **Country:** USA **Ticker:** CAH
Record Date: 09/09/2024 **Meeting Type:** Annual
Primary Security ID: 14149Y108

Shares Voted: 4,049

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
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

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

Oracle Corporation

Meeting Date: 11/14/2024 **Country:** USA **Ticker:** ORCL
Record Date: 09/16/2024 **Meeting Type:** Annual
Primary Security ID: 68389X105

Shares Voted: 4,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Refer	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
1.5	Elect Director Bruce R. Chizen	Mgmt	For	For	For
1.6	Elect Director George H. Conrades	Mgmt	For	Refer	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Director Charles W. Moorman	Mgmt	For	For	For
1.11	Elect Director Leon E. Panetta	Mgmt	For	For	For
1.12	Elect Director William G. Parrett	Mgmt	For	For	For
1.13	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Sysco Corporation

Meeting Date: 11/15/2024 **Country:** USA **Ticker:** SYY
Record Date: 09/16/2024 **Meeting Type:** Annual
Primary Security ID: 871829107

Sysco Corporation

Shares Voted: 3,019

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 Francesca DeBiase	Mgmt	For	For	For
1c	Elect Director Ali Dibadj	Mgmt	For	For	For
1d	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1e	Elect Director Jill M. Golder	Mgmt	For	For	For
1f	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1g	Elect Director John M. Hinshaw	Mgmt	For	For	For
1h	Elect Director Kevin P. Hourican	Mgmt	For	For	For
1i	Elect Director Roberto Marques	Mgmt	For	For	For
1j	Elect Director Alison Kenney Paul	Mgmt	For	Refer	Against
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Measurable Time Bound Goals to Ensure Group Sow Housing for Private Brand Pork Products	SH	Against	Against	Against

Ferguson Enterprises Inc.

Meeting Date: 12/05/2024

Country: USA

Ticker: FERG

Record Date: 10/09/2024

Meeting Type: Annual

Primary Security ID: 31488V107

Shares Voted: 2,564

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

Ferguson Enterprises Inc.

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

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

Shares Voted: 287,500

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

Cisco Systems, Inc.

Meeting Date: 12/09/2024

Country: USA

Ticker: CSCO

Record Date: 10/10/2024

Meeting Type: Annual

Primary Security ID: 17275R102

Shares Voted: 8,777

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

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
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

Microsoft Corporation

Meeting Date: 12/10/2024

Country: USA

Ticker: MSFT

Record Date: 09/30/2024

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 682

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Microsoft Corporation

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 Weapons Development	SH	Against	Against	Against
5	Assess and Report on Investing in Bitcoin	SH	Against	Against	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Against	Against
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Against	Against
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against
9	Report on AI Data Sourcing Accountability	SH	Against	Against	Abstain

BPER Banca SpA

Meeting Date: 12/19/2024 **Country:** Italy **Ticker:** BPE
Record Date: 12/10/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: T1325T119

Shares Voted: 22,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Appoint Silvia Bocci as Internal Primary Statutory Auditor	SH	None	For	For
	Extraordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Approve Partial and Non-Proportional Demerger of Bibanca SpA's Assets in Favor of BPER Banca SpA	Mgmt	For	For	For
2	Amend Company Bylaws Re: Article 40	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** COST
Record Date: 11/15/2024 **Meeting Type:** Annual
Primary Security ID: 22160K105

Costco Wholesale Corporation

Shares Voted: 443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Amcor Plc

Meeting Date: 02/25/2025

Country: Jersey

Ticker: AMCR

Record Date: 01/17/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: G0250X107

Shares Voted: 46,290

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

Hologic Inc.

Meeting Date: 02/26/2025

Country: USA

Ticker: HOLX

Record Date: 01/06/2025

Meeting Type: Annual

Primary Security ID: 436440101

Hologic Inc.

Shares Voted: 4,114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
1d	Elect Director Martin Madaus	Mgmt	For	For	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	Refer	For
1f	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1h	Elect Director Amy M. Wendell	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	Adopt Simple Majority Vote	SH	None	For	For

Cencora, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: COR

Record Date: 01/10/2025

Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 1,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	For	For
1d	Elect Director Steven H. Collis	Mgmt	For	For	For
1e	Elect Director D. Mark Durcan	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	Refer	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
1h	Elect Director Robert P. Mauch	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dennis M. Nally	Mgmt	For	Refer	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/07/2025

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 5,397

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

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect 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

F5, Inc.

Meeting Date: 03/13/2025

Country: USA

Ticker: FFIV

Record Date: 01/07/2025

Meeting Type: Annual

Primary Security ID: 315616102

Shares Voted: 2,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For
1e	Elect Director Tami Erwin	Mgmt	For	For	For
1f	Elect Director Julie M. Gonzalez	Mgmt	For	For	For
1g	Elect Director Alan J. Higginson	Mgmt	For	For	For
1h	Elect Director Peter S. Klein	Mgmt	For	For	For
1i	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1j	Elect Director Maya McReynolds	Mgmt	For	For	For
1k	Elect Director Nikhil Mehta	Mgmt	For	For	For
1l	Elect Director Michael F. Montoya	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

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: 2,221

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

QUALCOMM Incorporated

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

Danske Bank A/S

Meeting Date: 03/20/2025

Country: Denmark

Ticker: DANSKE

Record Date: 03/13/2025

Meeting Type: Annual

Primary Security ID: K22272114

Shares Voted: 4,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Refer	For
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
7.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
7.b	Reelect Martin Norkjaer Larsen as Director	Mgmt	For	Abstain	Abstain
7.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
7.e	Reelect Lieve Mostrey as Director	Mgmt	For	For	For
7.f	Reelect Allan Polack as Director	Mgmt	For	For	For
7.g	Reelect Helle Valentin as Director	Mgmt	For	For	For
7.h	Elect Rafael Salinas as New Director	Mgmt	For	For	For
7.i	Elect Marianne Sorensen as New Director	Mgmt	For	For	For
8	Ratify Deloitte as Auditors	Mgmt	For	For	For
9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	Refer	For
9.e	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Henrik Rosengaard Jensen	Mgmt			
11.a	Change Dividend Policy	SH	Against	Refer	Against
	Management Proposals	Mgmt			
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Nordea Bank Abp

Meeting Date: 03/20/2025

Country: Finland

Ticker: NDA.FI

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: X5S8VL105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.94 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	Mgmt	For	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For	For
13.d	Reelect Risto Murto as Director	Mgmt	For	For	For
13.e	Reelect Lars Rohde as Director	Mgmt	For	For	For
13.f	Reelect Lene Skole as Director	Mgmt	For	Against	For
13.g	Reelect Per Stromberg as Director	Mgmt	For	For	For
13.h	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.i	Reelect Arja Talma as Director	Mgmt	For	Against	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.j	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/25/2025

Country: Sweden

Ticker: ERIC.B

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 10,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President and CEO Report; Allow Questions	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
8.3.f	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.i	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For
8.3.j	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For
8.3.k	Approve Discharge of Board Member Karl Aberg	Mgmt	For	For	For
8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	Mgmt	For	For	For
8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For
9	Determine Number Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.1	Reelect Jon Fredrik Baksas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	For	For
11.3	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.4	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.5	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.6	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
11.7	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
11.8	Reelect Christy Wyatt as Director	Mgmt	For	For	For
11.9	Reelect Karl Aberg as Director	Mgmt	For	Against	Against
11.10	Elect Christian Cederholm as New Director	Mgmt	For	For	For
11.11	Elect Marachel Knight as New Director	Mgmt	For	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For	For
18	Approve Equity Plan Financing of LTV 2024	Mgmt	For	For	For
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
	Shareholder Proposals Submitted by Christopher Neitzert	Mgmt			
20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against	Against

Essity AB

Meeting Date: 03/27/2025

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: W3R06F100

Shares Voted: 3,079

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chair and Auditor Review	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For	For
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For	For
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For	For
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	For
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For	For
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.a	Reelect Maria Carell as Director	Mgmt	For	For	For
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.c	Reelect Magnus Groth as Director	Mgmt	For	For	For
12.d	Reelect Jan Gurander as Director	Mgmt	For	For	For
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	Against	Against
12.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against	Against
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For	For
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against	Against
13	Reelect Jan Gurander as Board Chair	Mgmt	For	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Canon, Inc.

Meeting Date: 03/28/2025

Country: Japan

Ticker: 7751

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J05124144

Shares Voted: 21,400

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

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Mitarai, Fujio	Mgmt	For	Refer	For
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For	For
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Morikawa, Takeshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Shigetomi, Yuka	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2025

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 9,100

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

DBS Group Holdings Ltd.

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

Hewlett Packard Enterprise Company

Meeting Date: 04/02/2025

Country: USA

Ticker: HPE

Record Date: 02/03/2025

Meeting Type: Annual

Primary Security ID: 42824C109

Shares Voted: 25,492

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
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

Meeting Date: 04/09/2025

Country: Germany

Ticker: DTE

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 17,591

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 0.90 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 for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	Mgmt	For	For	For
7.a	Elect Stefan Ramge to the Supervisory Board	Mgmt	For	For	For
7.b	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	For
7.c	Elect Natalie Knight the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Refer	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 Report	Mgmt	For	For	For
12	Approve Remuneration Policy	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: 444

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

Zurich Insurance Group AG

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

Aviva Plc

Meeting Date: 04/15/2025 **Country:** United Kingdom **Ticker:** AV
Record Date: 04/11/2025 **Meeting Type:** Special
Primary Security ID: G0683Q158

Shares Voted: 47,219

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Capital Reduction by Cancelling, Extinguishing, and Repaying the Preference Shares	Mgmt	For	For	For
2	Approve Special Dividend	Mgmt	For	For	For
3	Authorise Market Purchase of Preference Shares Pursuant to the Tender Offer	Mgmt	For	For	For

AerCap Holdings NV

Meeting Date: 04/16/2025 **Country:** Netherlands **Ticker:** AER
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: N00985106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Board Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	For	For
6a	Reelect Aengus Kelly as Executive Director	Mgmt	For	For	For
6b	Reelect Paul Dacier as Non-Executive Director	Mgmt	For	For	For
6c	Reelect James Lawrence as Non-Executive Director	Mgmt	For	For	For
6d	Reelect Michael Walsh as Non-Executive Director	Mgmt	For	For	For
6e	Reelect Jennifer VanBelle as Non-Executive Director	Mgmt	For	For	For
6f	Elect Victoria Jarman as Non-Executive Director	Mgmt	For	For	For
7	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
9a	Grant Board Authority to Issue Shares and Grant Rights to Subscribe for Shares	Mgmt	For	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 9a	Mgmt	For	For	For
10a	Authorize Repurchase Shares	Mgmt	For	For	For
10b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
12	Allow Questions	Mgmt			
13	Close Meeting	Mgmt			

Meeting Date: 04/16/2025

Country: Netherlands

Ticker: KPN

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: N4297B146

Shares Voted: 71,633

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			
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: 40,500

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
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

BPER Banca SpA

Meeting Date: 04/18/2025

Country: Italy

Ticker: BPE

Record Date: 04/09/2025

Meeting Type: Annual/Special

Primary Security ID: T1325T119

Shares Voted: 22,508

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

BPER Banca SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Capital Increase without Preemptive Rights in Connection with the Acquisition of Banca Popolare di Sondrio SpA; Amend Articles Re: Article 5	Mgmt	For	For	For
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For
2a1	Approve Remuneration Policy	Mgmt	For	For	For
2a2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2b	Approve 2025 MBO Incentive Plan	Mgmt	For	For	For
2c	Approve Long-Term Incentive Plan 2025-2027	Mgmt	For	For	For
2d	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2025 MBO Incentive Plan and Previous Portions of Existing Short and Long-Term Incentive Plans	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/21/2025

Country: USA

Ticker: AVGO

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 11135F101

Shares Voted: 1,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samuelli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	For	For

Broadcom Inc.

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

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2025

Country: Singapore

Ticker: U11

Record Date:

Meeting Type: Annual

Primary Security ID: Y9T10P105

Shares Voted: 14,100

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
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Northern Trust Corporation

Meeting Date: 04/22/2025

Country: USA

Ticker: NTRS

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 665859104

Northern Trust Corporation

Shares Voted: 2,508

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

Country: USA

Ticker: PEG

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 744573106

Shares Voted: 3,111

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

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ricardo G. Pérez	Mgmt	For	For	For
1g	Elect Director Valerie A. Smith	Mgmt	For	For	For
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: 737

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. Mazzarella	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

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Donna F. Zarcone	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

The Goldman Sachs Group, Inc.

Meeting Date: 04/23/2025 **Country:** USA **Ticker:** GS
Record Date: 02/24/2025 **Meeting Type:** Annual
Primary Security ID: 38141G104

Shares Voted: 1,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
1d	Elect Director John Hess	Mgmt	For	For	For
1e	Elect Director Kevin Johnson	Mgmt	For	For	For
1f	Elect Director Ellen Kullman	Mgmt	For	For	For
1g	Elect Director KC McClure	Mgmt	For	For	For
1h	Elect Director Lakshmi Mittal	Mgmt	For	For	For
1i	Elect Director Thomas Montag	Mgmt	For	For	For
1j	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1k	Elect Director David Solomon	Mgmt	For	For	For
1l	Elect Director Jan Tighe	Mgmt	For	For	For
1m	Elect Director David Viniar	Mgmt	For	For	For
1n	Elect Director John Waldron	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against	Against
6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Against	Against

ENGIE SA

Meeting Date: 04/24/2025 **Country:** France **Ticker:** ENGI
Record Date: 04/22/2025 **Meeting Type:** Annual/Special
Primary Security ID: F7629A107

Shares Voted: 29,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.48 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Catherine MacGregor as Director	Mgmt	For	For	For
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Mgmt	Abstain	Against	Against
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For

ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Company's Climate Transition Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	Mgmt	For	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

HCA Healthcare, Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: HCA

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 40412C101

Shares Voted: 1,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	For	For
1c	Elect Director Robert J. Dennis	Mgmt	For	For	For
1d	Elect Director Nancy-Ann DeParle	Mgmt	For	Refer	Against
1e	Elect Director William R. Frist	Mgmt	For	For	For
1f	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1g	Elect Director Michael W. Michelson	Mgmt	For	Refer	Against
1h	Elect Director Wayne J. Riley	Mgmt	For	For	For

HCA Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Andrea B. Smith	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
7	Amend Patient Safety and Quality of Care Committee Charter	SH	Against	Against	Against
8	Report on Healthcare Consequences of Acquisition Strategy	SH	Against	Against	Against

Johnson & Johnson

Meeting Date: 04/24/2025

Country: USA

Ticker: JNJ

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 1,952

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 Marillyn 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

Johnson & Johnson

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

RELX Plc

Meeting Date: 04/24/2025

Country: United Kingdom

Ticker: REL

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 5,752

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

RELX Plc

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

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: 3,103

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

Exelon Corporation

Meeting Date: 04/29/2025

Country: USA

Ticker: EXC

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 30161N101

Shares Voted: 2,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director David DeWalt	Mgmt	For	For	For
1e	Elect Director Linda Jojo	Mgmt	For	For	For
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
1g	Elect Director Anna Richo	Mgmt	For	For	For
1h	Elect Director Matthew Rogers	Mgmt	For	For	For
1i	Elect Director Bryan Segedi	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

Country: USA

Ticker: IBM

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 2,792

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

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
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

Intesa Sanpaolo SpA

Meeting Date: 04/29/2025 **Country:** Italy **Ticker:** ISP
Record Date: 04/16/2025 **Meeting Type:** Annual/Special
Primary Security ID: T55067101

Shares Voted: 63,419

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
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Banking Foundations	SH	None	Against	For
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	Against

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	For	For
	Management Proposal	Mgmt			
3a	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Against	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
3b	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
3c	Approve Remuneration Policy	Mgmt	For	Against	For
3d	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3e	Approve Annual Incentive Plan	Mgmt	For	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Ameriprise Financial, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: AMP

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 1,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For

Ameriprise Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Amy DiGeso	Mgmt	For	For	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
1f	Elect Director Glynis A. Bryan	Mgmt	For	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
1h	Elect Director W. Edward Walter, III	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

Aviva Plc

Meeting Date: 04/30/2025 **Country:** United Kingdom **Ticker:** AV
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: G0683Q158

Shares Voted: 47,219

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 Climate-Related Financial Disclosure	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Cheryl Agius as Director	Mgmt	For	For	For
6	Elect Neil Morrison as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For	For
11	Re-elect Ian Clark as Director	Mgmt	For	For	For
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Unilever Plc

Meeting Date: 04/30/2025 **Country:** United Kingdom **Ticker:** ULVR
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: G92087165

Shares Voted: 8,071

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

Unilever Plc

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

Vistra Corp.

Meeting Date: 04/30/2025

Country: USA

Ticker: VST

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 92840M102

Shares Voted: 3,178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Helm	Mgmt	For	For	For

Vistra Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Hilary E. Ackermann	Mgmt	For	For	For
1.3	Elect Director Arcilia C. Acosta	Mgmt	For	For	For
1.4	Elect Director Gavin R. Baiera	Mgmt	For	For	For
1.5	Elect Director Paul M. Barbas	Mgmt	For	For	For
1.6	Elect Director James A. Burke	Mgmt	For	For	For
1.7	Elect Director Lisa Crutchfield	Mgmt	For	For	For
1.8	Elect Director Julie A. Lagacy	Mgmt	For	Refer	For
1.9	Elect Director John W. (Bill) Pitesa	Mgmt	For	For	For
1.10	Elect Director John R. (J. R.) Sult	Mgmt	For	For	For
1.11	Elect Director Robert C. Walters	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: BSX

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 101137107

Shares Voted: 1,679

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1b	Elect Director David C. Habiger	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director Cheryl Pegus	Mgmt	For	For	For
1h	Elect Director John E. Sununu	Mgmt	For	For	For
1i	Elect Director David S. Wichmann	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Duke Energy Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: DUK

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 26441C204

Shares Voted: 4,686

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

Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	For	For	For
5	Report on Net Zero Activities	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: 3,719

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

Cincinnati Financial Corporation

Meeting Date: 05/03/2025

Country: USA

Ticker: CINF

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 172062101

Shares Voted: 1,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy C. Benacci	Mgmt	For	For	For
1.2	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1.3	Elect Director Dirk J. Debbink	Mgmt	For	Refer	Against
1.4	Elect Director Steven J. Johnston	Mgmt	For	For	For
1.5	Elect Director Jill P. Meyer	Mgmt	For	For	For
1.6	Elect Director David P. Osborn	Mgmt	For	Refer	For
1.7	Elect Director Gretchen W. Schar	Mgmt	For	For	For
1.8	Elect Director Charles O. Schiff	Mgmt	For	For	For
1.9	Elect Director Douglas S. Skidmore	Mgmt	For	For	For
1.10	Elect Director Stephen M. Spray	Mgmt	For	For	For
1.11	Elect Director John F. Steele, Jr.	Mgmt	For	For	For
1.12	Elect Director Larry R. Webb	Mgmt	For	For	For
1.13	Elect Director Cheng-sheng Peter Wu	Mgmt	For	For	For
2	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Aflac Incorporated

Meeting Date: 05/05/2025

Country: USA

Ticker: AFL

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 2,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For

Aflac Incorporated

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

Eli Lilly and Company

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** LLY
Record Date: 02/26/2025 **Meeting Type:** Annual
Primary Security ID: 532457108

Shares Voted: 559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	For	For
1b	Elect Director Mary Lynne Hedley	Mgmt	For	For	For
1c	Elect Director Kimberly H. Johnson	Mgmt	For	For	For
1d	Elect Director Juan R. Luciano	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	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Cboe Global Markets, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: CBOE

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 12503M108

Shares Voted: 2,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Farrow, III	Mgmt	For	For	For
1b	Elect Director Fredric J. Tomczyk	Mgmt	For	For	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For	For
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For
1g	Elect Director Erin A. Mansfield	Mgmt	For	For	For
1h	Elect Director Cecilia H. Mao	Mgmt	For	For	For
1i	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For
1j	Elect Director Jennifer J. McPeck	Mgmt	For	For	For
1k	Elect Director Roderick A. Palmore	Mgmt	For	For	For
1l	Elect Director James E. Parisi	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	Report on Political Contributions	SH	Against	Against	For

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: 5,584

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

Evergy, Inc.

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

Loblaw Companies Limited

Meeting Date: 05/06/2025

Country: Canada

Ticker: L

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 539481101

Shares Voted: 4,407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.2	Elect Director Shelley G. Broader	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	For	For
1.4	Elect Director Daniel Debow	Mgmt	For	For	For
1.5	Elect Director William A. Downe	Mgmt	For	For	For
1.6	Elect Director Janice Fukakusa	Mgmt	For	For	For
1.7	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.8	Elect Director Kevin Holt	Mgmt	For	For	For

Loblaw Companies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Claudia Kotchka	Mgmt	For	For	For
1.10	Elect Director Rima Qureshi	Mgmt	For	For	For
1.11	Elect Director Sarah Raiss	Mgmt	For	For	For
1.12	Elect Director Galen G. Weston	Mgmt	For	For	For
1.13	Elect Director Cornell Wright	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Approve Policy Mandating Independent Directors Select Independent Lead Director With Authority Over Board Agendas	SH	Against	Against	Against
5	SP 2: Report on Food Waste Generated and Percentage Diverted from Landfills	SH	Against	Against	Against
6	SP 3: Oversee Independent Data Protection Impact Assessment of Healthcare Offerings	SH	Against	Against	Against

Valero Energy Corporation

Meeting Date: 05/06/2025

Country: USA

Ticker: VLO

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 91913Y100

Shares Voted: 1,923

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	For	For
1b	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1c	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1d	Elect Director Kimberly S. Greene	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Eric D. Mullins	Mgmt	For	For	For
1g	Elect Director R. Lane Riggs	Mgmt	For	For	For

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Randall J. Weisenburger	Mgmt	For	For	For
1i	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Gilead Sciences, Inc.

Meeting Date: 05/07/2025 **Country:** USA **Ticker:** GILD
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 375558103

Shares Voted: 5,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	Refer	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Pay Disparity	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	Against	Against
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Against	Against

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: GSK

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G3910J179

Shares Voted: 18,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Gavin Screatone as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Wendy Becker as Director	Mgmt	For	For	For
13	Re-elect Harry Dietz as Director	Mgmt	For	For	For
14	Re-elect Jeannie Lee as Director	Mgmt	For	For	For
15	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
25	Approve Share Value Plan	Mgmt	For	For	For

ACS, Actividades de Construccion y Servicios SA

Meeting Date: 05/08/2025 Country: Spain Ticker: ACS
 Record Date: 05/02/2025 Meeting Type: Annual
 Primary Security ID: E7813W163

Shares Voted: 10,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
1.3	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Ratify Appointment of and Elect Isidro Faine Casas as Director	Mgmt	For	For	For
2.2	Reelect Carmen Fernandez Rozado as Director	Mgmt	For	For	For
2.3	Reelect Jose Eladio Seco Dominguez as Director	Mgmt	For	Refer	For
2.4	Fix Number of Directors at 14	Mgmt	For	For	For
3.1	Advisory Vote on Remuneration Report	Mgmt	For	For	For
3.2	Approve Remuneration Policy	Mgmt	For	Refer	For
4	Approve Scrip Dividends and Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
5	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	Mgmt	For	For	For

ACS, Actividades de Construccion y Servicios SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8	Receive Amendments to Board of Directors Regulations	Mgmt			

Centrica Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** CNA
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G2018Z143

Shares Voted: 246,562

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	For
3	Approve Remuneration Policy	Mgmt	For	Refer	For
4	Approve Sharesave Plan	Mgmt	For	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
8	Re-elect Philippe Boisseau as Director	Mgmt	For	For	For
9	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
10	Re-elect Chandpreet Duggal as Director	Mgmt	For	For	For
11	Re-elect Jo Harlow as Director	Mgmt	For	For	For
12	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
13	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
14	Re-elect Russell O'Brien as Director	Mgmt	For	For	For
15	Re-elect Chris O'Shea as Director	Mgmt	For	For	For

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Re-elect Amber Rudd as Director	Mgmt	For	For	For
17	Re-elect Sue Whalley as Director	Mgmt	For	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Approve Climate Transition 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

CME Group Inc.

Meeting Date: 05/08/2025 **Country:** USA **Ticker:** CME
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: 12572Q105

Shares Voted: 2,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Daniel G. Kaye	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 05/08/2025

Country: USA

Ticker: DTE

Record Date: 03/11/2025

Meeting Type: Annual

Primary Security ID: 233331107

Shares Voted: 2,133

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
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

DTE Energy Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	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: 2,819

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
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: 2,965

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: 5,698

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
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

Colgate-Palmolive Company

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

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: 286,500

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

Centene Corporation

Meeting Date: 05/13/2025 **Country:** USA **Ticker:** CNC
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 15135B101

Centene Corporation

Shares Voted: 2,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	Refer	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Thomas R. Greco	Mgmt	For	For	For
1i	Elect Director Sarah M. London	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	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
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Against	Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Prudential Financial, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: PRU

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 744320102

Shares Voted: 4,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	Refer	For
1.2	Elect Director Carmine Di Sibio	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.7	Elect Director Christine A. Poon	Mgmt	For	For	For
1.8	Elect Director Andrew F. Sullivan	Mgmt	For	For	For
1.9	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Waste Management, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: WM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 94106L109

Shares Voted: 3,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Elevance Health, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: ELV

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 036752103

Shares Voted: 964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan D. DeVore	Mgmt	For	For	For
1.2	Elect Director Bahija Jallal	Mgmt	For	Refer	For
1.3	Elect Director Ryan M. Schneider	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 Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Holcim Ltd.

Meeting Date: 05/14/2025

Country: Switzerland

Ticker: HOLN

Record Date:

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 2,465

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
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

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

AT&T Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: T

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 00206R102

Shares Voted: 22,742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director William E. Kennard	Mgmt	For	For	For
1.3	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.4	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.8	Elect Director John T. Stankey	Mgmt	For	For	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.10	Elect Director Luis A. Ubiñas	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

Commerzbank AG

Meeting Date: 05/15/2025

Country: Germany

Ticker: CBK

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: D172W1279

Shares Voted: 4,630

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 0.65 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Manfred Knof (until Sep. 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Kotzbauer (from Oct. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Christiane Vorspel-Rüter (from Sep. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2025, until 2026 AGM	Mgmt	For	For	For
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Management Board Remuneration Policy	Mgmt	For	For	For
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	Mgmt	For	For	For
9.2	Elect Michael Gorriz to the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	Mgmt	For	For	For
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

E.ON SE

Meeting Date: 05/15/2025

Country: Germany

Ticker: EOAN

Record Date: 05/08/2025

Meeting Type: Annual

Primary Security ID: D24914133

Shares Voted: 13,004

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 0.55 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.a	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the Fiscal Year 2025 and the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
5.b	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Management Board Remuneration Policy	Mgmt	For	For	For
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9.a	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For	For
9.b	Elect Rolf Schmitz to the Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For

Heidelberg Materials AG

Meeting Date: 05/15/2025

Country: Germany

Ticker: HEI

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: D31709104

Shares Voted: 2,707

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			

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Katharina Beumelburg for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Roberto Callieri for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Axel Conrads for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2024	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2024	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2024	Mgmt	For	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar Groebler for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Katja Karcher for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Markus Oleynik for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Anna Toborek-Kacar for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2024	Mgmt	For	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For
9	Approve Creation of EUR 98.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Labcorp Holdings Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** LH
Record Date: 03/20/2025 **Meeting Type:** Annual
Primary Security ID: 504922105

Shares Voted: 1,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerri B. Anderson	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Davis	Mgmt	For	For	For
1c	Elect Director D. Gary Gilliland	Mgmt	For	For	For
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1e	Elect Director Garheng Kong	Mgmt	For	Refer	For
1f	Elect Director Peter M. Neupert	Mgmt	For	For	For
1g	Elect Director Richelle P. Parham	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For

Labcorp Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Kathryn E. Wengel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/15/2025 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 05/13/2025 **Meeting Type:** Annual
Primary Security ID: G5533W248

Shares Voted: 259,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Elect Nathan Bostock as Director	Mgmt	For	For	For
5	Re-elect William Chalmers as Director	Mgmt	For	For	For
6	Re-elect Sarah Legg as Director	Mgmt	For	For	For
7	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
8	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
9	Re-elect Cathy Turner as Director	Mgmt	For	For	For
10	Re-elect Scott Wheway as Director	Mgmt	For	For	For
11	Re-elect Catherine Woods as Director	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Final Dividend	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	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 Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	Refer	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Morgan Stanley

Meeting Date: 05/15/2025

Country: USA

Ticker: MS

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 617446448

Shares Voted: 4,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Robert H. Herz	Mgmt	For	For	For
1d	Elect Director Erika H. James	Mgmt	For	For	For
1e	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1f	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1g	Elect Director Jami Miscik	Mgmt	For	For	For
1h	Elect Director Masato Miyachi	Mgmt	For	For	For
1i	Elect Director Dennis M. Nally	Mgmt	For	For	For
1j	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1k	Elect Director Edward Pick	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Refer	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	Against
5	Report Annually on Energy Supply Ratio	SH	Against	Against	Against

Motorola Solutions, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** MSI
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 620076307

Shares Voted: 1,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	For	For
1b	Elect Director Nicole Anasenes	Mgmt	For	For	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	Refer	For
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
1e	Elect Director Elizabeth D. Mann	Mgmt	For	For	For

Motorola Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gregory K. Mondre	Mgmt	For	For	For
1g	Elect Director Joseph M. Tucci	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

Next Plc

Meeting Date: 05/15/2025 **Country:** United Kingdom **Ticker:** NXT
Record Date: 05/13/2025 **Meeting Type:** Annual
Primary Security ID: G6500M106

Shares Voted: 941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Jonathan Blanchard as Director	Mgmt	For	For	For
5	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
6	Re-elect Venetia Butterfield as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Tom Hall as Director	Mgmt	For	For	For
9	Re-elect Dame Tristia Harrison as Director	Mgmt	For	For	For
10	Re-elect Richard Papp as Director	Mgmt	For	For	For
11	Re-elect Michael Roney as Director	Mgmt	For	For	For
12	Re-elect Jane Shields as Director	Mgmt	For	For	For
13	Re-elect Jeremy Stakol as Director	Mgmt	For	For	For
14	Re-elect Amy Stirling as Director	Mgmt	For	For	For
15	Re-elect Lord Wolfson as Director	Mgmt	For	For	For

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Approve Long Term Incentive Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Adopt New Articles of Association	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
26	Approve ShareAction Requisitioned Resolution	SH	Against	Refer	Against

NN Group NV

Meeting Date: 05/15/2025

Country: Netherlands

Ticker: NN

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: N64038107

Shares Voted: 10,958

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

NN Group NV

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

Quest Diagnostics Incorporated

Meeting Date: 05/15/2025

Country: USA

Ticker: DGX

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 74834L100

Quest Diagnostics Incorporated

Shares Voted: 2,848

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

Swire Pacific Limited

Meeting Date: 05/15/2025

Country: Hong Kong

Ticker: 19

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: Y83310105

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Bradley, Guy Martin Coutts as Director	Mgmt	For	For	For
1b	Elect Healy, Patrick as Director	Mgmt	For	For	For
1c	Elect Orr, Gordon Robert Halyburton as Director	Mgmt	For	For	For
1d	Elect Xu, Ying as Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Swire Pacific Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** WAB
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: 929740108

Shares Voted: 595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ann R. Klee	Mgmt	For	Refer	Against
1b	Elect Director Albert J. Neupaver	Mgmt	For	For	For
1c	Elect Director Juan Perez	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

Wolters Kluwer NV

Meeting Date: 05/15/2025 **Country:** Netherlands **Ticker:** WKL
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: N9643A197

Shares Voted: 1,663

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

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a.	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a.	Reelect Kevin Entricken to Executive Board	Mgmt	For	For	For
5.b.	Elect Stacey Caywood to Executive Board	Mgmt	For	For	For
6.	Elect Ann Ziegler to Supervisory Board	Mgmt	For	For	For
7.	Approve Remuneration Policy of Executive Board	Mgmt	For	For	For
8.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10.	Approve Cancellation of Shares	Mgmt	For	For	For
11.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
12.	Other Business (Non-Voting)	Mgmt			
13.	Close Meeting	Mgmt			

Consolidated Edison, Inc.

Meeting Date: 05/19/2025 **Country:** USA **Ticker:** ED
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 209115104

Shares Voted: 5,463

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

Consolidated Edison, Inc.

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

Republic Services, Inc.

Meeting Date: 05/19/2025 **Country:** USA **Ticker:** RSG
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 760759100

Shares Voted: 2,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manny Kadre	Mgmt	For	For	For
1b	Elect Director Michael A. Duffy	Mgmt	For	For	For
1c	Elect Director Thomas W. Handley	Mgmt	For	For	For
1d	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1e	Elect Director Michael Larson	Mgmt	For	For	For
1f	Elect Director Norman Thomas Linebarger	Mgmt	For	For	For
1g	Elect Director Meg Reynolds	Mgmt	For	For	For
1h	Elect Director James P. Snee	Mgmt	For	For	For
1i	Elect Director Brian S. Tyler	Mgmt	For	For	For
1j	Elect Director Jon Vander Ark	Mgmt	For	For	For
1k	Elect Director Sandra M. Volpe	Mgmt	For	For	For
1l	Elect Director Katharine B. Weymouth	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

Baker Hughes Company

Meeting Date: 05/20/2025

Country: USA

Ticker: BKR

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 05722G100

Shares Voted: 2,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	For	For	For
1.3	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.4	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Shirley A. Edwards	Mgmt	For	For	For
1.7	Elect Director Ilham Kadri *Withdrawn Resolution*	Mgmt			
1.8	Elect Director John G. Rice	Mgmt	For	For	For
1.9	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.10	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/20/2025

Country: United Kingdom

Ticker: SHEL

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 7,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	SH	Against	Against	Against

Equitable Holdings, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: EQH

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 29452E101

Shares Voted: 10,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas Dachille	Mgmt	For	For	For
1b	Elect Director Francis A. Hondal	Mgmt	For	For	For
1c	Elect Director Arlene Isaacs-Lowe	Mgmt	For	For	For
1d	Elect Director Daniel G. Kaye	Mgmt	For	Against	Against
1e	Elect Director Joan Lamm-Tennant	Mgmt	For	For	For
1f	Elect Director Craig MacKay	Mgmt	For	For	For
1g	Elect Director Mark Pearson	Mgmt	For	For	For
1h	Elect Director Bertram L. Scott	Mgmt	For	For	For
1i	Elect Director George Stansfield	Mgmt	For	For	For
1j	Elect Director Charles G.T. Stonehill	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
7	Provide Right to Call Special Meeting	Mgmt	For	Refer	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

Phillips 66

Meeting Date: 05/21/2025

Country: USA

Ticker: PSX

Record Date: 04/04/2025

Meeting Type: Proxy Contest

Primary Security ID: 718546104

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
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

Phillips 66

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

CK Hutchison Holdings Limited

Meeting Date: 05/22/2025 **Country:** Cayman Islands **Ticker:** 1
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: G21765105

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
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Frank John Sixt as Director	Mgmt	For	For	For
3b	Elect Kam Hing Lam as Director	Mgmt	For	For	For
3c	Elect Edith Shih as Director	Mgmt	For	For	For
3d	Elect Chow Kun Chee, Roland as Director	Mgmt	For	For	For
3e	Elect Graeme Allan Jack as Director	Mgmt	For	For	For
3f	Elect Philip Lawrence Kadoorie as Director	Mgmt	For	For	For
3g	Elect Leung Lau Yau Fun, Sophie as Director	Mgmt	For	For	For

CK Hutchison Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve PricewaterhouseCoopers 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

Deutsche Bank AG

Meeting Date: 05/22/2025 **Country:** Germany **Ticker:** DBK
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: D18190898

Shares Voted: 27,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.68 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Laura Padovani (from July 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Claudio de Sanctis for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2024	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Frank Schulze for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Susanne Bleidt for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Claudia Fieber for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Florian Haggemiller (from Jan. 16, 2024) for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Birgit Laumen (until Jan. 12, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Gerlinde Siebert for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Juergen Toegel for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
10	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 498 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 12 Billion	Mgmt	For	Against	For
13.1	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For
13.2	Elect Frank Witter to the Supervisory Board	Mgmt	For	For	For
13.3	Elect Klaus Moosmayer to the Supervisory Board	Mgmt	For	For	For
13.4	Elect Kirsty Roth to the Supervisory Board	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For
	Shareholder Proposals Submitted by Riebeck-Brauerei von 1862 GmbH	Mgmt			
15	Appoint Special Auditor in Connection with the Lawsuits and Appraisal Proceedings Relating to the Takeover of Postbank by Former and Current Members of the Management Board and Supervisory Board	SH	Against	Refer	Against
16	Appoint Special Auditor in Connection with Lawsuits Relating to Foreign Currency Loans in Poland by Former and Current Members of the Management Board and Supervisory Board	SH	Against	Refer	Against

Fresenius Medical Care AG

Meeting Date: 05/22/2025

Country: Germany

Ticker: FME

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D2734Z107

Fresenius Medical Care AG

Shares Voted: 3,010

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 1.44 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
5.1	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
5.2	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 Creation of EUR 60 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 29.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For
10	Amend Articles Re: Minutes of Supervisory Board Meetings	Mgmt	For	For	For

Verizon Communications Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: VZ

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 92343V104

Verizon Communications Inc.

Shares Voted: 12,353

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
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

Fresenius SE & Co. KGaA

Meeting Date: 05/23/2025

Country: Germany

Ticker: FRE

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D27348263

Shares Voted: 5,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Ralf Kiesslich to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	For	For
9.2	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	For
11	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/27/2025

Country: USA

Ticker: MRK

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: 58933Y105

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

UnitedHealth Group Incorporated

Meeting Date: 06/02/2025

Country: USA

Ticker: UNH

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: 91324P102

UnitedHealth Group Incorporated

Shares Voted: 934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	Refer	For
1j	Elect Director Andrew Witty *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Corebridge Financial, Inc.

Meeting Date: 06/03/2025

Country: USA

Ticker: CRBG

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 21871X109

Shares Voted: 6,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christina Banthin	Mgmt	For	For	For
1b	Elect Director Edward Bousa	Mgmt	For	For	For
1c	Elect Director Adam Burk	Mgmt	For	For	For
1d	Elect Director Alan Colberg	Mgmt	For	Refer	Against
1e	Elect Director Gilles Dellaert	Mgmt	For	For	For
1f	Elect Director Rose Marie Glazer	Mgmt	For	For	For
1g	Elect Director Keith Gubbay	Mgmt	For	For	For
1h	Elect Director Kevin Hogan	Mgmt	For	For	For

Corebridge Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Minoru Kimura	Mgmt	For	For	For
1j	Elect Director Deborah Leone	Mgmt	For	For	For
1k	Elect Director Christopher Lynch	Mgmt	For	For	For
1l	Elect Director Colin J. Parris	Mgmt	For	For	For
1m	Elect Director Amy Schioldager	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

GoDaddy Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: GDDY

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 380237107

Shares Voted: 2,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanpal (Aman) Bhutani	Mgmt	For	For	For
1b	Elect Director Herald Chen	Mgmt	For	Refer	For
1c	Elect Director Caroline Donahue	Mgmt	For	For	For
1d	Elect Director Mark Garrett	Mgmt	For	For	For
1e	Elect Director Brian Sharples	Mgmt	For	For	For
1f	Elect Director Graham Smith	Mgmt	For	For	For
1g	Elect Director Leah Sweet	Mgmt	For	Refer	For
1h	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	For	For
1i	Elect Director Sigal Zarmi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Implement Miscellaneous Changes	Mgmt	For	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 06/05/2025

Country: Israel

Ticker: TEVA

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: M8769Q102

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1A	Elect Director Chen Lichtenstein	Mgmt	For	For	For
1B	Elect Director Amir Elstein	Mgmt	For	For	For
1C	Elect Director Roberto A. Mignone	Mgmt	For	For	For
1D	Elect Director Perry D. Nisen	Mgmt	For	For	For
1E	Elect Director Tal Zaks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
4	Amend Employment Terms of the CEO of the Company	Mgmt	For	For	For
5A	Approve Compensation Terms of Non-Employee Directors	Mgmt	For	For	For
5B	Approve Compensation Terms of Non-Executive Chairman	Mgmt	For	For	For
6	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Walmart Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: WMT

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: 931142103

Shares Voted: 7,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Robert E. Moritz, Jr.	Mgmt	For	For	For
1i	Elect Director Brian Niccol	Mgmt	For	For	For
1j	Elect Director Gregory B. Penner	Mgmt	For	For	For
1k	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1l	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	SH	Against	Against	Against
6	Report on Reduction of Plastic Packaging and Recyclability Claims	SH	Against	Against	Against
7	Revisit Plastic Packaging Policies	SH	Against	Against	Against
8	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Against	Against
9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	SH	Against	Against	Against
10	Report on Health and Safety Governance	SH	Against	Against	Against
11	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Alphabet Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: GOOGL

Record Date: 04/08/2025

Meeting Type: Annual

Primary Security ID: 02079K305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	Against	Against
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Refer	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	For	For
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
1j	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Provide Right to Act by Written Consent	SH	Against	Against	Against
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against	Against	Against
5	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against
7	Report on Meeting 2030 Climate Goals	SH	Against	Against	Against
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Against	Against	Against
10	Report on Risks of Discrimination in GenAI	SH	Against	Against	Against
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	Against	Against	For
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	Against	Against	Against
13	Report on Lobbying and Child Safety Online	SH	Against	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Against	Against	Against

T-Mobile US, Inc.

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** TMUS
Record Date: 04/07/2025 **Meeting Type:** Annual
Primary Security ID: 872590104

Shares Voted: 2,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director André Almeida	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marcelo Claire	Mgmt	For	For	For
1.3	Elect Director Thomas Dannenfeldt	Mgmt	For	For	For
1.4	Elect Director Srikant M. Datar	Mgmt	For	For	For
1.5	Elect Director Timotheus Höttges	Mgmt	For	For	For
1.6	Elect Director Christian P. Illek	Mgmt	For	Withhold	Withhold
1.7	Elect Director James J. Kavanaugh	Mgmt	For	For	For
1.8	Elect Director Raphael Kübler	Mgmt	For	Withhold	Withhold
1.9	Elect Director Thorsten Langheim	Mgmt	For	For	For
1.10	Elect Director Dominique Leroy	Mgmt	For	Withhold	Withhold
1.11	Elect Director Letitia A. Long	Mgmt	For	For	For
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	For	For	For
1.13	Elect Director Teresa A. Taylor	Mgmt	For	Refer	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Freeport-McMoRan Inc.

Meeting Date: 06/11/2025 **Country:** USA **Ticker:** FCX
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: 35671D857

Freeport-McMoRan Inc.

Shares Voted: 5,424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Tesco Plc

Meeting Date: 06/12/2025

Country: United Kingdom

Ticker: TSCO

Record Date: 06/10/2025

Meeting Type: Annual

Primary Security ID: G8T67X102

Shares Voted: 119,107

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

Tesco Plc

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

Comcast Corporation

Meeting Date: 06/18/2025

Country: USA

Ticker: CMCSA

Record Date: 04/08/2025

Meeting Type: Annual

Primary Security ID: 20030N101

Comcast Corporation

Shares Voted: 6,046

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

Shares Voted: 11,480

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

Keurig Dr Pepper Inc.

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

Mitsui & Co., Ltd.

Meeting Date: 06/18/2025 **Country:** Japan **Ticker:** 8031
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: J44690139

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Yasunaga, Tatsuo	Mgmt	For	For	For
2.2	Elect Director Hori, Kenichi	Mgmt	For	For	For
2.3	Elect Director Takemasu, Yoshiaki	Mgmt	For	For	For
2.4	Elect Director Shigeta, Tetsuya	Mgmt	For	For	For
2.5	Elect Director Nakai, Kazumasa	Mgmt	For	For	For
2.6	Elect Director Fukuda, Tetsuya	Mgmt	For	For	For
2.7	Elect Director Samuel Walsh	Mgmt	For	For	For
2.8	Elect Director Uchiyamada, Takeshi	Mgmt	For	For	For
2.9	Elect Director Egawa, Masako	Mgmt	For	For	For
2.10	Elect Director Ishiguro, Fujiyo	Mgmt	For	For	For
2.11	Elect Director Sarah L. Casanova	Mgmt	For	For	For
2.12	Elect Director Jessica Tan Soon Neo	Mgmt	For	For	For
3	Appoint Statutory Auditor Takanami, Hiroyuki	Mgmt	For	For	For

Mitsui & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Statutory Auditor Board	SH	Against	Against	Against
5	Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	SH	Against	Against	Against

ITOCHU Corp.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 8001

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J2501P104

Shares Voted: 10,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For
2.1	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.2	Elect Director Ishii, Keita	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Hachimura, Tsuyoshi	Mgmt	For	For	For
2.5	Elect Director Tsubai, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Naka, Hiroyuki	Mgmt	For	For	For
2.7	Elect Director Kawana, Masatoshi	Mgmt	For	For	For
2.8	Elect Director Nakamori, Makiko	Mgmt	For	For	For
2.9	Elect Director Ishizuka, Kunio	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors, Compensation Ceiling for Statutory Auditors, Trust-Type Equity Compensation Plan and Restricted Stock Plan	Mgmt	For	For	For

Mitsubishi Corp.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 8058

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J43830116

Shares Voted: 14,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Kakiuchi, Takehiko	Mgmt	For	For	For
2.2	Elect Director Nakanishi, Katsuya	Mgmt	For	For	For
2.3	Elect Director Tsukamoto, Kotaro	Mgmt	For	For	For
2.4	Elect Director Kashiwagi, Yutaka	Mgmt	For	For	For
2.5	Elect Director Nochi, Yuzo	Mgmt	For	For	For
2.6	Elect Director Nojima, Yoshiyuki	Mgmt	For	For	For
2.7	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
2.8	Elect Director Akiyama, Sakie	Mgmt	For	For	For
2.9	Elect Director Sagiya, Mari	Mgmt	For	For	For
2.10	Elect Director Kogiso, Mari	Mgmt	For	For	For
3	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
5	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	SH	Against	Against	Against
6	Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	SH	Against	Against	Against

NEC Corp.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 6701

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J48818207

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oka, Masashi	Mgmt	For	Against	Against
1.2	Elect Director Mochizuki, Harufumi	Mgmt	For	For	For
1.3	Elect Director Okada, Joji	Mgmt	For	For	For
1.4	Elect Director Yamada, Yoshihito	Mgmt	For	For	For
1.5	Elect Director Sato, Shinjiro	Mgmt	For	For	For
1.6	Elect Director Nagata, Shiori	Mgmt	For	For	For
1.7	Elect Director Nishimura, Mika	Mgmt	For	For	For
1.8	Elect Director Yatsu, Tomomi	Mgmt	For	For	For
1.9	Elect Director Niino, Takashi	Mgmt	For	For	For
1.10	Elect Director Morita, Takayuki	Mgmt	For	Against	Against
1.11	Elect Director Fujikawa, Osamu	Mgmt	For	For	For

Dell Technologies Inc.

Meeting Date: 06/26/2025

Country: USA

Ticker: DELL

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: 24703L202

Shares Voted: 4,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	For	For	For
1.2	Elect Director David W. Dorman	Mgmt	For	For	For
1.3	Elect Director Egon Durban	Mgmt	For	For	For
1.4	Elect Director David Grain	Mgmt	For	For	For
1.5	Elect Director William D. Green	Mgmt	For	For	For
1.6	Elect Director Ellen J. Kullman	Mgmt	For	Refer	Withhold
1.7	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1.8	Elect Director Lynn Vojvodich Radakovich	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

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: 7,249

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
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

Daiwa House Industry Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 1925

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: J11508124

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 80	Mgmt	For	For	For

Daiwa House Industry Co., Ltd.

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

statestreet.com/im

Issued by State Street Global Advisors, Australia Services Limited (AFSL Number 274900, ABN 16 108 671 441) ("SSGA, ASL"). Registered office: Level 14, 420 George Street, Sydney, NSW 2000, Australia · Telephone: +612 9240-7600. State Street Global Advisors, Australia, Limited (AFSL Number 238276, ABN 42 003 914 225) ("SSGA Australia") is the Investment Manager.

This information should not be used or construed as an offer to sell, a solicitation of an offer to buy, or a recommendation for any security. Investors should seek independent financial advice before making an investment decision and should consider the appropriateness of the advice in light of their own objectives, financial situation and needs.

The whole or any part of this work may not be reproduced, copied or transmitted or any of its contents disclosed to third parties without SSGA Australia's express written consent.

© 2025 State Street Corporation - All Rights Reserved.

3252847.6.2.ANZ.RTL

Expiration Date: 30 September 2026

Information Classification: General