



STAPLES

Quarterly Proxy Voting Report

January 1, 2025 to March 31, 2025

Ballot Level Statistical Issues Summary (SIS) Report

Reporting Period: 01/01/2025 to 03/31/2025

Institution Account(s): Stichting Pensioenfonds Staples

Instructions												Management					
Meetings	Proposals		For	Against	Abstain	Withhold	DNV					With	Against				

Management

Ratify Auditors (M0101)	40	42	41	0	0	0	1					41	0				
Authorize Board to Fix Remuneration of External Auditor(s) (M0109)	8	8	8	0	0	0	0					8	0				
Approve Auditors and Authorize Board to Fix Their Remuneration (M0136)	2	2	2	0	0	0	0					2	0				
Appoint XXX as Auditor for Sustainability Reporting (M1101)	6	6	6	0	0	0	0					6	0				
Approve Remuneration of Auditor for Sustainability Reporting (M1102)	5	5	5	0	0	0	0					5	0				
Fix Number of Auditors (M1104)	3	3	3	0	0	0	0					3	0				
Sub-Totals Management for Audit Related	64	66	65	0	0	0	1					65	0				

Shareholder

Auditor Rotation (S0210)	1	1	0	1	0	0	0					1	0				
Sub-Totals Shareholder for Audit Related	1	1	0	1	0	0	0					1	0				
Totals for Audit Related	42	67	65	1	0	0	1					66	0				

Management

Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (M0329)	1	1	1	0	0	0	0					1	0				
Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights (M0331)	11	12	11	1	0	0	0					11	1				
Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights (M0358)	1	1	1	0	0	0	0					1	0				

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	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Authorize Reissuance of Repurchased Shares (M0373)	3	3		3	0	0	0	0				3	0				
Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights (M0379)	6	6		6	0	0	0	0				6	0				
Approve Reduction in Share Capital (M0374)	4	4		4	0	0	0	0				4	0				
Approve Reduction/Cancellation of Share Premium Account (M0375)	1	1		1	0	0	0	0				1	0				
Approve Issuance of Shares for a Private Placement (M0323)	2	2		0	2	0	0	0				0	2				
Authorize Share Repurchase Program (M0318)	15	15		15	0	0	0	0				15	0				
Authorize Share Repurchase Program and Reissuance of Repurchased Shares (M0346)	3	3		3	0	0	0	0				3	0				
Authorize Share Repurchase Program and Cancellation of Repurchased Shares (M0347)	1	2		2	0	0	0	0				2	0				
Sub-Totals Management for Capitalization	48	50		47	3	0	0	0				47	3				
Totals for Capitalization	22	50		47	3	0	0	0				47	3				

Management

Amend Articles/Bylaws/Charter -- Non-Routine (M0126)	2	2		2	0	0	0	0				2	0				
Amend Articles Board-Related (M0227)	3	3		2	1	0	0	0				2	1				
Amend Articles to: (Japan) (M0461)	3	3		3	0	0	0	0				3	0				
Sub-Totals Management for Company Articles	8	8		7	1	0	0	0				7	1				

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Instructions												Management					
Meetings	Proposals		For	Against	Abstain	Withhold	DNV					With	Against				

Shareholder

Amend Articles/Bylaws/Charter -- Non-Routine (S0126)	1	2		1	0	0	0	1				1	0				
Amend Articles Board-Related (S0232)	1	1		0	1	0	0	0				1	0				
Sub-Totals Shareholder for Company Articles	2	3		1	1	0	0	1				2	0				
Totals for Company Articles	10	11		8	2	0	0	1				9	1				

Management

Approve Remuneration of Directors and Auditors (M0158)	2	2		2	0	0	0	0				2	0				
Approve Remuneration of Directors and/or Committee Members (M0219)	12	13		13	0	0	0	0				13	0				
Approve/Amend Executive Incentive Bonus Plan (M0535)	1	1		1	0	0	0	0				1	0				
Advisory Vote on Golden Parachutes (M0566)	2	2		1	1	0	0	0				1	1				
Approve Increase in Aggregate Compensation Ceiling for Directors (M0588)	1	1		1	0	0	0	0				1	0				
Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors (M0589)	1	1		1	0	0	0	0				1	0				
Approve Restricted Stock Plan (M0507)	6	6		5	1	0	0	0				5	1				
Amend Omnibus Stock Plan (M0524)	3	3		2	1	0	0	0				2	1				
Approve Equity Plan Financing (M0544)	3	3		3	0	0	0	0				3	0				
Approve Alternative Equity Plan Financing (M0545)	1	1		1	0	0	0	0				1	0				

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Institution Account(s): Stichting Pensioenfonds Staples

	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Approve/Amend Bundled Remuneration Plans (M0558)	1	1		1	0	0	0	0				1	0				
Approve Share Plan Grant (M0593)	1	1		0	1	0	0	0				0	1				
Approve Retirement Bonuses for Directors (M0582)	1	1		0	1	0	0	0				0	1				
Advisory Vote to Ratify Named Executive Officers' Compensation (M0550)	41	42		37	4	0	0	1				37	4				
Approve Remuneration Policy (M0570)	6	6		3	3	0	0	0				3	3				
Fix Maximum Variable Compensation Ratio (M0571)	1	1		1	0	0	0	0				1	0				
Amend Qualified Employee Stock Purchase Plan (M0512)	1	1		1	0	0	0	0				1	0				
Sub-Totals Management for Compensation	84	86		73	12	0	0	1				73	12				
Shareholder																	
Performance-Based and/or Time-Based Equity Awards (S0512)	1	2		2	0	0	0	0				0	2				
Non-Employee Director Compensation (S0515)	1	1		1	0	0	0	0				0	1				
Sub-Totals Shareholder for Compensation	2	3		3	0	0	0	0				0	3				
Totals for Compensation	49	89		76	12	0	0	1				73	15				
Shareholder																	
Adopt Simple Majority Vote (S0311)	1	1		1	0	0	0	0				1	0				
Sub-Totals Shareholder for Corporate Governance	1	1		1	0	0	0	0				1	0				
Totals for Corporate Governance	1	1		1	0	0	0	0				1	0				

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Institution Account(s): Stichting Pensioenfonds Staples

Instructions												Management					
Meetings	Proposals		For	Against	Abstain	Withhold	DNV					With	Against				

Management

Elect Director (Management) (M0299)	1	18		7	0	0	2	9				7	2				
Elect Director (M0201)	49	417		360	34	5	18	0				360	57				
Elect Directors (Bundled) (M0214)	6	6		3	3	0	0	0				3	3				
Sub-Totals Management for Director Election	56	441		370	37	5	20	9				370	62				

Shareholder

Elect Director (Dissident) (S0299)	2	13		5	2	0	2	4				4	5				
Sub-Totals Shareholder for Director Election	2	13		5	2	0	2	4				4	5				
Totals for Director Election	56	454		375	39	5	22	13				374	67				

Management

Elect Member of Nominating Committee (M0171)	1	5		5	0	0	0	0				5	0				
Approve Discharge of Management and Supervisory Board (Bundled) (M0262)	3	3		3	0	0	0	0				3	0				
Approve Discharge of Board and President (Bundled) (M0264)	6	6		6	0	0	0	0				6	0				
Fix Number of Directors (M0202)	7	7		7	0	0	0	0				7	0				
Issue Updated Indemnification, Liability and Exculpation Agreements for Directors (M0212)	3	3		3	0	0	0	0				3	0				
Elect Board Chair or Vice-Chair (M0271)	2	2		0	2	0	0	0				0	2				
Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] (M0280)	4	6		6	0	0	0	0				6	0				

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	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] (M0281)	1	1		1	0	0	0	0				1	0				
Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION) (M1301)	2	3		3	0	0	0	0				3	0				
Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) (M1302)	2	28		28	0	0	0	0				28	0				
Determine Number of Members and Deputy Members of Board; Determine Number of Auditors and Deputy Auditors (M2082)	1	1		1	0	0	0	0				1	0				
Sub-Totals Management for Director Related	32	65		63	2	0	0	0				63	2				
Shareholder																	
Declassify the Board of Directors (S0201)	2	2		2	0	0	0	0				1	1				
Sub-Totals Shareholder for Director Related	2	2		2	0	0	0	0				1	1				
Totals for Director Related	20	67		65	2	0	0	0				64	3				
Management																	
Accept/Approve Corporate Social Responsibility Report (M0701)	1	1		1	0	0	0	0				1	0				
Sub-Totals Management for E&S Blended	1	1		1	0	0	0	0				1	0				
Shareholder																	

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	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Miscellaneous -- Environmental & Social Counterproposal (S0911)	3	6		0	6	0	0	0				6	0				
Sub-Totals Shareholder for E&S Blended	3	6		0	6	0	0	0				6	0				
Totals for E&S Blended	4	7		1	6	0	0	0				7	0				

Shareholder

Report on Climate Change (S0742)	1	1		0	1	0	0	0				1	0				
Sub-Totals Shareholder for Environmental	1	1		0	1	0	0	0				1	0				
Totals for Environmental	1	1		0	1	0	0	0				1	0				

Management

Company Specific - Equity Related (M0330)	1	1		1	0	0	0	0				1	0				
Sub-Totals Management for Miscellaneous	1	1		1	0	0	0	0				1	0				

Shareholder

Company-Specific -- Miscellaneous (S0115)	1	3		0	3	0	0	0				3	0				
Sub-Totals Shareholder for Miscellaneous	1	3		0	3	0	0	0				3	0				
Totals for Miscellaneous	2	4		1	3	0	0	0				4	0				

Management

Authorize Filing of Required Documents/Other Formalities (M0116)	3	3		3	0	0	0	0				3	0				
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	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation (M0117)	2	2		2	0	0	0	0				2	0				
Approve Minutes of Previous Meeting (M0129)	5	5		5	0	0	0	0				5	0				
Authorize Board to Ratify and Execute Approved Resolutions (M0138)	1	1		1	0	0	0	0				1	0				
Elect Chair of Meeting (M0168)	5	5		5	0	0	0	0				5	0				
Prepare and Approve List of Shareholders (M0169)	4	4		4	0	0	0	0				4	0				
Acknowledge Proper Convening of Meeting (M0170)	4	4		4	0	0	0	0				4	0				
Accept Financial Statements and Statutory Reports (M0105)	14	14		14	0	0	0	0				14	0				
Approve Dividends (M0107)	1	1		1	0	0	0	0				1	0				
Approve Special/Interim Dividends (M0108)	2	2		2	0	0	0	0				2	0				
Approve Dividend Distribution Policy (M0147)	1	1		1	0	0	0	0				1	0				
Approve Financial Statements, Allocation of Income, and Discharge Directors (M0151)	3	3		3	0	0	0	0				3	0				
Approve Allocation of Income and Dividends (M0152)	24	24		24	0	0	0	0				24	0				
Allow Shareholder Meetings to be Held in Virtual-Only Format (M0811)	1	1		1	0	0	0	0				1	0				
Sub-Totals Management for Routine Business	70	70		70	0	0	0	0				70	0				
Totals for Routine Business	27	70		70	0	0	0	0				70	0				

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	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Management																	
Approve Political Donations (M0163)	1	1		1	0	0	0	0				1	0				
Approve Charitable Donations (M0127)	2	2		2	0	0	0	0				2	0				
Sub-Totals Management for Social	3	3		3	0	0	0	0				3	0				
Shareholder																	
Human Rights Risk Assessment (S0412)	1	1		0	1	0	0	0				1	0				
Miscellaneous Proposal - Social (S0429)	1	1		0	1	0	0	0				1	0				
Racial Equity and/or Civil Rights Audit (S0428)	1	1		0	1	0	0	0				1	0				
Weapons - Related (S0725)	1	1		0	1	0	0	0				1	0				
Prepare Tobacco-Related Report (S0704)	1	1		0	1	0	0	0				1	0				
Facility Safety (S0710)	1	1		0	1	0	0	0				1	0				
Animal Welfare (S0890)	1	1		0	1	0	0	0				1	0				
Political Lobbying Disclosure (S0808)	1	1		0	1	0	0	0				1	0				
Report on EEO (S0812)	1	1		0	1	0	0	0				1	0				
Sub-Totals Shareholder for Social	9	9		0	9	0	0	0				9	0				
Totals for Social	9	12		3	9	0	0	0				12	0				
Management																	
Approve Merger Agreement (M0405)	3	3		3	0	0	0	0				3	0				

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	Instructions											Management					
	Meetings	Proposals		For	Against	Abstain	Withhold	DNV				With	Against				
Approve Acquisition OR Issue Shares in Connection with Acquisition (M0410)	3	3		3	0	0	0	0				3	0				
Sub-Totals Management for Strategic Transactions	6	6		6	0	0	0	0				6	0				
Totals for Strategic Transactions	5	6		6	0	0	0	0				6	0				

Management																	
Adjourn Meeting (M0617)	5	5		5	0	0	0	0				5	0				
Authorize the Company to Call EGM with Two Weeks Notice (M0623)	1	1		1	0	0	0	0				1	0				
Reduce Supermajority Vote Requirement (M0608)	1	1		1	0	0	0	0				1	0				
Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill) (M0609)	1	1		1	0	0	0	0				1	0				
Sub-Totals Management for Takeover Related	8	8		8	0	0	0	0				8	0				
Totals for Takeover Related	8	8		8	0	0	0	0				8	0				
Sub-totals Management Proposals for the report	381	805		714	55	5	20	11				714	80				
Sub-totals Shareholder Proposals for the report	24	42		12	23	0	2	5				28	9				
Totals for the report	63	847		726	78	5	22	16				742	89				

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

INSTITUTION ACCOUNT(S): STICHTING
PENSIOENFONDS STAPLES

Zscaler, Inc.

Meeting Date: 01/10/2025	Country: USA	Ticker: ZS	
Record Date: 11/13/2024	Meeting Type: Annual		
Primary Security ID: 98980G102	Primary CUSIP: 98980G102	Primary ISIN: US98980G1022	Primary SEDOL: BZ00V34

Shares Voted: 490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Karen Blasing	Mgmt	For	Withhold	No
1.2	Elect Director Charles Giancarlo	Mgmt	For	Withhold	No
1.3	Elect Director Eileen Naughton	Mgmt	For	Withhold	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	Against	No

D.R. Horton, Inc.

Meeting Date: 01/16/2025	Country: USA	Ticker: DHI	
Record Date: 11/29/2024	Meeting Type: Annual		
Primary Security ID: 23331A109	Primary CUSIP: 23331A109	Primary ISIN: US23331A1097	Primary SEDOL: 2250687

Shares Voted: 1,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director David V. Auld	Mgmt	For	For	No
1b	Elect Director Paul J. Romanowski	Mgmt	For	For	No
1c	Elect Director Brad S. Anderson	Mgmt	For	For	No
1d	Elect Director Michael R. Buchanan	Mgmt	For	For	No
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	No
1f	Elect Director M. Chad Crow	Mgmt	For	For	No
1g	Elect Director Elaine D. Crowley	Mgmt	For	For	No
1h	Elect Director Maribess L. Miller	Mgmt	For	For	No
1i	Elect Director Barbara R. Smith	Mgmt	For	For	No

D.R. Horton, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025	Country: USA	Ticker: APD
Record Date: 11/27/2024	Meeting Type: Proxy Contest	
Primary Security ID: 009158106	Primary CUSIP: 009158106	Primary ISIN: US0091581068
		Primary SEDOL: 2011602

Shares Voted: 1,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Do Not Vote	No
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Do Not Vote	No
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Do Not Vote	No
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Do Not Vote	No
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Do Not Vote	No
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Do Not Vote	No
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Do Not Vote	No
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Do Not Vote	No
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Do Not Vote	No
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Do Not Vote	No
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Do Not Vote	No
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Do Not Vote	No
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Do Not Vote	No

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Do Not Vote	No
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Do Not Vote	No
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Withhold	No
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	For	No
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Withhold	No
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	For	No
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	For	No
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	For	No
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Withhold	No
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Withhold	No
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	For	No
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	For	No
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	For	No
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	For	No
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	For	No

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	For	No

Boliden AB

Meeting Date: 01/23/2025	Country: Sweden	Ticker: BOL	
Record Date: 01/15/2025	Meeting Type: Extraordinary Shareholders		
Primary Security ID: W17218210	Primary CUSIP: W17218210	Primary ISIN: SE0020050417	Primary SEDOL: BPYTZ57

Shares Voted: 1,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	No
4	Approve Agenda of Meeting	Mgmt	For	For	No
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	No
8	Close Meeting	Mgmt			

Intuit Inc.

Meeting Date: 01/23/2025	Country: USA	Ticker: INTU	
Record Date: 11/25/2024	Meeting Type: Annual		
Primary Security ID: 461202103	Primary CUSIP: 461202103	Primary ISIN: US4612021034	Primary SEDOL: 2459020

Shares Voted: 1,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Eve Burton	Mgmt	For	For	No
1b	Elect Director Scott D. Cook	Mgmt	For	For	No
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	No
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	No

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1e	Elect Director Deborah Liu	Mgmt	For	For	No
1f	Elect Director Takedra Mawakana	Mgmt	For	For	No
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	No
1h	Elect Director Forrest Norrod	Mgmt	For	For	No
1i	Elect Director Vasant Prabhu	Mgmt	For	For	No
1j	Elect Director Ryan Roslansky	Mgmt	For	For	No
1k	Elect Director Thomas Szkutak	Mgmt	For	For	No
1l	Elect Director Raul Vazquez	Mgmt	For	For	No
1m	Elect Director Eric S. Yuan	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	No

Hormel Foods Corporation

Meeting Date: 01/28/2025	Country: USA	Ticker: HRL
Record Date: 11/29/2024	Meeting Type: Annual	
Primary Security ID: 440452100	Primary CUSIP: 440452100	Primary ISIN: US4404521001
		Primary SEDOL: 2437264

Shares Voted: 1,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Gary C. Bhojwani	Mgmt	For	For	No
1b	Elect Director Stephen M. Lacy	Mgmt	For	For	No
1c	Elect Director Elsa A. Murano	Mgmt	For	For	No
1d	Elect Director William A. Newlands	Mgmt	For	For	No
1e	Elect Director Christopher J. Policinski	Mgmt	For	For	No
1f	Elect Director Debbra L. Schoneman	Mgmt	For	For	No
1g	Elect Director Sally J. Smith	Mgmt	For	For	No
1h	Elect Director James P. Snee	Mgmt	For	For	No
1i	Elect Director Steven A. White	Mgmt	For	For	No

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1j	Elect Director Michael P. Zechmeister	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	SH	Against	Against	No

Metro Inc.

Meeting Date: 01/28/2025	Country: Canada	Ticker: MRU
Record Date: 12/04/2024	Meeting Type: Annual	
Primary Security ID: 59162N109	Primary CUSIP: 59162N109	Primary ISIN: CA59162N1096
		Primary SEDOL: 2583952

Shares Voted: 1,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For	No
1.2	Elect Director Maryse Bertrand	Mgmt	For	For	No
1.3	Elect Director Pierre Boivin	Mgmt	For	For	No
1.4	Elect Director Francois J. Coutu	Mgmt	For	For	No
1.5	Elect Director Michel Coutu	Mgmt	For	For	No
1.6	Elect Director Stephanie Coyles	Mgmt	For	For	No
1.7	Elect Director Genevieve Fortier	Mgmt	For	For	No
1.8	Elect Director Marc Guay	Mgmt	For	For	No
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	No
1.10	Elect Director Christine Magee	Mgmt	For	For	No
1.11	Elect Director Brian McManus	Mgmt	For	For	No
1.12	Elect Director Pietro Satriano	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	No
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	No
	Shareholder Proposal	Mgmt			
5	Auditor Rotation	SH	Against	Against	No

Visa Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: V	
Record Date: 12/02/2024	Meeting Type: Annual		
Primary Security ID: 92826C839	Primary CUSIP: 92826C839	Primary ISIN: US92826C8394	Primary SEDOL: B2PZN04

Shares Voted: 8,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	No
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	No
1d	Elect Director Ramon Laguarta	Mgmt	For	For	No
1e	Elect Director Teri L. List	Mgmt	For	For	No
1f	Elect Director John F. Lundgren	Mgmt	For	For	Yes
1g	Elect Director Ryan McInerney	Mgmt	For	For	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	No
1i	Elect Director Pamela Murphy	Mgmt	For	For	No
1j	Elect Director Linda J. Rendle	Mgmt	For	For	No
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	No
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	No
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	No
7	Report on Lobbying Payments and Policy	SH	Against	Against	No

CGI Inc.

Meeting Date: 01/29/2025	Country: Canada	Ticker: GIB.A	
Record Date: 12/02/2024	Meeting Type: Annual		
Primary Security ID: 12532H104	Primary CUSIP: 12532H104	Primary ISIN: CA12532H1047	Primary SEDOL: BJ2L575

Shares Voted: 1,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
	Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares	Mgmt			
1.1	Elect Director Francois Boulanger	Mgmt	For	For	No
1.2	Elect Director Sophie Brochu	Mgmt	For	Withhold	No
1.3	Elect Director George A. Cope	Mgmt	For	Withhold	No
1.4	Elect Director Jacynthe Cote	Mgmt	For	Withhold	No
1.5	Elect Director Julie Godin	Mgmt	For	For	No
1.6	Elect Director Serge Godin	Mgmt	For	For	No
1.7	Elect Director Gilles Labbe	Mgmt	For	Withhold	Yes
1.8	Elect Director Michael B. Pedersen	Mgmt	For	Withhold	No
1.9	Elect Director Stephen S. Poloz	Mgmt	For	Withhold	Yes
1.10	Elect Director Mary G. Powell	Mgmt	For	Withhold	No
1.11	Elect Director Alison C. Reed	Mgmt	For	Withhold	Yes
1.12	Elect Director George D. Schindler	Mgmt	For	Withhold	Yes
1.13	Elect Director Kathy N. Waller	Mgmt	For	Withhold	Yes
1.14	Elect Director Frank Witter	Mgmt	For	Withhold	Yes
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For	No

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025	Country: USA	Ticker: WBA	
Record Date: 12/02/2024	Meeting Type: Annual		
Primary Security ID: 931427108	Primary CUSIP: 931427108	Primary ISIN: US9314271084	Primary SEDOL: BTN1Y44

Shares Voted: 3,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Janice M. Babiak	Mgmt	For	For	No
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	No
1c	Elect Director Ginger L. Graham	Mgmt	For	For	No

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	No
1e	Elect Director Robert L. Huffines	Mgmt	For	For	No
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	No
1g	Elect Director John A. Lederer	Mgmt	For	For	No
1h	Elect Director Stefano Pessina	Mgmt	For	For	No
1i	Elect Director Thomas E. Polen	Mgmt	For	For	No
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	No
1k	Elect Director William H. Shrank	Mgmt	For	For	No
1l	Elect Director Timothy C. Wentworth	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	No
7	Report on Cigarette Waste	SH	Against	Against	No

Franklin Resources, Inc.

Meeting Date: 02/04/2025	Country: USA	Ticker: BEN
Record Date: 12/09/2024	Meeting Type: Annual	
Primary Security ID: 354613101	Primary CUSIP: 354613101	Primary ISIN: US3546131018
		Primary SEDOL: 2350684

Shares Voted: 1,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	No
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	No
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	No
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	No

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	No
1f	Elect Director John Y. Kim	Mgmt	For	For	No
1g	Elect Director Karen M. King	Mgmt	For	For	No
1h	Elect Director Anthony J. Noto	Mgmt	For	For	No
1i	Elect Director John W. Thiel	Mgmt	For	For	No
1j	Elect Director Seth H. Waugh	Mgmt	For	For	No
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

Rockwell Automation, Inc.

Meeting Date: 02/04/2025		Country: USA	Ticker: ROK		
Record Date: 12/09/2024		Meeting Type: Annual			
Primary Security ID: 773903109		Primary CUSIP: 773903109	Primary ISIN: US7739031091		Primary SEDOL: 2754060
Shares Voted: 586					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
A.1	Elect Director James P. Keane	Mgmt	For	Withhold	No
A.2	Elect Director Blake D. Moret	Mgmt	For	For	No
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	Withhold	No
A.4	Elect Director Patricia A. Watson	Mgmt	For	For	No
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

Atmos Energy Corporation

Meeting Date: 02/05/2025		Country: USA		Ticker: ATO	
Record Date: 12/13/2024		Meeting Type: Annual			
Primary Security ID: 049560105		Primary CUSIP: 049560105		Primary ISIN: US0495601058	
				Primary SEDOL: 2315359	
Shares Voted: 801					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director J. Kevin Akers	Mgmt	For	For	No

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1b	Elect Director John C. Ale	Mgmt	For	For	No
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	No
1d	Elect Director Kelly H. Compton	Mgmt	For	For	No
1e	Elect Director Sean Donohue	Mgmt	For	For	No
1f	Elect Director Rafael G. Garza	Mgmt	For	For	No
1g	Elect Director Edward J. Geiser	Mgmt	For	For	No
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	No
1i	Elect Director Richard A. Sampson	Mgmt	For	For	No
1j	Elect Director Telisa Toliver	Mgmt	For	For	No
1k	Elect Director Frank Yoho	Mgmt	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

Accenture plc

Meeting Date: 02/06/2025	Country: Ireland	Ticker: ACN	
Record Date: 12/09/2024	Meeting Type: Annual		
Primary Security ID: G1151C101	Primary CUSIP: G1151C101	Primary ISIN: IE00B4BNMY34	Primary SEDOL: B4BNMY3

Shares Voted: 3,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Jaime Ardila	Mgmt	For	For	No
1b	Elect Director Martin Brudermuller	Mgmt	For	For	No
1c	Elect Director Alan Jope	Mgmt	For	For	No
1d	Elect Director Nancy McKinstry	Mgmt	For	For	No
1e	Elect Director Jennifer Nason	Mgmt	For	For	No
1f	Elect Director Paula A. Price	Mgmt	For	For	No
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	No
1h	Elect Director Arun Sarin	Mgmt	For	For	No
1i	Elect Director Julie Sweet	Mgmt	For	For	No
1j	Elect Director Tracey T. Travis	Mgmt	For	For	No
1k	Elect Director Masahiko Uotani	Mgmt	For	For	No

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For	No
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For	No
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	No
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No

The Sage Group plc.

Meeting Date: 02/06/2025	Country: United Kingdom	Ticker: SGE	
Record Date: 02/04/2025	Meeting Type: Annual		
Primary Security ID: G7771K142	Primary CUSIP: G7771K142	Primary ISIN: GB00B8C3BL03	Primary SEDOL: B8C3BL0

Shares Voted: 5,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Against	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Andrew Duff as Director	Mgmt	For	For	No
6	Re-elect John Bates as Director	Mgmt	For	For	No
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For	No
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	No
9	Re-elect Annette Court as Director	Mgmt	For	For	No
10	Re-elect Roisin Donnelly as Director	Mgmt	For	For	No
11	Re-elect Derek Harding as Director	Mgmt	For	For	No
12	Re-elect Steve Hare as Director	Mgmt	For	For	No

The Sage Group plc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	No
14	Appoint KPMG LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Approve Long Term Incentive Plan	Mgmt	For	For	No
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	Mgmt	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

PTC Inc.

Meeting Date: 02/12/2025	Country: USA	Ticker: PTC
Record Date: 12/13/2024	Meeting Type: Annual	
Primary Security ID: 69370C100	Primary CUSIP: 69370C100	Primary ISIN: US69370C1009
		Primary SEDOL: B95N910

Shares Voted: 620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Neil Barua	Mgmt	For	For	No
1.2	Elect Director Mark Benjamin	Mgmt	For	For	No
1.3	Elect Director Robert Bernshteyn	Mgmt	For	For	No
1.4	Elect Director Janice Chaffin	Mgmt	For	For	No
1.5	Elect Director Amar Hanspal	Mgmt	For	For	No
1.6	Elect Director Michal Katz	Mgmt	For	For	No
1.7	Elect Director Paul Lacy	Mgmt	For	For	No
1.8	Elect Director Corinna Lathan	Mgmt	For	For	No

PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

Capital One Financial Corporation

Meeting Date: 02/18/2025	Country: USA	Ticker: COF
Record Date: 12/27/2024	Meeting Type: Special	
Primary Security ID: 14040H105	Primary CUSIP: 14040H105	Primary ISIN: US14040H1059
		Primary SEDOL: 2654461

Shares Voted: 1,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For	No
2	Adjourn Meeting	Mgmt	For	For	No

Discover Financial Services

Meeting Date: 02/18/2025	Country: USA	Ticker: DFS
Record Date: 12/27/2024	Meeting Type: Special	
Primary Security ID: 254709108	Primary CUSIP: 254709108	Primary ISIN: US2547091080
		Primary SEDOL: B1YLC43

Shares Voted: 1,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Merger Agreement	Mgmt	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	No
3	Adjourn Meeting	Mgmt	For	For	No

Aristocrat Leisure Limited

Meeting Date: 02/20/2025	Country: Australia	Ticker: ALL
Record Date: 02/18/2025	Meeting Type: Annual	
Primary Security ID: Q0521T108	Primary CUSIP: Q0521T108	Primary ISIN: AU0000000ALL7
		Primary SEDOL: 6253983

Shares Voted: 2,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Elect Arlene Tansey as Director	Mgmt	For	For	No

Aristocrat Leisure Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2	Elect Sylvia Summers Couder as Director	Mgmt	For	For	No
3	Elect Kathleen Conlon as Director	Mgmt	For	For	No
4	Elect Natasha Chand as Director	Mgmt	For	For	No
5	Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	Mgmt	For	Against	No
6	Approve Remuneration Report	Mgmt	For	For	No

Raymond James Financial, Inc.

Meeting Date: 02/20/2025	Country: USA	Ticker: RJF
Record Date: 12/18/2024	Meeting Type: Annual	
Primary Security ID: 754730109	Primary CUSIP: 754730109	Primary ISIN: US7547301090
		Primary SEDOL: 2718992

Shares Voted: 1,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marlene Debel	Mgmt	For	For	No
1b	Elect Director Jeffrey N. Edwards	Mgmt	For	For	No
1c	Elect Director Benjamin C. Esty	Mgmt	For	For	No
1d	Elect Director Art A. Garcia	Mgmt	For	For	No
1e	Elect Director Anne Gates	Mgmt	For	For	No
1f	Elect Director Gordon L. Johnson	Mgmt	For	For	No
1g	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	No
1h	Elect Director Roderick C. McGeary	Mgmt	For	For	No
1i	Elect Director Cecily M. Mistarz	Mgmt	For	For	No
1j	Elect Director Paul C. Reilly	Mgmt	For	For	No
1k	Elect Director Raj Seshadri	Mgmt	For	For	No
1l	Elect Director Paul M. Shoukry	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

Charter Communications, Inc.

Meeting Date: 02/26/2025	Country: USA	Ticker: CHTR	
Record Date: 01/13/2025	Meeting Type: Special		
Primary Security ID: 16119P108	Primary CUSIP: 16119P108	Primary ISIN: US16119P1084	Primary SEDOL: BZ6VT82

Shares Voted: 480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Merger Agreement	Mgmt	For	For	No
2	Issue Shares in Connection with Merger	Mgmt	For	For	No
3	Adjourn Meeting	Mgmt	For	For	No

Deere & Company

Meeting Date: 02/26/2025	Country: USA	Ticker: DE	
Record Date: 12/30/2024	Meeting Type: Annual		
Primary Security ID: 244199105	Primary CUSIP: 244199105	Primary ISIN: US2441991054	Primary SEDOL: 2261203

Shares Voted: 1,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Leanne G. Caret	Mgmt	For	For	No
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	No
1c	Elect Director R. Preston Feight	Mgmt	For	For	No
1d	Elect Director Alan C. Heuberger	Mgmt	For	For	No
1e	Elect Director L. Neil Hunn	Mgmt	For	For	No
1f	Elect Director Michael O. Johanns	Mgmt	For	For	No
1g	Elect Director John C. May	Mgmt	For	For	No
1h	Elect Director Gregory R. Page	Mgmt	For	For	No
1i	Elect Director Sherry M. Smith	Mgmt	For	For	No
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	No
1k	Elect Director Sheila G. Talton	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	No

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against	No
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	No
7	Report on a Civil Rights Audit	SH	Against	Against	No
8	Report on Discrimination in Charitable Contributions	SH	Against	Against	No

Hologic Inc.

Meeting Date: 02/26/2025	Country: USA	Ticker: HOLX	
Record Date: 01/06/2025	Meeting Type: Annual		
Primary Security ID: 436440101	Primary CUSIP: 436440101	Primary ISIN: US4364401012	Primary SEDOL: 2433530

Shares Voted: 1,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	No
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	No
1c	Elect Director Ludwig N. Hantson	Mgmt	For	For	No
1d	Elect Director Martin Madaus	Mgmt	For	For	No
1e	Elect Director Nanaz Mohtashami	Mgmt	For	For	No
1f	Elect Director Christiana Stamoulis	Mgmt	For	For	No
1g	Elect Director Stacey D. Stewart	Mgmt	For	For	No
1h	Elect Director Amy M. Wendell	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Adopt Simple Majority Vote	SH	None	For	No

Fair Isaac Corporation

Meeting Date: 03/05/2025	Country: USA	Ticker: FICO	
Record Date: 01/06/2025	Meeting Type: Annual		
Primary Security ID: 303250104	Primary CUSIP: 303250104	Primary ISIN: US3032501047	Primary SEDOL: 2330299

Fair Isaac Corporation

Shares Voted: 131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Braden R. Kelly	Mgmt	For	For	No
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	No
1c	Elect Director William J. Lansing	Mgmt	For	For	No
1d	Elect Director Eva Manolis	Mgmt	For	For	No
1e	Elect Director Marc F. McMorris	Mgmt	For	For	No
1f	Elect Director Joanna Rees	Mgmt	For	For	No
1g	Elect Director David A. Rey	Mgmt	For	For	No
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

Kone Oyj

Meeting Date: 03/05/2025	Country: Finland	Ticker: KNEBV
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: X4551T105	Primary CUSIP: X4551T105	Primary ISIN: FI0009013403
		Primary SEDOL: B09M9D2

Shares Voted: 1,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	No
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For	No
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against	No
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	Against	No
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	Against	No
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against	No
13.f	Reelect Iiris Herlin as Director	Mgmt	For	Against	No
13.g	Reelect Jussi Herlin as Director	Mgmt	For	For	No
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	Against	No
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	Against	No
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Fix Number of Auditors at One	Mgmt	For	For	No
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	No
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	No
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	No
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	No
21	Close Meeting	Mgmt			

Applied Materials, Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: AMAT	
Record Date: 01/08/2025	Meeting Type: Annual		
Primary Security ID: 038222105	Primary CUSIP: 038222105	Primary ISIN: US0382221051	Primary SEDOL: 2046552

Shares Voted: 4,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Rani Borkar	Mgmt	For	For	No
1b	Elect Director Judy Bruner	Mgmt	For	For	No
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	No
1d	Elect Director Aart J. de Geus	Mgmt	For	For	No
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	No
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	No
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	No
1h	Elect Director Kevin P. March	Mgmt	For	For	No
1i	Elect Director Yvonne McGill	Mgmt	For	For	No
1j	Elect Director Scott A. McGregor	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

Cencora, Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: COR	
Record Date: 01/10/2025	Meeting Type: Annual		
Primary Security ID: 03073E105	Primary CUSIP: 03073E105	Primary ISIN: US03073E1055	Primary SEDOL: 2795393

Shares Voted: 919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Ornella Barra	Mgmt	For	For	No
1b	Elect Director Werner Baumann	Mgmt	For	For	No
1c	Elect Director Frank K. Clyburn	Mgmt	For	For	No
1d	Elect Director Steven H. Collis	Mgmt	For	For	No
1e	Elect Director D. Mark Durcan	Mgmt	For	For	No
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	No
1g	Elect Director Lorence H. Kim	Mgmt	For	For	No

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1h	Elect Director Robert P. Mauch	Mgmt	For	For	No
1i	Elect Director Redonda G. Miller	Mgmt	For	For	No
1j	Elect Director Dennis M. Nally	Mgmt	For	For	No
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

Genmab A/S

Meeting Date: 03/12/2025	Country: Denmark	Ticker: GMAB
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: K3967W102	Primary CUSIP: K3967W102	Primary ISIN: DK0010272202
		Primary SEDOL: 4595739

Shares Voted: 309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	No
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	No
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	No
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	No
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	No
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For	No
6	Ratify Deloitte as Auditors	Mgmt	For	For	No
7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	No

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
7.b	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Yes
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	No
7.d	Authorize Share Repurchase Program	Mgmt	For	For	No
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	No
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No
9	Other Business	Mgmt			

Johnson Controls International plc

Meeting Date: 03/12/2025	Country: Ireland	Ticker: JCI	
Record Date: 01/07/2025	Meeting Type: Annual		
Primary Security ID: G51502105	Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61

Shares Voted: 3,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Timothy M. Archer	Mgmt	For	For	No
1b	Elect Director Jean Blackwell	Mgmt	For	For	No
1c	Elect Director Pierre Cohade	Mgmt	For	For	No
1d	Elect Director Patrick K. Decker	Mgmt	For	For	No
1e	Elect Director W. Roy Dunbar	Mgmt	For	For	No
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For	No
1g	Elect Director Ayesha Khanna	Mgmt	For	For	No
1h	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	No
1i	Elect Director George R. Oliver	Mgmt	For	For	No
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	No
1k	Elect Director Mark Vergnano	Mgmt	For	For	No

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1l	Elect Director John D. Young	Mgmt	For	For	No
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	No
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	No
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	No
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	No

Pandora AS

Meeting Date: 03/12/2025	Country: Denmark	Ticker: PNDORA	
Record Date: 03/05/2025	Meeting Type: Annual		
Primary Security ID: K7681L102	Primary CUSIP: K7681L102	Primary ISIN: DK0060252690	Primary SEDOL: B44XTX8

Shares Voted: 407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	No
4	Approve Remuneration of Directors	Mgmt	For	For	No
5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	Mgmt	For	For	No
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For	No
6.2	Reelect Christian Frigast as Director	Mgmt	For	For	No
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	No
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	No
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	No

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For	No
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For	No
7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	No
8	Approve Discharge of Management and Board	Mgmt	For	For	No
9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	No
9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	No
9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	No
9.4	Authorize Share Repurchase Program	Mgmt	For	For	No
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No
10	Other Business	Mgmt			

Agilent Technologies, Inc.

Meeting Date: 03/13/2025	Country: USA	Ticker: A	
Record Date: 01/23/2025	Meeting Type: Annual		
Primary Security ID: 00846U101	Primary CUSIP: 00846U101	Primary ISIN: US00846U1016	Primary SEDOL: 2520153

Shares Voted: 1,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Otis W. Brawley	Mgmt	For	For	No
1.2	Elect Director Mikael Dolsten	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
5	Declassify the Board of Directors	SH	None	For	No

Meeting Date: 03/13/2025	Country: Finland	Ticker: WRT1V	
Record Date: 03/03/2025	Meeting Type: Annual		
Primary Security ID: X98155116	Primary CUSIP: X98155116	Primary ISIN: FI0009003727	Primary SEDOL: 4525189

Shares Voted: 2,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.44 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	No
12	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	No
13	Fix Number of Directors at Eight	Mgmt	For	For	No
14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	Mgmt	For	For	No
15	Approve Remuneration of Auditors	Mgmt	For	For	No
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	No
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	No
19	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	No
20	Authorize Share Repurchase Program	Mgmt	For	For	No
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	No
22	Close Meeting	Mgmt			

A.P. Moller-Maersk A/S

Meeting Date: 03/18/2025	Country: Denmark	Ticker: MAERSK.B	
Record Date: 03/11/2025	Meeting Type: Annual		
Primary Security ID: K0514G101	Primary CUSIP: K0514G101	Primary ISIN: DK0010244508	Primary SEDOL: 4253048

Shares Voted: 18					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
A	Receive Report of Board	Mgmt			
B	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
C	Approve Discharge of Management and Board	Mgmt	For	For	No
D	Approve Allocation of Income and Dividends of DKK 1.120 Per Share	Mgmt	For	For	No
E	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
F	Authorize Share Repurchase Program	Mgmt	For	For	No
G.1	Reelect Marc Engel as Director	Mgmt	For	Abstain	Yes
G.2	Reelect Kasper Rorsted as Director	Mgmt	For	Abstain	Yes
G.3	Reelect Bernard L. Bot as Director	Mgmt	For	Abstain	Yes
G.4	Reelect Amparo Moraleda as Director	Mgmt	For	Abstain	No
G.5	Elect Xavier Urbain as New Director	Mgmt	For	For	No

A.P. Moller-Maersk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
H	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	No
I.1	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	No
I.2	Shareholder Proposals Submitted by Eko on Behalf of the Shareholder Zen Donen	Mgmt	Against	Against	No
	Proposal Regarding Disclosure of Human Rights Due Diligence Processes	SH			
I.3	Shareholder Proposals Submitted by Frank Aaen on Behalf of the Shareholder Kritiske Aktionaerer	Mgmt	Against	Against	No
	Proposal Regarding Discontinuation of Transportation of Arms	SH			

Omnicom Group Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: OMC
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 681919106	Primary CUSIP: 681919106	Primary ISIN: US6819191064
Primary SEDOL: 2279303		

Shares Voted: 990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For	No
2	Adjourn Meeting	Mgmt	For	For	No

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: IPG
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 460690100	Primary CUSIP: 460690100	Primary ISIN: US4606901001
Primary SEDOL: 2466321		

Shares Voted: 1,896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Merger Agreement	Mgmt	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	No

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
3	Adjourn Meeting	Mgmt	For	For	No

The Toro Company

Meeting Date: 03/18/2025	Country: USA	Ticker: TTC
Record Date: 01/21/2025	Meeting Type: Annual	
Primary Security ID: 891092108	Primary CUSIP: 891092108	Primary ISIN: US8910921084
		Primary SEDOL: 2897040

Shares Voted: 520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jeffrey L. Harmening	Mgmt	For	For	No
1.2	Elect Director Joyce A. Mullen	Mgmt	For	Withhold	No
1.3	Elect Director Richard M. Olson	Mgmt	For	For	No
1.4	Elect Director James C. O'Rourke	Mgmt	For	Withhold	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

Banco de Sabadell SA

Meeting Date: 03/19/2025	Country: Spain	Ticker: SAB
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: E15819191	Primary CUSIP: E15819191	Primary ISIN: ES0113860A34
		Primary SEDOL: B1X8QN2

Shares Voted: 33,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	Mgmt	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	No
4	Approve Shareholder Remuneration Policy	Mgmt	For	For	No
5	Reactivate Share Repurchase and Capital Reduction via Amortization of Repurchased Shares Approved at the 2024 AGM	Mgmt	For	For	No

Banco de Sabadell SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
6	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	Mgmt	For	For	No
7	Amend Articles Re: Board of Directors	Mgmt	For	Against	No
8	Receive Amendments to Board of Directors Regulations	Mgmt			
9.1	Reelect Cesar Gonzalez-Bueno Mayer Wittgenstein as Director	Mgmt	For	For	No
9.2	Reelect Manuel Valls Morato as Director	Mgmt	For	For	No
9.3	Elect Maria Gloria Hernandez Garcia as Director	Mgmt	For	For	No
9.4	Elect Margarita Salvans Puigbo as Director	Mgmt	For	For	No
10	Fix Maximum Variable Compensation Ratio of Designated Group Members	Mgmt	For	For	No
11	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
13	Advisory Vote on Remuneration Report	Mgmt	For	Against	No

Unicharm Corp.

Meeting Date: 03/19/2025	Country: Japan	Ticker: 8113	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J94104114	Primary CUSIP: J94104114	Primary ISIN: JP3951600000	Primary SEDOL: 6911485

Shares Voted: 1,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Takahara, Takahisa	Mgmt	For	Against	No
1.2	Elect Director Takaku, Kenji	Mgmt	For	For	No
1.3	Elect Director Shite, Tetsuya	Mgmt	For	For	No
2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	Mgmt	For	For	No
2.2	Elect Director and Audit Committee Member Noriko Rzonca	Mgmt	For	For	No
2.3	Elect Director and Audit Committee Member Asada, Shigeru	Mgmt	For	For	No

Unicharm Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
3	Approve Donation of Treasury Shares to Shinagawa Joshi Gakuin School	Mgmt	For	Against	No

DSV A/S

Meeting Date: 03/20/2025	Country: Denmark	Ticker: DSV
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: K31864117	Primary CUSIP: K31864117	Primary ISIN: DK0060079531
		Primary SEDOL: B1WT5G2

Shares Voted: 1,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For	No
4	Approve Remuneration of Directors	Mgmt	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	No
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	No
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	No
6.3	Reelect Beat Walti as Director	Mgmt	For	For	No
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	No
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For	No
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For	No
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For	No
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	No
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	For	For	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	No
9	Other Business	Mgmt			

Gjensidige Forsikring ASA

Meeting Date: 03/20/2025	Country: Norway	Ticker: GJF	
Record Date: 03/13/2025	Meeting Type: Annual		
Primary Security ID: R2763X101	Primary CUSIP: R2763X101	Primary ISIN: NO0010582521	Primary SEDOL: B4PH0C5

Shares Voted: 1,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	No
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	No
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	Mgmt	For	For	No
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement	Mgmt	For	Against	No
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	No
10.a	Authorize Board to Distribute Dividends	Mgmt	For	For	No
10.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	No
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	No

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	No
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against	No
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	No
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	Mgmt	For	For	No
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	No
11.b4	Reelect Inger Grogard Stensaker as Member of Nominating Committee	Mgmt	For	For	No
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	No
11.c	Ratify Deloitte as Auditors	Mgmt	For	For	No
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	No

Keysight Technologies, Inc.

Meeting Date: 03/20/2025	Country: USA	Ticker: KEYS
Record Date: 01/22/2025	Meeting Type: Annual	
Primary Security ID: 49338L103	Primary CUSIP: 49338L103	Primary ISIN: US49338L1035
		Primary SEDOL: BQZJ0Q9

Shares Voted: 871

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director James G. Cullen	Mgmt	For	For	No
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For	No
1.3	Elect Director Jean M. Nye	Mgmt	For	For	No
1.4	Elect Director Joanne B. Olsen	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Declassify the Board of Directors	SH	Against	For	No

Moncler SpA

Meeting Date: 03/20/2025	Country: Italy	Ticker: MONC
Record Date: 03/11/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T6730E110	Primary CUSIP: T6730E110	Primary ISIN: IT0004965148
		Primary SEDOL: BGLP232

Shares Voted: 1,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	Mgmt	For	For	No

The Walt Disney Company

Meeting Date: 03/20/2025	Country: USA	Ticker: DIS
Record Date: 01/21/2025	Meeting Type: Annual	
Primary Security ID: 254687106	Primary CUSIP: 254687106	Primary ISIN: US2546871060
		Primary SEDOL: 2270726

Shares Voted: 9,196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mary T. Barra	Mgmt	For	For	No
1b	Elect Director Amy L. Chang	Mgmt	For	For	No
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For	No
1d	Elect Director Carolyn N. Everson	Mgmt	For	For	No
1e	Elect Director Michael B.G. Froman	Mgmt	For	For	No
1f	Elect Director James P. Gorman	Mgmt	For	For	No
1g	Elect Director Robert A. Iger	Mgmt	For	For	No
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	No
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	No
1j	Elect Director Derica W. Rice	Mgmt	For	For	No

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	No
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	No
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	No

Kao Corp.

Meeting Date: 03/21/2025	Country: Japan	Ticker: 4452
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J30642169	Primary CUSIP: J30642169	Primary ISIN: JP3205800000
		Primary SEDOL: 6483809

Shares Voted: 2,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 76	Mgmt	For	For	No
2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For	Against	No
2.2	Elect Director Negoro, Masakazu	Mgmt	For	For	No
2.3	Elect Director Nishiguchi, Toru	Mgmt	For	For	No
2.4	Elect Director Lisa MacCallum	Mgmt	For	For	No
2.5	Elect Director Shinobe, Osamu	Mgmt	For	For	No
2.6	Elect Director Sakurai, Eriko	Mgmt	For	For	No
2.7	Elect Director Nishii, Takaaki	Mgmt	For	For	No
2.8	Elect Director Takashima, Makoto	Mgmt	For	For	No
2.9	Elect Director Sarah L. Casanova	Mgmt	For	For	No
3.1	Appoint Statutory Auditor Murata, Mami	Mgmt	For	For	No
3.2	Appoint Statutory Auditor Naito, Junya	Mgmt	For	For	No
4.1	Appoint Shareholder Director Nominee Yannis Skoufalos	SH	Against	For	No
4.2	Appoint Shareholder Director Nominee Martha Velandó	SH	Against	For	No

Kao Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
4.3	Appoint Shareholder Director Nominee Lanchi Venator	SH	Against	For	No
4.4	Appoint Shareholder Director Nominee Hugh G. Dineen	SH	Against	Against	No
4.5	Appoint Shareholder Director Nominee Anja Lagodny	SH	Against	Against	No
5	Approve Compensation Ceiling for Outside Directors	SH	Against	For	No
6	Approve Restricted Stock Plan for Outside Directors	SH	Against	For	No
7	Approve Performance Share Plan and Restricted Stock Plan	SH	Against	For	No

Kubota Corp.

Meeting Date: 03/21/2025	Country: Japan	Ticker: 6326	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J36662138	Primary CUSIP: J36662138	Primary ISIN: JP3266400005	Primary SEDOL: 6497509

Shares Voted: 4,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Kitao, Yuichi	Mgmt	For	Against	No
1.2	Elect Director Hanada, Shingo	Mgmt	For	For	No
1.3	Elect Director Kimura, Hiroto	Mgmt	For	For	No
1.4	Elect Director Yoshikawa, Masato	Mgmt	For	For	No
1.5	Elect Director Watanabe, Dai	Mgmt	For	For	No
1.6	Elect Director Yoshioka, Eiji	Mgmt	For	For	No
1.7	Elect Director Shintaku, Yutaro	Mgmt	For	For	No
1.8	Elect Director Arakane, Kumi	Mgmt	For	For	No
1.9	Elect Director Kawana, Koichi	Mgmt	For	For	No
1.10	Elect Director Furusawa, Yuri	Mgmt	For	For	No
1.11	Elect Director Yamashita, Yoshinori	Mgmt	For	For	No
2	Appoint Statutory Auditor Ino, Setsuko	Mgmt	For	For	No
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	No
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	No

Meeting Date: 03/24/2025	Country: Finland	Ticker: KESKOB	
Record Date: 03/12/2025	Meeting Type: Annual		
Primary Security ID: X44874109	Primary CUSIP: X44874109	Primary ISIN: FI0009000202	Primary SEDOL: 4490005

Shares Voted: 1,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	Mgmt	For	For	No
10	Approve Discharge of Board and President	Mgmt	For	For	No
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	No
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	No
13	Fix Number of Directors at Seven	Mgmt	For	For	No
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against	No
15	Approve Remuneration of Auditors	Mgmt	For	For	No
16	Ratify Deloitte as Auditors	Mgmt	For	For	No
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	No

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	No
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	No
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	No
22	Close Meeting	Mgmt			

Bridgestone Corp.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 5108	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J04578126	Primary CUSIP: J04578126	Primary ISIN: JP3830800003	Primary SEDOL: 6132101

Shares Voted: 2,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	No
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	No
2.2	Elect Director Banno, Masato	Mgmt	For	For	No
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	No
2.4	Elect Director Masuda, Kenichi	Mgmt	For	For	No
2.5	Elect Director Yamamoto, Kenzo	Mgmt	For	For	No
2.6	Elect Director Suzuki, Yoko	Mgmt	For	For	No
2.7	Elect Director Kobayashi, Yukari	Mgmt	For	For	No
2.8	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	No
2.9	Elect Director Morikawa, Noriko	Mgmt	For	For	No
2.10	Elect Director Itagaki, Toshiaki	Mgmt	For	For	No
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	No
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	No

McDonald's Holdings Co. (Japan) Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 2702	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J4261C109	Primary CUSIP: J4261C109	Primary ISIN: JP3750500005	Primary SEDOL: 6371863

Shares Voted: 445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	No
2.1	Elect Director Fusako Znaiden	Mgmt	For	Against	No
2.2	Elect Director Saito, Yukiko	Mgmt	For	For	No
2.3	Elect Director Andrew Gregory	Mgmt	For	For	No
2.4	Elect Director Nikolaus Piza	Mgmt	For	For	No
2.5	Elect Director Tashiro, Yuko	Mgmt	For	For	No
3	Approve Director Retirement Bonus	Mgmt	For	Against	No

Neste Corp.

Meeting Date: 03/25/2025	Country: Finland	Ticker: NESTE	
Record Date: 03/13/2025	Meeting Type: Annual		
Primary Security ID: X5688A109	Primary CUSIP: X5688A109	Primary ISIN: FI0009013296	Primary SEDOL: B06YV46

Shares Voted: 2,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.20 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	No
13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	Mgmt	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Ratify KPMG as Auditor	Mgmt	For	For	No
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	No
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	No
18	Authorize Share Repurchase Program	Mgmt	For	For	No
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	No
20	Close Meeting	Mgmt			

Yamaha Motor Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 7272	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J95776126	Primary CUSIP: J95776126	Primary ISIN: JP3942800008	Primary SEDOL: 6985264

Shares Voted: 4,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	Mgmt	For	For	No

Yamaha Motor Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
3.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For	No
3.2	Elect Director Shitara, Motofumi	Mgmt	For	Against	No
3.3	Elect Director Maruyama, Heiji	Mgmt	For	For	No
3.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For	No
3.5	Elect Director Tashiro, Yuko	Mgmt	For	For	No
3.6	Elect Director Ohashi, Tetsuji	Mgmt	For	For	No
3.7	Elect Director Jin Song Montesano	Mgmt	For	For	No
3.8	Elect Director Masui, Keiji	Mgmt	For	For	No
3.9	Elect Director Sarah L. Casanova	Mgmt	For	For	No
4.1	Appoint Statutory Auditor Noda, Takeo	Mgmt	For	For	No
4.2	Appoint Statutory Auditor Kawai, Eriko	Mgmt	For	For	No

Renesas Electronics Corp.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 6723	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J4881V107	Primary CUSIP: J4881V107	Primary ISIN: JP3164720009	Primary SEDOL: 6635677

Shares Voted: 8,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	No
2.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	No
2.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	No
2.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	No
2.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	No
2.5	Elect Director Hirano, Takuya	Mgmt	For	For	No
2.6	Elect Director Mizuno, Tomoko	Mgmt	For	For	No

Shiseido Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 4911	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J74358144	Primary CUSIP: J74358144	Primary ISIN: JP3351600006	Primary SEDOL: 6805265

Shares Voted: 2,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	No
2.1	Elect Director Fujiwara, Kentaro	Mgmt	For	Against	No
2.2	Elect Director Hirofujji, Ayako	Mgmt	For	For	No
2.3	Elect Director Anno, Hiromi	Mgmt	For	For	No
2.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	No
2.5	Elect Director Oishi, Kanoko	Mgmt	For	For	No
2.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	No
2.7	Elect Director Tokuno, Mariko	Mgmt	For	For	No
2.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	No
2.9	Elect Director Goto, Yasuko	Mgmt	For	For	No
2.10	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	No
2.11	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	No

Svenska Handelsbanken AB

Meeting Date: 03/26/2025	Country: Sweden	Ticker: SHB.A	
Record Date: 03/18/2025	Meeting Type: Annual		
Primary Security ID: W9112U104	Primary CUSIP: W9112U104	Primary ISIN: SE0007100599	Primary SEDOL: BXDZ9Q1

Shares Voted: 8,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	No
4	Approve Agenda of Meeting	Mgmt	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	No
11.1	Approve Discharge of Par Boman	Mgmt	For	For	No
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	No
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For	No
11.4	Approve Discharge of Jon Fredrik Baksaas	Mgmt	For	For	No
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For	No
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For	No
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For	No
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For	No
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For	No
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For	No
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For	No
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For	No
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For	No
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For	No
11.15	Approve Discharge of CEO Michael Green	Mgmt	For	For	No
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	No
13	Authorize Share Repurchase Program	Mgmt	For	For	No
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	No

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
15	Determine Number of Directors (9)	Mgmt	For	For	No
16	Determine Number of Auditors (2)	Mgmt	For	For	No
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
18.1	Reelect Helene Barnekow as Director	Mgmt	For	Against	No
18.2	Reelect Stina Bergfors as Director	Mgmt	For	Against	No
18.3	Reelect Hans Biorck as Director	Mgmt	For	Against	No
18.4	Reelect Par Boman as Director	Mgmt	For	Against	No
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	Against	No
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For	No
18.7	Reelect Louise Lindh as Director	Mgmt	For	Against	No
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	No
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against	No
19	Elect Par Borman as Board Chair	Mgmt	For	Against	No
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	No
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For	No
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against	No
23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against	No
	Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt			
24	Change Dividend Policy	SH	Against	Against	No
25	Close Meeting	Mgmt			

Meeting Date: 03/26/2025	Country: Denmark	Ticker: TRYG	
Record Date: 03/19/2025	Meeting Type: Annual		
Primary Security ID: K9640A110	Primary CUSIP: K9640A110	Primary ISIN: DK0060636678	Primary SEDOL: BXDZ972

Shares Voted: 1,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt			
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2.b	Approve Discharge of Management and Board	Mgmt	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	No
6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	Mgmt	For	For	No
6.c	Authorize Share Repurchase Program	Mgmt	For	For	No
6.d	Approve Director Indemnification Scheme	Mgmt	For	For	No
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	No
6.f	Amend Articles Re: Number of Members of the Supervisory Board	Mgmt	For	For	No
7.a	Reelect Jukka Pertola as Member of Board	Mgmt	For	For	No
7.b	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For	No
7.c	Reelect Mengmeng Du as Member of Board	Mgmt	For	For	No

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
7.d	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For	No
7.e	Reelect Steffen Kragh as Director	Mgmt	For	For	No
7.f	Reelect Benedicte Bakke Agerup as Director	Mgmt	For	For	No
8.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	No
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No
10	Other Business	Mgmt			

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4519	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J06930101	Primary CUSIP: J06930101	Primary ISIN: JP3519400000	Primary SEDOL: 6196408

Shares Voted: 6,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	No
2.1	Elect Director Okuda, Osamu	Mgmt	For	Against	No
2.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	No
2.3	Elect Director Ikura, Hitoshi	Mgmt	For	For	No
2.4	Elect Director Momoi, Mariko	Mgmt	For	For	No
2.5	Elect Director Tateishi, Fumio	Mgmt	For	For	No
2.6	Elect Director Teramoto, Hideo	Mgmt	For	For	No
2.7	Elect Director Thomas Schinecker	Mgmt	For	For	No
2.8	Elect Director Teresa A. Graham	Mgmt	For	For	No
2.9	Elect Director Boris L. Zaitra	Mgmt	For	For	No
3	Appoint Statutory Auditor Higuchi, Masayoshi	Mgmt	For	For	No

Meeting Date: 03/27/2025	Country: Sweden	Ticker: ESSITY.B	
Record Date: 03/19/2025	Meeting Type: Annual		
Primary Security ID: W3R06F100	Primary CUSIP: W3R06F100	Primary ISIN: SE0009922164	Primary SEDOL: BF1K7P7

Shares Voted: 3,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Elect Chair of Meeting	Mgmt	For	For	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
5	Approve Agenda of Meeting	Mgmt	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chair and Auditor Review	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	No
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	No
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	No
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	No
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	No
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	No
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For	No
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	No
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	No
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	No
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	No
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For	No
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For	No
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	No
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	No
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For	No
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For	No
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	No
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	No
11.b	Approve Remuneration of Auditors	Mgmt	For	For	No
12.a	Reelect Maria Carell as Director	Mgmt	For	Against	No
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	Against	No
12.c	Reelect Magnus Groth as Director	Mgmt	For	For	No
12.d	Reelect Jan Gurander as Director	Mgmt	For	Against	No
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	Against	No
12.f	Reelect Bert Nordberg as Director	Mgmt	For	Against	No
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	No
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against	No
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For	No
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against	No
13	Reelect Jan Gurander as Board Chair	Mgmt	For	Against	No
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	No
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	No

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For	No
18.a	Authorize Share Repurchase Program	Mgmt	For	For	No
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	No

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4612	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J55053128	Primary CUSIP: J55053128	Primary ISIN: JP3749400002	Primary SEDOL: 6640507

Shares Voted: 4,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	No
2.1	Elect Director Goh Hup Jin	Mgmt	For	For	No
2.2	Elect Director Hara, Hisashi	Mgmt	For	For	No
2.3	Elect Director Andrew Larke	Mgmt	For	For	No
2.4	Elect Director Lim Hwee Hua	Mgmt	For	For	No
2.5	Elect Director Mitsuhashi, Masataka	Mgmt	For	For	No
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For	No
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For	No
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	Against	No
2.9	Elect Director Wee Siew Kim	Mgmt	For	Against	No

Novo Nordisk A/S

Meeting Date: 03/27/2025	Country: Denmark	Ticker: NOVO.B	
Record Date: 03/20/2025	Meeting Type: Annual		
Primary Security ID: K72807140	Primary CUSIP: K72807140	Primary ISIN: DK0062498333	Primary SEDOL: BP6KMJ1

Shares Voted: 18,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	No
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For	No
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	No
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For	No
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	No
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	No
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	No
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	No
6.3e	Reelect Christina Law as Director	Mgmt	For	For	No
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	No
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	No
8.1	Authorize Share Repurchase Program	Mgmt	For	For	No
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	No
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	No

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
9	Management Proposals	Mgmt			
	Other Business	Mgmt			

UPM-Kymmene Oyj

Meeting Date: 03/27/2025	Country: Finland	Ticker: UPM	
Record Date: 03/17/2025	Meeting Type: Annual		
Primary Security ID: X9518S108	Primary CUSIP: X9518S108	Primary ISIN: FI0009005987	Primary SEDOL: 5051252

Shares Voted: 2,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	No
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	No
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For	No

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	No
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	No
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	No
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	No
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	No
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	No
21	Authorize Charitable Donations	Mgmt	For	For	No
22	Close Meeting	Mgmt			

ASICS Corp.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 7936	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J03234150	Primary CUSIP: J03234150	Primary ISIN: JP3118000003	Primary SEDOL: 6057378

Shares Voted: 3,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	No
3.1	Elect Director Hirota, Yasuhito	Mgmt	For	For	No
3.2	Elect Director Tominaga, Mitsuyuki	Mgmt	For	For	No
3.3	Elect Director Murai, Mitsuru	Mgmt	For	For	No
3.4	Elect Director Suto, Miwa	Mgmt	For	For	No
3.5	Elect Director Kumanomido, Tomoko	Mgmt	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	No

ASICS Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	No
7	Approve Donation of Treasury Shares to ASICS Foundation	Mgmt	For	Against	No

Daifuku Co., Ltd.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 6383	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J08988107	Primary CUSIP: J08988107	Primary ISIN: JP3497400006	Primary SEDOL: 6250025

Shares Voted: 1,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Geshiro, Hiroshi	Mgmt	For	Against	No
1.2	Elect Director Terai, Tomoaki	Mgmt	For	For	No
1.3	Elect Director Sato, Seiji	Mgmt	For	For	No
1.4	Elect Director Takubo, Hideaki	Mgmt	For	For	No
1.5	Elect Director Hibi, Tetsuya	Mgmt	For	For	No
1.6	Elect Director Ozawa, Yoshiaki	Mgmt	For	For	No
1.7	Elect Director Kato, Kaku	Mgmt	For	For	No
1.8	Elect Director Kaneko, Keiko	Mgmt	For	For	No
1.9	Elect Director Gideon Franklin	Mgmt	For	For	No
1.10	Elect Director Yoshida, Haruyuki	Mgmt	For	For	No
1.11	Elect Director Kanzaki, Yuki	Mgmt	For	For	No
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	No

Rakuten Group, Inc.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 4755	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J64264104	Primary CUSIP: J64264104	Primary ISIN: JP3967200001	Primary SEDOL: 6229597

Shares Voted: 7,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Amend Articles to Amend Business Lines	Mgmt	For	For	No

Rakuten Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against	No
2.2	Elect Director Hyakuno, Kentaro	Mgmt	For	For	No
2.3	Elect Director Hirose, Kenji	Mgmt	For	For	No
2.4	Elect Director Ando, Takaharu	Mgmt	For	For	No
2.5	Elect Director Sarah J. M. Whitley	Mgmt	For	For	No
2.6	Elect Director Tsedal Neeley	Mgmt	For	For	No
2.7	Elect Director Charles B. Baxter	Mgmt	For	For	No
2.8	Elect Director Habuka, Shigeki	Mgmt	For	For	No
2.9	Elect Director Mitachi, Takashi	Mgmt	For	For	No
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	No

Holmen AB

Meeting Date: 03/31/2025	Country: Sweden	Ticker: HOLM.B	
Record Date: 03/21/2025	Meeting Type: Annual		
Primary Security ID: W4R00P201	Primary CUSIP: W4R00P201	Primary ISIN: SE0011090018	Primary SEDOL: BDQQ1Q5

Shares Voted: 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	No
4	Designate Inspectors of Minutes of Meeting	Mgmt	For	For	No
5	Approve Agenda of Meeting	Mgmt	For	For	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Allow Questions	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
10	Approve Allocation of Income and Dividends of SEK 12.00 Per Share; Approve Record Date for Dividend Payment	Mgmt	For	For	No
11	Approve Discharge of Board and President	Mgmt	For	For	No

Holmen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Policy
12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	No
13	Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair and SEK 455,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	No
14	Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	Mgmt	For	Against	No
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	No
16	Approve Remuneration Report	Mgmt	For	For	No
17.a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For	No
17.b1	Approve Equity Plan Financing	Mgmt	For	For	No
17.b2	Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	Mgmt	For	For	No
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No
19	Close Meeting	Mgmt			

VOTES AGAINST MANAGEMENT REPORT

Date range covered : 01/01/2025 to 03/31/2025

INSTITUTION ACCOUNT(S): STICHTING
PENSIOENFONDS STAPLES

Zscaler, Inc.

Meeting Date: 01/10/2025	Country: USA	Ticker: ZS	
Record Date: 11/13/2024	Meeting Type: Annual		
Primary Security ID: 98980G102	Primary CUSIP: 98980G102	Primary ISIN: US98980G1022	Primary SEDOL: BZ00V34

Shares Voted: 490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Karen Blasing	Mgmt	For	Withhold
1.2	Elect Director Charles Giancarlo	Mgmt	For	Withhold
1.3	Elect Director Eileen Naughton	Mgmt	For	Withhold
4	Amend Omnibus Stock Plan	Mgmt	For	Against

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025	Country: USA	Ticker: APD	
Record Date: 11/27/2024	Meeting Type: Proxy Contest		
Primary Security ID: 009158106	Primary CUSIP: 009158106	Primary ISIN: US0091581068	Primary SEDOL: 2011602

Shares Voted: 1,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Withhold
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Withhold
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	For
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	For

CGI Inc.

Meeting Date: 01/29/2025	Country: Canada	Ticker: GIB.A	
Record Date: 12/02/2024	Meeting Type: Annual		
Primary Security ID: 12532H104	Primary CUSIP: 12532H104	Primary ISIN: CA12532H1047	Primary SEDOL: BJ2L575

Shares Voted: 1,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Sophie Brochu	Mgmt	For	Withhold

CGI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director George A. Cope	Mgmt	For	Withhold
1.4	Elect Director Jacynthe Cote	Mgmt	For	Withhold
1.7	Elect Director Gilles Labbe	Mgmt	For	Withhold
1.8	Elect Director Michael B. Pedersen	Mgmt	For	Withhold
1.9	Elect Director Stephen S. Poloz	Mgmt	For	Withhold
1.10	Elect Director Mary G. Powell	Mgmt	For	Withhold
1.11	Elect Director Alison C. Reed	Mgmt	For	Withhold
1.12	Elect Director George D. Schindler	Mgmt	For	Withhold
1.13	Elect Director Kathy N. Waller	Mgmt	For	Withhold
1.14	Elect Director Frank Witter	Mgmt	For	Withhold

Rockwell Automation, Inc.

Meeting Date: 02/04/2025	Country: USA	Ticker: ROK	
Record Date: 12/09/2024	Meeting Type: Annual		
Primary Security ID: 773903109	Primary CUSIP: 773903109	Primary ISIN: US7739031091	Primary SEDOL: 2754060

Shares Voted: 586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	Withhold
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	Withhold

The Sage Group plc.

Meeting Date: 02/06/2025	Country: United Kingdom	Ticker: SGE	
Record Date: 02/04/2025	Meeting Type: Annual		
Primary Security ID: G7771K142	Primary CUSIP: G7771K142	Primary ISIN: GB00B8C3BL03	Primary SEDOL: B8C3BL0

Shares Voted: 5,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	Against

Aristocrat Leisure Limited

Meeting Date: 02/20/2025	Country: Australia	Ticker: ALL	
Record Date: 02/18/2025	Meeting Type: Annual		
Primary Security ID: Q0521T108	Primary CUSIP: Q0521T108	Primary ISIN: AU000000ALL7	Primary SEDOL: 6253983

Shares Voted: 2,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	Mgmt	For	Against

Kone Oyj

Meeting Date: 03/05/2025	Country: Finland	Ticker: KNEBV	
Record Date: 02/21/2025	Meeting Type: Annual		
Primary Security ID: X4551T105	Primary CUSIP: X4551T105	Primary ISIN: FI0009013403	Primary SEDOL: B09M9D2

Shares Voted: 1,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	Against
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	Against
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against
13.f	Reelect Iiris Herlin as Director	Mgmt	For	Against
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	Against
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	Against
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against

Genmab A/S

Meeting Date: 03/12/2025	Country: Denmark	Ticker: GMAB	
Record Date: 03/05/2025	Meeting Type: Annual		
Primary Security ID: K3967W102	Primary CUSIP: K3967W102	Primary ISIN: DK0010272202	Primary SEDOL: 4595739

Genmab A/S

Shares Voted: 309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against

Pandora AS

Meeting Date: 03/12/2025	Country: Denmark	Ticker: PNDORA	
Record Date: 03/05/2025	Meeting Type: Annual		
Primary Security ID: K7681L102	Primary CUSIP: K7681L102	Primary ISIN: DK0060252690	Primary SEDOL: B44XTX8

Shares Voted: 407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against

A.P. Moller-Maersk A/S

Meeting Date: 03/18/2025	Country: Denmark	Ticker: MAERSK.B	
Record Date: 03/11/2025	Meeting Type: Annual		
Primary Security ID: K0514G101	Primary CUSIP: K0514G101	Primary ISIN: DK0010244508	Primary SEDOL: 4253048

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
G.1	Reelect Marc Engel as Director	Mgmt	For	Abstain
G.2	Reelect Kasper Rorsted as Director	Mgmt	For	Abstain
G.3	Reelect Bernard L. Bot as Director	Mgmt	For	Abstain
G.4	Reelect Amparo Moraleda as Director	Mgmt	For	Abstain

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: IPG	
Record Date: 01/27/2025	Meeting Type: Special		
Primary Security ID: 460690100	Primary CUSIP: 460690100	Primary ISIN: US4606901001	Primary SEDOL: 2466321

The Interpublic Group of Companies, Inc.

Shares Voted: 1,896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against

The Toro Company

Meeting Date: 03/18/2025	Country: USA	Ticker: TTC	
Record Date: 01/21/2025	Meeting Type: Annual		
Primary Security ID: 891092108	Primary CUSIP: 891092108	Primary ISIN: US8910921084	Primary SEDOL: 2897040

Shares Voted: 520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Joyce A. Mullen	Mgmt	For	Withhold
1.4	Elect Director James C. O'Rourke	Mgmt	For	Withhold

Banco de Sabadell SA

Meeting Date: 03/19/2025	Country: Spain	Ticker: SAB	
Record Date: 03/14/2025	Meeting Type: Annual		
Primary Security ID: E15819191	Primary CUSIP: E15819191	Primary ISIN: ES0113860A34	Primary SEDOL: B1X8QN2

Shares Voted: 33,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Amend Articles Re: Board of Directors	Mgmt	For	Against
13	Advisory Vote on Remuneration Report	Mgmt	For	Against

Unicharm Corp.

Meeting Date: 03/19/2025	Country: Japan	Ticker: 8113	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J94104114	Primary CUSIP: J94104114	Primary ISIN: JP3951600000	Primary SEDOL: 6911485

Shares Voted: 1,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	Against

Unicharm Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Donation of Treasury Shares to Shinagawa Joshi Gakuin School	Mgmt	For	Against

DSV A/S

Meeting Date: 03/20/2025	Country: Denmark	Ticker: DSV	
Record Date: 03/13/2025	Meeting Type: Annual		
Primary Security ID: K31864117	Primary CUSIP: K31864117	Primary ISIN: DK0060079531	Primary SEDOL: B1WT5G2

Shares Voted: 1,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain

Gjensidige Forsikring ASA

Meeting Date: 03/20/2025	Country: Norway	Ticker: GJF	
Record Date: 03/13/2025	Meeting Type: Annual		
Primary Security ID: R2763X101	Primary CUSIP: R2763X101	Primary ISIN: NO0010582521	Primary SEDOL: B4PH0C5

Shares Voted: 1,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Statement	Mgmt	For	Against
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against

Keysight Technologies, Inc.

Meeting Date: 03/20/2025	Country: USA	Ticker: KEYS	
Record Date: 01/22/2025	Meeting Type: Annual		
Primary Security ID: 49338L103	Primary CUSIP: 49338L103	Primary ISIN: US49338L1035	Primary SEDOL: BQZJ0Q9

Shares Voted: 871

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Declassify the Board of Directors	SH	Against	For

Kao Corp.

Meeting Date: 03/21/2025	Country: Japan	Ticker: 4452	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J30642169	Primary CUSIP: J30642169	Primary ISIN: JP3205800000	Primary SEDOL: 6483809

Shares Voted: 2,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For	Against
4.1	Appoint Shareholder Director Nominee Yannis Skoufalos	SH	Against	For
4.2	Appoint Shareholder Director Nominee Martha Velando	SH	Against	For
4.3	Appoint Shareholder Director Nominee Lanchi Venator	SH	Against	For
5	Approve Compensation Ceiling for Outside Directors	SH	Against	For
6	Approve Restricted Stock Plan for Outside Directors	SH	Against	For
7	Approve Performance Share Plan and Restricted Stock Plan	SH	Against	For

Kubota Corp.

Meeting Date: 03/21/2025	Country: Japan	Ticker: 6326	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J36662138	Primary CUSIP: J36662138	Primary ISIN: JP3266400005	Primary SEDOL: 6497509

Shares Voted: 4,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	Against

Kesko Oyj

Meeting Date: 03/24/2025	Country: Finland	Ticker: KESKOB	
Record Date: 03/12/2025	Meeting Type: Annual		
Primary Security ID: X44874109	Primary CUSIP: X44874109	Primary ISIN: FI0009000202	Primary SEDOL: 4490005

Shares Voted: 1,375

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

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against

McDonald's Holdings Co. (Japan) Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 2702	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J4261C109	Primary CUSIP: J4261C109	Primary ISIN: JP3750500005	Primary SEDOL: 6371863
Shares Voted: 445			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Fusako Znaiden	Mgmt	For	Against
3	Approve Director Retirement Bonus	Mgmt	For	Against

Yamaha Motor Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 7272	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J95776126	Primary CUSIP: J95776126	Primary ISIN: JP3942800008	Primary SEDOL: 6985264
Shares Voted: 4,815			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Shitara, Motofumi	Mgmt	For	Against

Shiseido Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 4911	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J74358144	Primary CUSIP: J74358144	Primary ISIN: JP3351600006	Primary SEDOL: 6805265
Shares Voted: 2,080			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Fujiwara, Kentaro	Mgmt	For	Against

Svenska Handelsbanken AB

Meeting Date: 03/26/2025	Country: Sweden	Ticker: SHB.A	
Record Date: 03/18/2025	Meeting Type: Annual		
Primary Security ID: W9112U104	Primary CUSIP: W9112U104	Primary ISIN: SE0007100599	Primary SEDOL: BXDZ9Q1

Shares Voted: 8,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18.1	Reelect Helene Barnekow as Director	Mgmt	For	Against
18.2	Reelect Stina Bergfors as Director	Mgmt	For	Against
18.3	Reelect Hans Biorck as Director	Mgmt	For	Against
18.4	Reelect Par Boman as Director	Mgmt	For	Against
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	Against
18.7	Reelect Louise Lindh as Director	Mgmt	For	Against
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against
19	Elect Par Borman as Board Chair	Mgmt	For	Against

Tryg A/S

Meeting Date: 03/26/2025	Country: Denmark	Ticker: TRYG	
Record Date: 03/19/2025	Meeting Type: Annual		
Primary Security ID: K9640A110	Primary CUSIP: K9640A110	Primary ISIN: DK0060636678	Primary SEDOL: BXDZ972

Shares Voted: 1,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4519	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J06930101	Primary CUSIP: J06930101	Primary ISIN: JP3519400000	Primary SEDOL: 6196408

Chugai Pharmaceutical Co., Ltd.

Shares Voted: 6,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Okuda, Osamu	Mgmt	For	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	Primary CUSIP: W3R06F100	Primary ISIN: SE0009922164	Primary SEDOL: BF1K7P7

Shares Voted: 3,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.a	Reelect Maria Carell as Director	Mgmt	For	Against
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	Against
12.d	Reelect Jan Gurander as Director	Mgmt	For	Against
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	Against
12.f	Reelect Bert Nordberg as Director	Mgmt	For	Against
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against
13	Reelect Jan Gurander as Board Chair	Mgmt	For	Against

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4612	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J55053128	Primary CUSIP: J55053128	Primary ISIN: JP3749400002	Primary SEDOL: 6640507

Shares Voted: 4,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	Against
2.9	Elect Director Wee Siew Kim	Mgmt	For	Against

ASICS Corp.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 7936	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J03234150	Primary CUSIP: J03234150	Primary ISIN: JP3118000003	Primary SEDOL: 6057378

Shares Voted: 3,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Donation of Treasury Shares to ASICS Foundation	Mgmt	For	Against

Daifuku Co., Ltd.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 6383	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J08988107	Primary CUSIP: J08988107	Primary ISIN: JP3497400006	Primary SEDOL: 6250025

Shares Voted: 1,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Geshiro, Hiroshi	Mgmt	For	Against

Rakuten Group, Inc.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 4755	
Record Date: 12/31/2024	Meeting Type: Annual		
Primary Security ID: J64264104	Primary CUSIP: J64264104	Primary ISIN: JP3967200001	Primary SEDOL: 6229597

Shares Voted: 7,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against

Holmen AB

Meeting Date: 03/31/2025	Country: Sweden	Ticker: HOLM.B	
Record Date: 03/21/2025	Meeting Type: Annual		
Primary Security ID: W4R00P201	Primary CUSIP: W4R00P201	Primary ISIN: SE0011090018	Primary SEDOL: BDQQ1Q5

Shares Voted: 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	Mgmt	For	Against