

DATE RANGE COVERED : 01/01/2025 to 06/30/2025

**3M Company****Meeting Date:** 05/13/2025**Country:** USA**Ticker:** MMM**Meeting Type:** Annual

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

**A.P. Moller-Maersk A/S****Meeting Date:** 03/18/2025**Country:** Denmark**Ticker:** MAERSK.B**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
A	Receive Report of Board	Mgmt		
B	Accept Financial Statements and Statutory Reports	Mgmt	For	For
C	Approve Discharge of Management and Board	Mgmt	For	For
D	Approve Allocation of Income and Dividends of DKK 1.120 Per Share	Mgmt	For	For
E	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
F	Authorize Share Repurchase Program	Mgmt	For	For
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
G.5	Elect Xavier Urbain as New Director	Mgmt	For	For
H	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
I.1	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For
	Shareholder Proposals Submitted by Eko on Behalf of the Shareholder Zen Donen	Mgmt		
I.2	Proposal Regarding Disclosure of Human Rights Due Diligence Processes	SH	Against	Against
	Shareholder Proposals Submitted by Frank Aaen on Behalf of the Shareholder Kritiske Aktionaerer	Mgmt		
I.3	Proposal Regarding Discontinuation of Transportation of Arms	SH	Against	Against

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	Do Not Vote
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Mgmt	For	Do Not Vote
7.1	Reelect David Constable as Director	Mgmt	For	Do Not Vote
7.2	Reelect Frederico Curado as Director	Mgmt	For	Do Not Vote
7.3	Reelect Johan Forssell as Director	Mgmt	For	Do Not Vote
7.4	Reelect Denise Johnson as Director	Mgmt	For	Do Not Vote
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	Do Not Vote
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	Do Not Vote
7.7	Reelect David Meline as Director	Mgmt	For	Do Not Vote
7.8	Elect Claudia Nemat as Director	Mgmt	For	Do Not Vote
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	Do Not Vote
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Do Not Vote
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	Do Not Vote

8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	Do Not Vote
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	Do Not Vote
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	Do Not Vote
10	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Accenture plc

**Meeting Date:** 02/06/2025

**Country:** Ireland

**Ticker:** ACN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
1e	Elect Director Jennifer Nason	Mgmt	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For
1i	Elect Director Julie Sweet	Mgmt	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For
1k	Elect Director Masahiko Uotani	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For

4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

## ACS, Actividades de Construcción y Servicios SA

Meeting Date: 05/08/2025

Country: Spain

Ticker: ACS

Meeting Type: Annual

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

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

## adidas AG

Meeting Date: 05/15/2025

Country: Germany

Ticker: ADS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Approve Remuneration Report	Mgmt	For	Do Not Vote
6	Elect Thomas Rabe to the Supervisory Board	Mgmt	For	Do Not Vote
7	Approve Creation of EUR 50 Million Pool of Authorized Capital 2025/I with Preemptive Rights	Mgmt	For	Do Not Vote
8	Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
10.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote

## Admiral Group Plc

**Meeting Date:** 05/09/2025

**Country:** United Kingdom

**Ticker:** ADM

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Michael Rogers as Director	Mgmt	For	For
5	Re-elect Milena Mondini de Focatiis as Director	Mgmt	For	For
6	Re-elect Geraint Jones as Director	Mgmt	For	For
7	Re-elect Evelyn Bourke as Director	Mgmt	For	For
8	Re-elect Michael Brierley as Director	Mgmt	For	For
9	Re-elect Andrew Crossley as Director	Mgmt	For	For
10	Re-elect Karen Green as Director	Mgmt	For	For
11	Re-elect Fiona Muldoon as Director	Mgmt	For	For
12	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For
13	Re-elect William Roberts as Director	Mgmt	For	For
14	Re-elect Justine Roberts as Director	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Approve Discretionary Free Share Scheme	Mgmt	For	For

19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Adobe Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: ADBE

Meeting Type: Annual

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

4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For

## Advanced Micro Devices, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: AMD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For
1b	Elect Director Michael P. Gregoire	Mgmt	For	For
1c	Elect Director Joseph A. Householder	Mgmt	For	For
1d	Elect Director John W. Marren	Mgmt	For	For
1e	Elect Director Jon A. Olson	Mgmt	For	For
1f	Elect Director Lisa T. Su	Mgmt	For	For
1g	Elect Director Abhi Y. Talwalkar	Mgmt	For	For
1h	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Increase Authorized Common Stock	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For
6	Amend Right to Call Special Meeting	SH	Against	Against

## AEON Co., Ltd.

Meeting Date: 05/28/2025

Country: Japan

Ticker: 8267

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Okada, Motoya	Mgmt	For	For
1.2	Elect Director Yoshida, Akio	Mgmt	For	Against
1.3	Elect Director Habu, Yuki	Mgmt	For	For
1.4	Elect Director Tsuchiya, Mitsuko	Mgmt	For	For
1.5	Elect Director Tsukamoto, Takashi	Mgmt	For	For
1.6	Elect Director Peter Child	Mgmt	For	For
1.7	Elect Director Carrie Yu	Mgmt	For	For
1.8	Elect Director Hayashi, Makoto	Mgmt	For	For
1.9	Elect Director Richard Collasse	Mgmt	For	For

## AerCap Holdings NV

Meeting Date: 04/16/2025

Country: Netherlands

Ticker: AER

Meeting Type: Annual

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

6a	Reelect Aengus Kelly as Executive Director	Mgmt	For	For
6b	Reelect Paul Dacier as Non-Executive Director	Mgmt	For	Against
6c	Reelect James Lawrence as Non-Executive Director	Mgmt	For	For
6d	Reelect Michael Walsh as Non-Executive Director	Mgmt	For	For
6e	Reelect Jennifer VanBelle as Non-Executive Director	Mgmt	For	For
6f	Elect Victoria Jarman as Non-Executive Director	Mgmt	For	For
7	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
9a	Grant Board Authority to Issue Shares and Grant Rights to Subscribe for Shares	Mgmt	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 9a	Mgmt	For	For
10a	Authorize Repurchase Shares	Mgmt	For	For
10b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
12	Allow Questions	Mgmt		
13	Close Meeting	Mgmt		

## Aeroports de Paris ADP

**Meeting Date:** 05/15/2025

**Country:** France

**Ticker:** ADP

**Meeting Type:** Annual/Special

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

2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3 per Share	Mgmt	For	For
4	Approve Transactions with the French State	Mgmt	For	For
5	Approve Transaction with Societe des Grands Projets	Mgmt	For	For
6	Approve Transactions with Ile-de-France Region and Ile-de-France Mobilites	Mgmt	For	For
7	Approve Transactions with Ile-de-France Mobilites and Roissy Pays de France Agglomeration Community	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Ratify Appointment of Philippe Pascal as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Compensation of Augustin de Romanet, Chairman and CEO	Mgmt	For	For
12	Approve Remuneration Policy of Augustin de Romanet, Chairman and CEO from January 1, 2025 to February 18, 2025	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Amend Articles 15 and 20 of Bylaws to Incorporate Legal Changes	Mgmt	For	Against
	Ordinary Business	Mgmt		
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Aflac Incorporated

Meeting Date: 05/05/2025

Country: USA

Ticker: AFL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For
1e	Elect Director Michael A. Forrester	Mgmt	For	For
1f	Elect Director Thomas J. Kenny	Mgmt	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For
1h	Elect Director Karole F. Lloyd	Mgmt	For	For
1i	Elect Director Nobuchika Mori	Mgmt	For	For
1j	Elect Director Joseph L. Moskowitz	Mgmt	For	For
1k	Elect Director Katherine T. Rohrer	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## ageas SA/NV

**Meeting Date:** 04/23/2025

**Country:** Belgium

**Ticker:** AGS

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		

2.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt		
2.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
4	Close Meeting	Mgmt		

## ageas SA/NV

Meeting Date: 05/21/2025

Country: Belgium

Ticker: AGS

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt		
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.2.1	Information on the Dividend Policy	Mgmt		
2.2.2	Approve Dividends of EUR 3.50 Per Share	Mgmt	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For
2.3.2	Approve Discharge of Auditors	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4.1	Reelect Bart De Smet as Director	Mgmt	For	For
4.2	Reelect Jean-Michel Chatagny as Independent Director	Mgmt	For	For
4.3	Reelect Katleen Vandeweyer as Independent Director	Mgmt	For	For

5	Appoint PwC as Auditor for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt		
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Close Meeting	Mgmt		

## Agilent Technologies, Inc.

**Meeting Date:** 03/13/2025

**Country:** USA

**Ticker:** A

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	For
1.2	Elect Director Mikael Dolsten	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Declassify the Board of Directors	SH	None	For

## Agnico Eagle Mines Limited

**Meeting Date:** 04/25/2025

**Country:** Canada

**Ticker:** AEM

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leona Aglukkaq	Mgmt	For	For
1.2	Elect Director Ammar Al-Joundi	Mgmt	For	For
1.3	Elect Director Sean Boyd	Mgmt	For	For
1.4	Elect Director Martine A. Celej	Mgmt	For	For
1.5	Elect Director Jonathan Gill	Mgmt	For	For
1.6	Elect Director Peter Grosskopf	Mgmt	For	For
1.7	Elect Director Elizabeth Lewis-Gray	Mgmt	For	For
1.8	Elect Director Deborah McCombe	Mgmt	For	For
1.9	Elect Director Jeffrey Parr	Mgmt	For	For
1.10	Elect Director J. Merfyn Roberts	Mgmt	For	For
1.11	Elect Director Jamie C. Sokalsky	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## AIA Group Limited

Meeting Date: 05/23/2025

Country: Hong Kong

Ticker: 1299

Meeting Type: Annual

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

3	Elect George Yong-boon Yeo as Director	Mgmt	For	For
4	Elect Lawrence Juen-Yee Lau as Director	Mgmt	For	For
5	Elect Narongchai Akrasanee as Director	Mgmt	For	Against
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
7B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For

## Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025

Country: USA

Ticker: APD

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt		
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Do Not Vote
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Do Not Vote
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Do Not Vote
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Do Not Vote
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Do Not Vote
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Do Not Vote
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Do Not Vote
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Do Not Vote

1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Do Not Vote
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Do Not Vote
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Do Not Vote
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Do Not Vote
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Do Not Vote
	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
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	For
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Withhold
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	For
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	For
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	For
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Withhold
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Withhold
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	For
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	For
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	For
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	For
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	For

2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	For
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	For

## Ajinomoto Co., Inc.

**Meeting Date:** 06/20/2025

**Country:** Japan

**Ticker:** 2802

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Iwata, Kimie	Mgmt	For	For
2.2	Elect Director Nakayama, Joji	Mgmt	For	For
2.3	Elect Director Indo, Mami	Mgmt	For	For
2.4	Elect Director Hatta, Yoko	Mgmt	For	For
2.5	Elect Director Scott Trevor Davis	Mgmt	For	For
2.6	Elect Director Wagatsuma, Yukako	Mgmt	For	For
2.7	Elect Director Nakamura, Shigeo	Mgmt	For	For
2.8	Elect Director Shiragami, Hiroshi	Mgmt	For	For
2.9	Elect Director Sasaki, Tatsuya	Mgmt	For	For
2.10	Elect Director Saito, Takeshi	Mgmt	For	For
2.11	Elect Director Matsuzawa, Takumi	Mgmt	For	For

## Akamai Technologies, Inc.

**Meeting Date:** 05/14/2025

**Country:** USA

**Ticker:** AKAM

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Sharon Bowen	Mgmt	For	For
1.2	Elect Director Marianne Brown	Mgmt	For	For
1.3	Elect Director Monte Ford	Mgmt	For	For
1.4	Elect Director Dan Hesse	Mgmt	For	For
1.5	Elect Director Tom Killalea	Mgmt	For	For
1.6	Elect Director Tom Leighton	Mgmt	For	For
1.7	Elect Director Jonathan Miller	Mgmt	For	For
1.8	Elect Director Madhu Ranganathan	Mgmt	For	For
1.9	Elect Director Ben Verwaayen	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4A	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Tenth	Mgmt	For	For
4B	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Eleventh	Mgmt	For	For
4C	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Twelfth	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Against
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For

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

Meeting Date: 04/25/2025

Country: Netherlands

Ticker: AKZA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	Mgmt		
3a	Adopt Financial Statements	Mgmt	For	For
3b	Discuss on the Company's Dividend Policy	Mgmt		
3c	Approve Allocation of Income and Dividends	Mgmt	For	For
3d	Approve Remuneration Report	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5a	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For
5b	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For
6a	Approve Remuneration Policy of Management Board	Mgmt	For	For
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For
7	Elect H.J. Muller to Supervisory Board	Mgmt	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
11	Close Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3	Approve Allocation of Income and Dividends of CHF 0.28 per Share	Mgmt	For	Do Not Vote
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	Do Not Vote
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	Do Not Vote
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	Do Not Vote
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	Do Not Vote
6.2	Reelect Lynn Bleil as Director	Mgmt	For	Do Not Vote
6.3	Reelect Arthur Cummings as Director	Mgmt	For	Do Not Vote
6.4	Reelect David Endicott as Director	Mgmt	For	Do Not Vote
6.5	Reelect Thomas Glanzmann as Director	Mgmt	For	Do Not Vote
6.6	Reelect Keith Grossman as Director	Mgmt	For	Do Not Vote
6.7	Reelect Scott Maw as Director	Mgmt	For	Do Not Vote
6.8	Reelect Karen May as Director	Mgmt	For	Do Not Vote
6.9	Reelect Ines Poeschel as Director	Mgmt	For	Do Not Vote
6.10	Reelect Dieter Spaelti as Director	Mgmt	For	Do Not Vote
6.11	Elect Deborah Di Sanzo as Director	Mgmt	For	Do Not Vote
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	Do Not Vote

7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	Do Not Vote
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	Do Not Vote
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	Do Not Vote
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	Do Not Vote
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Do Not Vote
10	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Alfa Laval AB

**Meeting Date:** 04/29/2025

**Country:** Sweden

**Ticker:** ALFA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive CEO's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For
9c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For
9c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For

9c3	Approve Discharge of Anna Muller	Mgmt	For	For
9c4	Approve Discharge of Finn Rausing	Mgmt	For	For
9c5	Approve Discharge of Henrik Lange	Mgmt	For	For
9c6	Approve Discharge of Jorn Rausing	Mgmt	For	For
9c7	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For
9c8	Approve Discharge of Nadine Crauwels	Mgmt	For	For
9c9	Approve Discharge of Ray Mauritsson	Mgmt	For	For
9c10	Approve Discharge of Ulf Wiinberg	Mgmt	For	For
9c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For
9c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For
9c13	Approve Discharge of Johan Ranhog	Mgmt	For	For
9c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For
9c15	Approve Discharge of Stefan Sandell	Mgmt	For	For
9c16	Approve Discharge of Leif Norkvist	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.19 Million to the Chair and SEK 730,000 to Other Directors	Mgmt	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For
13.1	Reelect Anna Muller as Director	Mgmt	For	For
13.2	Reelect Dennis Jonsson as Director	Mgmt	For	For
13.3	Reelect of Finn Rausing as Director	Mgmt	For	For
13.4	Reelect Henrik Lange as Director	Mgmt	For	For
13.5	Reelect Jorn Rausing as Director	Mgmt	For	For
13.6	Reelect Lilian Fossum Biner as Director	Mgmt	For	For

13.7	Reelect Nadine Crauwels as Director	Mgmt	For	For
13.8	Reelect Ray Mauritsson as Director	Mgmt	For	For
13.9	Reelect Ulf Wiinberg as Director	Mgmt	For	For
13.10	Elect Annica Bresky as New Director	Mgmt	For	For
13.11	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For
13.13	Ratify Hanna Fehland as Auditor	Mgmt	For	For
13.14	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For
13.15	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For
14	Close Meeting	Mgmt		

## Align Technology, Inc.

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** ALGN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Kevin T. Conroy	Mgmt	For	For
1.2	Elect Director Kevin J. Dallas	Mgmt	For	For
1.3	Elect Director Joseph M. Hogan	Mgmt	For	For
1.4	Elect Director Joseph Lacob	Mgmt	For	For
1.5	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	For
1.6	Elect Director George J. Morrow	Mgmt	For	For
1.7	Elect Director Anne M. Myong	Mgmt	For	For
1.8	Elect Director Mojdeh Poul	Mgmt	For	Against
1.9	Elect Director Andrea L. Saia	Mgmt	For	For
1.10	Elect Director Susan E. Siegel	Mgmt	For	For

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Against
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For

## Allegion Plc

**Meeting Date:** 06/05/2025

**Country:** Ireland

**Ticker:** ALLE

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Main	Mgmt	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For
1d	Elect Director Lauren B. Peters	Mgmt	For	For
1e	Elect Director Ellen Rubin	Mgmt	For	For
1f	Elect Director Gregg C. Sengstack	Mgmt	For	For
1g	Elect Director John H. Stone	Mgmt	For	For
1h	Elect Director Dev Vardhan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers as Auditors and Authorize Their Remuneration	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For

5 Renew the Board's Authority to Opt-Out of Statutory  
Pre-Emptions Rights

Mgmt

For

For

## Ally Financial Inc.

**Meeting Date:** 05/06/2025

**Country:** USA

**Ticker:** ALLY

**Meeting Type:** Annual

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

## Alphabet Inc.

**Meeting Date:** 06/06/2025

**Country:** USA

**Ticker:** GOOGL

**Meeting Type:** Annual

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

13	Report on Lobbying and Child Safety Online	SH	Against	Against
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Against	For

## Amadeus IT Group SA

**Meeting Date:** 06/03/2025

**Country:** Spain

**Ticker:** AMS

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5	Approve Discharge of Board	Mgmt	For	For
6	Fix Number of Directors at 12	Mgmt	For	For
7.1	Elect Leo Puri as Director	Mgmt	For	For
7.2	Reelect William Connelly as Director	Mgmt	For	For
7.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For
7.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For
7.5	Reelect Stephan Gemkow as Director	Mgmt	For	For
7.6	Reelect Peter Kurpick as Director	Mgmt	For	For
7.7	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For
7.8	Reelect Amanda Mesler as Director	Mgmt	For	For
7.9	Reelect Jana Eggert as Director	Mgmt	For	For
7.10	Reelect Eriikka Soderstrom as Director	Mgmt	For	For
7.11	Reelect David Vegara Figueras as Director	Mgmt	For	For

8	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## American Express Company

Meeting Date: 04/29/2025

Country: USA

Ticker: AXP

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J. Angelakis	Mgmt	For	For
1b	Elect Director Thomas J. Baltimore	Mgmt	For	Against
1c	Elect Director John J. Brennan	Mgmt	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	SH	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

## American Tower Corporation

Meeting Date: 05/14/2025

Country: USA

Ticker: AMT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For
1f	Elect Director Rajesh Kalathur	Mgmt	For	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	For
1h	Elect Director Craig Macnab	Mgmt	For	For
1i	Elect Director Neville R. Ray	Mgmt	For	Against
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## American Water Works Company, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: AWK

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For
1b	Elect Director John C. Griffith	Mgmt	For	For
1c	Elect Director Laurie P. Havanec	Mgmt	For	For
1d	Elect Director Julia L. Johnson	Mgmt	For	For
1e	Elect Director Patricia L. Kampling	Mgmt	For	For
1f	Elect Director Karl F. Kurz	Mgmt	For	For
1g	Elect Director Michael L. Marberry	Mgmt	For	For
1h	Elect Director Stuart M. McGuigan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Ameriprise Financial, Inc.

**Meeting Date:** 04/30/2025

**Country:** USA

**Ticker:** AMP

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For
1d	Elect Director Amy DiGeso	Mgmt	For	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For

1f	Elect Director Glynis A. Bryan	Mgmt	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For
1h	Elect Director W. Edward Walter, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Amgen Inc.

Meeting Date: 05/23/2025

Country: USA

Ticker: AMGN

Meeting Type: Annual

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

**Meeting Date:** 06/27/2025

**Country:** Japan

**Ticker:** 9202

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For
2	Amend Articles to Create Bond-type Class Shares	Mgmt	For	For
3.1	Elect Director Katanozaka, Shinya	Mgmt	For	For
3.2	Elect Director Shibata, Koji	Mgmt	For	Against
3.3	Elect Director Hirasawa, Juichi	Mgmt	For	For
3.4	Elect Director Naoki, Yoshiharu	Mgmt	For	For
3.5	Elect Director Nakahori, Kimihiro	Mgmt	For	For
3.6	Elect Director Taneie, Jun	Mgmt	For	For
3.7	Elect Director Inoue, Shinichi	Mgmt	For	For
3.8	Elect Director Yamamoto, Ado	Mgmt	For	For
3.9	Elect Director Katsu, Eijiro	Mgmt	For	For
3.10	Elect Director Minegishi, Masumi	Mgmt	For	For
3.11	Elect Director Inoue, Yukari	Mgmt	For	For
4	Appoint Statutory Auditor Kikuchi, Shin	Mgmt	For	Against
5	Amend Articles to Prohibit Dispatch of Employees and Executives to Listed Subsidiaries and Affiliated Companies	SH	Against	Against
6	Amend Articles to Disclose Agreements, if any, to Exercise Voting Rights in Cooperation with Other Parties	SH	Against	Against

# Anglo American Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: AAL

Meeting Type: Annual

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

## Anglo American Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: AAL

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	Mgmt	For	For

## ANSYS, Inc.

Meeting Date: 06/27/2025

Country: USA

Ticker: ANSS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Claire Bramley	Mgmt	For	For
1B	Elect Director Anil Chakravarthy	Mgmt	For	For
1C	Elect Director Jim Frankola	Mgmt	For	For
1D	Elect Director Alec Gallimore	Mgmt	For	For
1E	Elect Director Ronald Hovsepian	Mgmt	For	For
1F	Elect Director Barbara Scherer	Mgmt	For	For
1G	Elect Director Ravi Vijayaraghavan	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	For

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: ANTO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Jean-Paul Luksic as Director	Mgmt	For	For
5	Re-elect Francisca Castro as Director	Mgmt	For	For
6	Re-elect Ramon Jara as Director	Mgmt	For	For
7	Re-elect Juan Claro as Director	Mgmt	For	For
8	Re-elect Andronico Luksic as Director	Mgmt	For	Against
9	Re-elect Michael Anglin as Director	Mgmt	For	For
10	Re-elect Tony Jensen as Director	Mgmt	For	For
11	Re-elect Eugenia Parot as Director	Mgmt	For	For
12	Re-elect Heather Lawrence as Director	Mgmt	For	For
13	Re-elect Tracey Kerr as Director	Mgmt	For	For
14	Elect Director in Accordance with the Company's Article of Association after 20 March 2025	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For

20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Applied Materials, Inc.

**Meeting Date:** 03/06/2025

**Country:** USA

**Ticker:** AMAT

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Aptiv PLC

**Meeting Date:** 04/23/2025

**Country:** Jersey

**Ticker:** APTV

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For
1b	Elect Director Nancy E. Cooper	Mgmt	For	For
1c	Elect Director Joseph L. Hooley	Mgmt	For	For
1d	Elect Director Vasumati P. Jakkal	Mgmt	For	For
1e	Elect Director Merit E. Janow	Mgmt	For	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	For
1g	Elect Director Paul M. Meister	Mgmt	For	For
1h	Elect Director Robert K. Ortberg	Mgmt	For	For
1i	Elect Director Colin J. Parris	Mgmt	For	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Arch Capital Group Ltd.

**Meeting Date:** 05/07/2025

**Country:** Bermuda

**Ticker:** AGL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John L. Bunce, Jr.	Mgmt	For	Against
1b	Elect Director Moira Kilcoyne	Mgmt	For	Against
1c	Elect Director Alexander Moczarski	Mgmt	For	For

1d	Elect Director Nicolas Papadopoulo	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against

## Aristocrat Leisure Limited

**Meeting Date:** 02/20/2025

**Country:** Australia

**Ticker:** ALL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Arlene Tansey as Director	Mgmt	For	For
2	Elect Sylvia Summers Couder as Director	Mgmt	For	For
3	Elect Kathleen Conlon as Director	Mgmt	For	For
4	Elect Natasha Chand as Director	Mgmt	For	For
5	Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	Mgmt	For	Against
6	Approve Remuneration Report	Mgmt	For	For

## Asahi Kasei Corp.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 3407

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobori, Hideki	Mgmt	For	For
1.2	Elect Director Kudo, Koshiro	Mgmt	For	Against
1.3	Elect Director Kuse, Kazushi	Mgmt	For	For
1.4	Elect Director Horie, Toshiyasu	Mgmt	For	For
1.5	Elect Director Kawase, Masatsugu	Mgmt	For	For
1.6	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For
1.7	Elect Director Maeda, Yuko	Mgmt	For	For
1.8	Elect Director Matsuda, Chieko	Mgmt	For	For
1.9	Elect Director Yamashita, Yoshinori	Mgmt	For	For

2.1	Appoint Statutory Auditor Ideguchi, Hiroki	Mgmt	For	For
2.2	Appoint Statutory Auditor Mochizuki, Akemi	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For

## ASICS Corp.

**Meeting Date:** 03/28/2025

**Country:** Japan

**Ticker:** 7936

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Hirota, Yasuhito	Mgmt	For	For
3.2	Elect Director Tominaga, Mitsuyuki	Mgmt	For	For
3.3	Elect Director Murai, Mitsuru	Mgmt	For	For
3.4	Elect Director Suto, Miwa	Mgmt	For	For
3.5	Elect Director Kumanomido, Tomoko	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For
7	Approve Donation of Treasury Shares to ASICS Foundation	Mgmt	For	Against

## ASML Holding NV

**Meeting Date:** 04/23/2025

**Country:** Netherlands

**Ticker:** ASML

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3d	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For
6	Amend Remuneration Policy of Executive Board	Mgmt	For	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

## ASR Nederland NV

Meeting Date: 05/21/2025

Country: Netherlands

Ticker: ASRNL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.a.	Receive Report of Executive Board (Non-Voting)	Mgmt		
2.b.	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2.c.	Discussion on Company's Corporate Governance Structure	Mgmt		
2.d.	Approve Remuneration Report	Mgmt	For	For
3.a.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.c.	Approve Dividends	Mgmt	For	For
4.a.	Approve Discharge of Executive Board	Mgmt	For	For
4.b.	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a.	Grant Board Authority to Issue Shares	Mgmt	For	For
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5.c.	Authorize Repurchase of Shares	Mgmt	For	For
6.a.	Approve Cancellation of Shares	Mgmt	For	For

7.a.	Announce Intention of the Supervisory Board to Reappoint Ewout Hollegien as Member of the Executive Board	Mgmt
8.	Allow Questions	Mgmt
9.	Close Meeting	Mgmt

## Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Country: Italy

Ticker: G

Meeting Type: Annual/Special

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

	Management Proposals	Mgmt		
4a	Approve Remuneration Policy	Mgmt	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For
6a	Authorize Share Repurchase Program	Mgmt	For	For
	Extraordinary Business	Mgmt		
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For

## Astellas Pharma, Inc.

**Meeting Date:** 06/19/2025

**Country:** Japan

**Ticker:** 4503

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yasukawa, Kenji	Mgmt	For	For
1.2	Elect Director Okamura, Naoki	Mgmt	For	For
1.3	Elect Director Sugita, Katsuyoshi	Mgmt	For	For
1.4	Elect Director Tanaka, Takashi	Mgmt	For	For
1.5	Elect Director Sakurai, Eriko	Mgmt	For	For
1.6	Elect Director Miyazaki, Masahiro	Mgmt	For	For
1.7	Elect Director Ono, Yoichi	Mgmt	For	For
1.8	Elect Director Andreas Busch	Mgmt	For	For
1.9	Elect Director Mark Enyedy	Mgmt	For	For

2	Elect Director and Audit Committee Member Akiyama, Rie	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For

## AstraZeneca PLC

Meeting Date: 04/11/2025

Country: United Kingdom

Ticker: AZN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividends	Mgmt	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For
5f	Elect Birgit Conix as Director	Mgmt	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For

5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	Against
6	Approve Remuneration Report	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Atlas Copco AB

**Meeting Date:** 04/29/2025

**Country:** Sweden

**Ticker:** ATCO.A

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive CEO's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For

8.b3	Approve Discharge of Helene Mellquist	Mgmt	For	For
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For
8.b6	Approve Discharge of Vagner Rego	Mgmt	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For
8.b8	Approve Discharge of Karin Radstrom	Mgmt	For	For
8.b9	Approve Discharge of Hans Straberg	Mgmt	For	For
8.b10	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For
8.b11	Approve Discharge of Mikael Bergstedt	Mgmt	For	For
8.b12	Approve Discharge of Helena Hemstrom	Mgmt	For	For
8.b13	Approve Discharge of Benny Larsson	Mgmt	For	For
8.b14	Approve Discharge of CEO Vagner Rego	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	Against
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	Against
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Against
10.a5	Reelect Vagner Rego as Director	Mgmt	For	For
10.a6	Reelect Gordon Riske as Director	Mgmt	For	Against
10.a7	Reelect Karin Radstrom as Director	Mgmt	For	Against
10.a8	Reelect Hans Straberg as Director	Mgmt	For	Against
10.a9	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against
10.b	Reelect Hans Straberg as Board Chair	Mgmt	For	Against

10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Approve Remuneration Report	Mgmt	For	For
12.b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	Mgmt	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For
14	Close Meeting	Mgmt		

## Atmos Energy Corporation

**Meeting Date:** 02/05/2025

**Country:** USA

**Ticker:** ATO

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For
1b	Elect Director John C. Ale	Mgmt	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For

1e	Elect Director Sean Donohue	Mgmt	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For
1g	Elect Director Edward J. Geiser	Mgmt	For	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	For
1j	Elect Director Telisa Toliver	Mgmt	For	For
1k	Elect Director Frank Yoho	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Autodesk, Inc.

**Meeting Date:** 06/18/2025

**Country:** USA

**Ticker:** ADSK

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Andrew Anagnost	Mgmt	For	For
1b	Elect Director Karen Blasing	Mgmt	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For
1d	Elect Director Reid French	Mgmt	For	For
1e	Elect Director Ayanna Howard	Mgmt	For	For
1f	Elect Director Blake Irving	Mgmt	For	For
1g	Elect Director Ram R. Krishnan	Mgmt	For	For
1h	Elect Director Stephen Milligan	Mgmt	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For

1j	Elect Director Stacy J. Smith	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

## Avantor, Inc.

**Meeting Date:** 05/08/2025

**Country:** USA

**Ticker:** AVTR

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Juan Andres	Mgmt	For	For
1b	Elect Director John Carethers	Mgmt	For	For
1c	Elect Director Lan Kang	Mgmt	For	For
1d	Elect Director Dame Louise Makin	Mgmt	For	For
1e	Elect Director Joseph Massaro	Mgmt	For	For
1f	Elect Director Mala Murthy	Mgmt	For	For
1g	Elect Director Jonathan Peacock	Mgmt	For	For
1h	Elect Director Michael Severino	Mgmt	For	For
1i	Elect Director Michael Stubblefield	Mgmt	For	For
1j	Elect Director Gregory Summe	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Avery Dennison Corporation

Meeting Date: 04/24/2025

Country: USA

Ticker: AVY

Meeting Type: Annual

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

## Aviva Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: AV

Meeting Type: Annual

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

2	Approve Remuneration Report	Mgmt	For	For
3	Approve Climate-Related Financial Disclosure	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Cheryl Agius as Director	Mgmt	For	For
6	Elect Neil Morrison as Director	Mgmt	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For
11	Re-elect Ian Clark as Director	Mgmt	For	For
12	Re-elect Patrick Flynn as Director	Mgmt	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For

27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## AXA SA

**Meeting Date:** 04/24/2025

**Country:** France

**Ticker:** CS

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Reelect Guillaume Faury as Director	Mgmt	For	Against
12	Reelect Ramon Fernandez as Director	Mgmt	For	For
13	Ratify Appointment of Ewout Steenbergen as Director	Mgmt	For	For

14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For
22	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For

## Axon Enterprise, Inc.

Meeting Date: 05/29/2025

Country: USA

Ticker: AXON

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	Mgmt	For	For
1B	Elect Director Adriane Brown	Mgmt	For	For
1C	Elect Director Julie Anne Cullivan	Mgmt	For	For
1D	Elect Director Michael Garnreiter	Mgmt	For	For
1E	Elect Director Caitlin Kalinowski	Mgmt	For	For
1F	Elect Director Matthew McBrady	Mgmt	For	For
1G	Elect Director Hadi Partovi	Mgmt	For	For
1H	Elect Director Graham Smith	Mgmt	For	Against
1I	Elect Director Patrick Smith	Mgmt	For	For
1J	Elect Director Jeri Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Baker Hughes Company

Meeting Date: 05/20/2025

Country: USA

Ticker: BKR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For

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

## Ball Corporation

Meeting Date: 04/30/2025

Country: USA

Ticker: BALL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	For
1b	Elect Director Michael J. Cave	Mgmt	For	For
1c	Elect Director Aaron M. Erter	Mgmt	For	For
1d	Elect Director Daniel W. Fisher	Mgmt	For	For
1e	Elect Director Dune E. Ives	Mgmt	For	For
1f	Elect Director Cynthia A. Niekamp	Mgmt	For	For
1g	Elect Director Todd A. Penegor	Mgmt	For	Against
1h	Elect Director Cathy D. Ross	Mgmt	For	For

1i	Elect Director Betty J. Sapp	Mgmt	For	For
1j	Elect Director Stuart A. Taylor, II	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Articles of Incorporation to Eliminate Default Board Size	Mgmt	For	For

## Baloise Holding AG

**Meeting Date:** 04/25/2025

**Country:** Switzerland

**Ticker:** BALN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
1.3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3	Approve Allocation of Income and Dividends of CHF 8.10 per Share	Mgmt	For	Do Not Vote
4.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Do Not Vote
4.1.b	Reelect Christoph Maeder as Director	Mgmt	For	Do Not Vote
4.1.c	Reelect Maya Bundt as Director	Mgmt	For	Do Not Vote
4.1.d	Reelect Guido Fuerer as Director	Mgmt	For	Do Not Vote
4.1.e	Reelect Karin Diedenhofen as Director	Mgmt	For	Do Not Vote
4.1.f	Reelect Markus Neuhaus as Director	Mgmt	For	Do Not Vote
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	Do Not Vote
4.1.h	Elect Andre Helfenstein as Director	Mgmt	For	Do Not Vote

4.1.i	Elect Robert Schuchna as Director	Mgmt	For	Do Not Vote
4.1.j	Elect Vincent Vandendael as Director	Mgmt	For	Do Not Vote
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.4	Appoint Vincent Vandendael as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	Do Not Vote
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	Do Not Vote
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	Do Not Vote
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	Do Not Vote
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Do Not Vote
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Do Not Vote

## Baloise Holding AG

**Meeting Date:** 05/23/2025

**Country:** Switzerland

**Ticker:** BALN

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Helvetia Holding AG	Mgmt	For	Do Not Vote
2.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Do Not Vote

2.2 Additional Voting Instructions - Board of Directors Proposals (Voting) Mgmt For Do Not Vote

## Banco de Sabadell SA

Meeting Date: 03/19/2025

Country: Spain

Ticker: SAB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For
4	Approve Shareholder Remuneration Policy	Mgmt	For	For
5	Reactivate Share Repurchase and Capital Reduction via Amortization of Repurchased Shares Approved at the 2024 AGM	Mgmt	For	For
6	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	Mgmt	For	For
7	Amend Articles Re: Board of Directors	Mgmt	For	Against
8	Receive Amendments to Board of Directors Regulations	Mgmt		
9.1	Reelect Cesar Gonzalez-Bueno Mayer Wittgenstein as Director	Mgmt	For	For
9.2	Reelect Manuel Valls Morato as Director	Mgmt	For	For
9.3	Elect Maria Gloria Hernandez Garcia as Director	Mgmt	For	For
9.4	Elect Margarita Salvans Puigbo as Director	Mgmt	For	For
10	Fix Maximum Variable Compensation Ratio of Designated Group Members	Mgmt	For	For
11	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## Bandai Namco Holdings, Inc.

Meeting Date: 06/23/2025

Country: Japan

Ticker: 7832

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For
3.1	Elect Director Kawaguchi, Masaru	Mgmt	For	For
3.2	Elect Director Asako, Yuji	Mgmt	For	Against
3.3	Elect Director Momoi, Nobuhiko	Mgmt	For	For
3.4	Elect Director Tsuji, Takashi	Mgmt	For	For
3.5	Elect Director Fujita, Noriko	Mgmt	For	For
3.6	Elect Director Takenaka, Kazuhiro	Mgmt	For	For
3.7	Elect Director Udagawa, Nao	Mgmt	For	For
3.8	Elect Director Asanuma, Makoto	Mgmt	For	For
3.9	Elect Director Kawasaki, Hiroshi	Mgmt	For	For
3.10	Elect Director Shimada, Toshio	Mgmt	For	For
3.11	Elect Director Kawana, Koichi	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
5	Approve Performance Share Plan	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George A. Cope	Mgmt	For	For
1.2	Elect Director Janice M. Babiak	Mgmt	For	For
1.3	Elect Director Craig W. Broderick	Mgmt	For	For
1.4	Elect Director Hazel Claxton	Mgmt	For	For
1.5	Elect Director Diane L. Cooper	Mgmt	For	For
1.6	Elect Director Stephen Dent	Mgmt	For	For
1.7	Elect Director Martin S. Eichenbaum	Mgmt	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For
1.10	Elect Director Brian McManus	Mgmt	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For
1.12	Elect Director Madhu Ranganathan	Mgmt	For	For
1.13	Elect Director Darryl White	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposals	Mgmt		
1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against
2	SP 2: Advisory Vote on Environmental Policies	SH	Against	Against
3	SP 3: Employee Language Skills Disclosure	SH	Against	Against
4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against

5	SP 5: Annual Energy Supply Ratio Disclosure	SH	Against	For
6	SP 6: Lobbying and Policy Influence Activities Disclosure	SH	Against	Against
7	SP 7: Executive Compensation Internal Pay Metrics Disclosure	SH	Against	Against

## Banque Cantonale Vaudoise

**Meeting Date:** 05/08/2025

**Country:** Switzerland

**Ticker:** BCVN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Receive Executive Management Report (Non-Voting)	Mgmt		
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
3.2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
4	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	Do Not Vote
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	Do Not Vote
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For	Do Not Vote
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	Do Not Vote
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 12,624 Shares	Mgmt	For	Do Not Vote
6	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
7.1	Reelect Pierre-Alain Urech as Director	Mgmt	For	Do Not Vote
7.2	Elect Sandra Hauser as Director	Mgmt	For	Do Not Vote
8	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	Do Not Vote
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote

## Beiersdorf AG

Meeting Date: 04/17/2025

Country: Germany

Ticker: BEI

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Do Not Vote
8	Approve Remuneration of Supervisory Board	Mgmt	For	Do Not Vote
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	Do Not Vote
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote

13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

## Biogen Inc.

Meeting Date: 06/17/2025

Country: USA

Ticker: BIIB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director: Caroline D. Dorsa	Mgmt	For	For
1b	Elect Director: Maria C. Freire	Mgmt	For	For
1c	Elect Director: William A. Hawkins	Mgmt	For	For
1d	Elect Director: Susan K. Langer	Mgmt	For	For
1e	Elect Director: Jesus B. Mantas	Mgmt	For	For
1f	Elect Director: Lloyd Minor	Mgmt	For	For
1g	Elect Director: Menelas Pangalos	Mgmt	For	For
1h	Elect Director: Monish Patolawala	Mgmt	For	For
1i	Elect Director: Eric K. Rowinsky	Mgmt	For	For
1j	Elect Director: Stephen A. Sherwin	Mgmt	For	For
1k	Elect Director: Christopher A. Viehbacher	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

## BlackRock, Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: BLK

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Pamela Daley	Mgmt	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For
1c	Elect Director Gregory J. Fleming	Mgmt	For	For
1d	Elect Director William E. Ford	Mgmt	For	Against
1e	Elect Director Fabrizio Freda	Mgmt	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For
1h	Elect Director Robert S. Kapito	Mgmt	For	For
1i	Elect Director Cheryl D. Mills	Mgmt	For	For
1j	Elect Director Kathleen Murphy	Mgmt	For	For
1k	Elect Director Amin H. Nasser	Mgmt	For	For
1l	Elect Director Gordon M. Nixon	Mgmt	For	For
1m	Elect Director Adebayo O. Ogunlesi	Mgmt	For	For
1n	Elect Director Kristin C. Peck	Mgmt	For	For
1o	Elect Director Charles H. Robbins	Mgmt	For	For
1p	Elect Director Hans E. Vestberg	Mgmt	For	For
1q	Elect Director Susan L. Wagner	Mgmt	For	For
1r	Elect Director Mark Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Risks of Stakeholder Capitalism	SH	Against	Against
5	Require More Director Nominations Than Open Seats	SH	Against	Against

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.79 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6	Reelect Jean-Laurent Bonnafe as Director	Mgmt	For	For
7	Reelect Lieve Logghe as Director	Mgmt	For	For
8	Elect Bertrand de Mazieres as Director	Mgmt	For	For
9	Elect Valerie Chort as Director	Mgmt	For	For
10	Elect Nicolas Peter as Director	Mgmt	For	For
11	Elect Guillaume Poupard as Director	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For

18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For
	Extraordinary Business	Mgmt		
23	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	Mgmt	For	For
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	Mgmt	For	For
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	For	For
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Boliden AB

**Meeting Date:** 01/23/2025

**Country:** Sweden

**Ticker:** BOL

**Meeting Type:** Extraordinary Shareholders

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

## Booking Holdings Inc.

Meeting Date: 06/03/2025

Country: USA

Ticker: BKNG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For
1.6	Elect Director Larry Quinlan	Mgmt	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For

1.8	Elect Director Thomas E. Rothman	Mgmt	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Bouygues SA

**Meeting Date:** 04/29/2025

**Country:** France

**Ticker:** EN

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
5	Approve Remuneration Policy of Directors	Mgmt	For	For
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For

10	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	For
11	Approve Compensation of Pascal Grangé, Vice-CEO	Mgmt	For	For
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For
13	Reelect Felicie Burelle as Director	Mgmt	For	Against
14	Reelect Clara Gaymard as Director	Mgmt	For	Against
15	Reelect Olivier Bouygues as Director	Mgmt	For	Against
16	Reelect SCDM as Director	Mgmt	For	Against
17	Elect Charlotte Bouygues as Director	Mgmt	For	Against
18	Elect Nathalie Bellon-Szabo as Director	Mgmt	For	For
19	Reelect Raphaëlle Deflesselle as Representative of Employee Shareholders to the Board	Mgmt	For	For
20	Elect Sylvie Bruneau as Representative of Employee Shareholders to the Board	Mgmt	For	For
21	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	Against
24	Authorize Capitalization of Reserves of Up to EUR 6 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Against
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Mgmt	For	Against
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against

29	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Mgmt	For	Against
30	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	Mgmt	For	Against
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
32	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against
33	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
34	Authorize up to 0.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension	Mgmt	For	For
35	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Mgmt	For	Against
36	Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against
37	Amend Article 13.2 of Bylaws Re: Directors Length of Term	Mgmt	For	For
38	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For
39	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Bridgestone Corp.

**Meeting Date:** 03/25/2025

**Country:** Japan

**Ticker:** 5108

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For
2.2	Elect Director Banno, Masato	Mgmt	For	For

2.3	Elect Director Scott Trevor Davis	Mgmt	For	For
2.4	Elect Director Masuda, Kenichi	Mgmt	For	For
2.5	Elect Director Yamamoto, Kenzo	Mgmt	For	For
2.6	Elect Director Suzuki, Yoko	Mgmt	For	For
2.7	Elect Director Kobayashi, Yukari	Mgmt	For	For
2.8	Elect Director Nakajima, Yasuhiro	Mgmt	For	For
2.9	Elect Director Morikawa, Noriko	Mgmt	For	For
2.10	Elect Director Itagaki, Toshiaki	Mgmt	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For

## Bristol-Myers Squibb Company

**Meeting Date:** 05/06/2025

**Country:** USA

**Ticker:** BMY

**Meeting Type:** Annual

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

1K	Elect Director Phyllis R. Yale	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
5	Consider Abolishing DEI Goals	SH	Against	Against

## Bunge Global SA

**Meeting Date:** 05/15/2025

**Country:** Switzerland

**Ticker:** BG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Treatment of Net Loss	Mgmt	For	Do Not Vote
3	Approve Dividends of USD 2.80 per Share from Capital Contribution Reserves	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	Do Not Vote
5b	Elect Director Carol Browner	Mgmt	For	Do Not Vote
5c	Elect Director Gregory Heckman	Mgmt	For	Do Not Vote
5d	Elect Director Linda Jojo	Mgmt	For	Do Not Vote
5e	Elect Director Monica McGurk	Mgmt	For	Do Not Vote
5f	Elect Director Kenneth Simril	Mgmt	For	Do Not Vote
5g	Elect Director Henry "Jay" Winship	Mgmt	For	Do Not Vote
5h	Elect Director Mark Zenuk	Mgmt	For	Do Not Vote
5i	Elect Director Adrian Isman	Mgmt	For	Do Not Vote
5j	Elect Director Anne Jensen	Mgmt	For	Do Not Vote

5k	Elect Director Christopher Mahoney	Mgmt	For	Do Not Vote
5l	Elect Director Markus Walt	Mgmt	For	Do Not Vote
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	Do Not Vote
7a	Reelect Monica McGurk as Member of the Human Resources and Compensation Committee	Mgmt	For	Do Not Vote
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	Do Not Vote
7c	Reelect Markus Walt as Member of the Human Resources and Compensation Committee	Mgmt	For	Do Not Vote
7d	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	Do Not Vote
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote
9a	Approve Remuneration of Directors in the Amount of USD 5.4 million	Mgmt	For	Do Not Vote
9b	Approve Remuneration of Executive Committee in the Amount of USD 38.9 million for Fiscal Year 2026	Mgmt	For	Do Not Vote
9c	Approve Remuneration Report	Mgmt	For	Do Not Vote
10	Approve Non-Financial Report	Mgmt	For	Do Not Vote
11	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	Do Not Vote
12	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	Do Not Vote
A	Other Business	Mgmt	For	Do Not Vote

## Bunzl Plc

**Meeting Date:** 04/23/2025

**Country:** United Kingdom

**Ticker:** BNZL

**Meeting Type:** Annual

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

2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For
6	Re-elect Stephan Nanninga as Director	Mgmt	For	For
7	Re-elect Vin Murria as Director	Mgmt	For	For
8	Re-elect Pam Kirby as Director	Mgmt	For	For
9	Re-elect Jacky Simmonds as Director	Mgmt	For	For
10	Elect Daniela Soares as Director	Mgmt	For	For
11	Elect Julia Wilson as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Burlington Stores, Inc.

**Meeting Date:** 05/20/2025

**Country:** USA

**Ticker:** BURL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Shira Goodman	Mgmt	For	For
1b	Elect Director John J. Mahoney	Mgmt	For	For
1c	Elect Director Laura J. Sen	Mgmt	For	For
1d	Elect Director Paul J. Sullivan	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

## BXP, Inc.

Meeting Date: 05/20/2025

Country: USA

Ticker: BXP

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bruce W. Duncan	Mgmt	For	For
1b	Elect Director Diane J. Hoskins	Mgmt	For	For
1c	Elect Director Mary E. Kipp	Mgmt	For	For
1d	Elect Director Joel I. Klein	Mgmt	For	For
1e	Elect Director Douglas T. Linde	Mgmt	For	For
1f	Elect Director Matthew J. Lustig	Mgmt	For	For
1g	Elect Director Timothy J. Naughton	Mgmt	For	For
1h	Elect Director Julie G. Richardson	Mgmt	For	For

1i	Elect Director Owen D. Thomas	Mgmt	For	For
1j	Elect Director William H. Walton, III	Mgmt	For	For
1k	Elect Director Derek Anthony (Tony) West	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## C.H. Robinson Worldwide, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: CHRW

Meeting Type: Annual

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

## Canadian National Railway Company

Meeting Date: 05/02/2025

Country: Canada

Ticker: CNR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shauneen Bruder	Mgmt	For	For
1.2	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For
1.3	Elect Director David Freeman	Mgmt	For	For
1.4	Elect Director Denise Gray	Mgmt	For	For
1.5	Elect Director Justin M. Howell	Mgmt	For	For
1.6	Elect Director Susan C. Jones	Mgmt	For	For
1.7	Elect Director Robert Knight	Mgmt	For	For
1.8	Elect Director Michel Letellier	Mgmt	For	For
1.9	Elect Director Margaret A. McKenzie	Mgmt	For	For
1.10	Elect Director Al Monaco	Mgmt	For	For
1.11	Elect Director Tracy Robinson	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	Management Advisory Vote on Climate Change	Mgmt	For	For

## Canadian Tire Corporation, Limited

Meeting Date: 05/08/2025

Country: Canada

Ticker: CTC.A

Meeting Type: Annual

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

## Capital One Financial Corporation

Meeting Date: 02/18/2025

Country: USA

Ticker: COF

Meeting Type: Special

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

## Capital One Financial Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: COF

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	For
1b	Elect Director Ime Archibong	Mgmt	For	For
1c	Elect Director Christine Detrick	Mgmt	For	For

1d	Elect Director Ann Fritz Hackett	Mgmt	For	For
1e	Elect Director Suni P. Harford	Mgmt	For	For
1f	Elect Director Peter Thomas Killalea	Mgmt	For	For
1g	Elect Director Cornelis ("Eli") Leenaars	Mgmt	For	For
1h	Elect Director François Locoh-Donou	Mgmt	For	For
1i	Elect Director Peter E. Raskind	Mgmt	For	For
1j	Elect Director Eileen Serra	Mgmt	For	For
1k	Elect Director Mayo A. Shattuck, III	Mgmt	For	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For

## CapitaLand Ascendas REIT

**Meeting Date:** 04/25/2025

**Country:** Singapore

**Ticker:** A17U

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For

## CapitaLand Integrated Commercial Trust

Meeting Date: 04/22/2025

Country: Singapore

Ticker: C38U

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For

## CapitaLand Investment Ltd.

Meeting Date: 04/29/2025

Country: Singapore

Ticker: 9CI

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
2	Approve First and Final Dividend	Mgmt	For	For
3	Approve Directors' Remuneration	Mgmt	For	For
4(a)	Elect David Su Tuong Sing as Director	Mgmt	For	For
4(b)	Elect Helen Wong Siu Ming as Director	Mgmt	For	For
4(c)	Elect Gabriel Lim Meng Liang as Director	Mgmt	For	For
4(d)	Elect Miguel Ko Kai Kwun as Director	Mgmt	For	For
5(a)	Elect Tham Kui Seng as Director	Mgmt	For	For

5(b)	Elect Eugene Paul Lai Chin Look as Director	Mgmt	For	For
6	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
8	Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	Mgmt	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For
10	Approve Proposed Distribution by way of Dividend-in-Specie	Mgmt	For	For
11	Amend Constitution	Mgmt	For	For

## Carrefour SA

**Meeting Date:** 05/28/2025

**Country:** France

**Ticker:** CA

**Meeting Type:** Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Flavia Buarque de Almeida as Director	Mgmt	For	Against
6	Reelect Eduardo Rossi as Director	Mgmt	For	Against
7	Reelect Charles Edelstenne as Director	Mgmt	For	Against
8	Ratify Appointment of Anne Browaeys as Director	Mgmt	For	For

9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Mgmt	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Mgmt	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 17	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Carrier Global Corporation

Meeting Date: 04/09/2025

Country: USA

Ticker: CARR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For
1f	Elect Director Amy E. Miles	Mgmt	For	For
1g	Elect Director Susan N. Story	Mgmt	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For
1i	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For
1j	Elect Director Virginia M. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against

## Cboe Global Markets, Inc.

**Meeting Date:** 05/06/2025

**Country:** USA

**Ticker:** CBOE

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William M. Farrow, III	Mgmt	For	For

1b	Elect Director Fredric J. Tomczyk	Mgmt	For	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For
1d	Elect Director Ivan K. Fong	Mgmt	For	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	For
1f	Elect Director Jill R. Goodman	Mgmt	For	For
1g	Elect Director Erin A. Mansfield	Mgmt	For	For
1h	Elect Director Cecilia H. Mao	Mgmt	For	For
1i	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For
1j	Elect Director Jennifer J. McPeck	Mgmt	For	For
1k	Elect Director Roderick A. Palmore	Mgmt	For	For
1l	Elect Director James E. Parisi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report on Political Contributions	SH	Against	For

## CBRE Group, Inc.

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** CBRE

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Brandon B. Boze	Mgmt	For	For
1b	Elect Director Vincent Clancy	Mgmt	For	For
1c	Elect Director Beth F. Cobert	Mgmt	For	For
1d	Elect Director Reginald H. Gilyard	Mgmt	For	For

1e	Elect Director Shira D. Goodman	Mgmt	For	For
1f	Elect Director Gerardo I. Lopez	Mgmt	For	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For
1h	Elect Director Gunjan Soni	Mgmt	For	For
1i	Elect Director Robert E. Sulentic	Mgmt	For	For
1j	Elect Director Sanjiv Yajnik	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Cellnex Telecom SA

**Meeting Date:** 05/08/2025

**Country:** Spain

**Ticker:** CLNX

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Approve Dividends Charged Against Reserves	Mgmt	For	For
6	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For
7.1	Elect Luis Manas Anton as Director	Mgmt	For	For
7.2	Maintain Vacant Board Seats and Number of Directors	Mgmt	For	For
8.1	Approve Annual Maximum Remuneration	Mgmt	For	For
8.2	Approve Remuneration Policy	Mgmt	For	For
8.3	Approve Stock-for-Salary Plan	Mgmt	For	For

9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For

## Cencora, Inc.

**Meeting Date:** 03/06/2025

**Country:** USA

**Ticker:** COR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	For
1d	Elect Director Steven H. Collis	Mgmt	For	For
1e	Elect Director D. Mark Durcan	Mgmt	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For
1h	Elect Director Robert P. Mauch	Mgmt	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## CGI Inc.

**Meeting Date:** 01/29/2025

**Country:** Canada

**Ticker:** GIB.A

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares	Mgmt		
1.1	Elect Director Francois Boulanger	Mgmt	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	Withhold
1.3	Elect Director George A. Cope	Mgmt	For	Withhold
1.4	Elect Director Jacynthe Cote	Mgmt	For	Withhold
1.5	Elect Director Julie Godin	Mgmt	For	For
1.6	Elect Director Serge Godin	Mgmt	For	For
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
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For

## Charter Communications, Inc.

Meeting Date: 02/26/2025

Country: USA

Ticker: CHTR

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For
2	Issue Shares in Connection with Merger	Mgmt	For	For
3	Adjourn Meeting	Mgmt	For	For

## Charter Communications, Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: CHTR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	For
1b	Elect Director W. Lance Conn	Mgmt	For	For
1c	Elect Director Kim C. Goodman	Mgmt	For	For
1d	Elect Director John D. Markley, Jr.	Mgmt	For	Against
1e	Elect Director David C. Merritt	Mgmt	For	For
1f	Elect Director Steven A. Miron	Mgmt	For	For
1g	Elect Director Balan Nair	Mgmt	For	Against
1h	Elect Director Michael A. Newhouse	Mgmt	For	For
1i	Elect Director Martin E. Patterson	Mgmt	For	For
1j	Elect Director Mauricio Ramos	Mgmt	For	For
1k	Elect Director Carolyn J. Slaski	Mgmt	For	For
1l	Elect Director J. David Wargo	Mgmt	For	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	For

2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Political Contributions	SH	Against	For

## Cheniere Energy, Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: LNG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	For	For
1b	Elect Director Jack A. Fusco	Mgmt	For	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	For
1d	Elect Director Brian E. Edwards	Mgmt	For	For
1e	Elect Director Denise Gray	Mgmt	For	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	For
1g	Elect Director W. Benjamin Moreland	Mgmt	For	For
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For
1i	Elect Director Matthew Runkle	Mgmt	For	For
1j	Elect Director Neal A. Shear	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: LISN

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 1,500 per Registered Share and CHF 150 per Participation Certificate	Mgmt	For	Do Not Vote
6	Approve CHF 19,400 Reduction in Share Capital and CHF 253,500 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
7.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Do Not Vote
7.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Do Not Vote
7.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Do Not Vote
7.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Do Not Vote
7.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	Do Not Vote
7.1.6	Reelect Silvio Denz as Director	Mgmt	For	Do Not Vote
7.1.7	Reelect Monique Bourquin as Director	Mgmt	For	Do Not Vote
7.2.1	Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
7.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
7.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
7.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	Do Not Vote
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
8.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	Do Not Vote

8.2	Approve Remuneration of Executive Committee in the Amount of CHF 21 Million	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Chugai Pharmaceutical Co., Ltd.

**Meeting Date:** 03/27/2025

**Country:** Japan

**Ticker:** 4519

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For
2.1	Elect Director Okuda, Osamu	Mgmt	For	Against
2.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For
2.3	Elect Director Iikura, Hitoshi	Mgmt	For	For
2.4	Elect Director Momoi, Mariko	Mgmt	For	For
2.5	Elect Director Tateishi, Fumio	Mgmt	For	For
2.6	Elect Director Teramoto, Hideo	Mgmt	For	For
2.7	Elect Director Thomas Schinecker	Mgmt	For	For
2.8	Elect Director Teresa A. Graham	Mgmt	For	For
2.9	Elect Director Boris L. Zaitra	Mgmt	For	For
3	Appoint Statutory Auditor Higuchi, Masayoshi	Mgmt	For	For

## Church & Dwight Co., Inc.

**Meeting Date:** 05/01/2025

**Country:** USA

**Ticker:** CHD

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	For
1b	Elect Director Richard A. Dierker	Mgmt	For	For
1c	Elect Director Matthew T. Farrell	Mgmt	For	For
1d	Elect Director Bradley C. Irwin	Mgmt	For	For
1e	Elect Director Penry W. Price	Mgmt	For	For
1f	Elect Director Susan G. Saideman	Mgmt	For	For
1g	Elect Director Ravichandra K. Saligram	Mgmt	For	For
1h	Elect Director Robert K. Shearer	Mgmt	For	For
1i	Elect Director Michael R. Smith	Mgmt	For	For
1j	Elect Director Janet S. Vergis	Mgmt	For	For
1k	Elect Director Arthur B. Winkleblack	Mgmt	For	For
1l	Elect Director Laurie J. Yoler	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against

## Citizens Financial Group, Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: CFG

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Bruce Van Saun	Mgmt	For	For
1.2	Elect Director Lee Alexander	Mgmt	For	For
1.3	Elect Director Tracy A. Atkinson	Mgmt	For	For
1.4	Elect Director Christine M. Cumming	Mgmt	For	For
1.5	Elect Director Kevin J. Cummings	Mgmt	For	For
1.6	Elect Director William P. Hankowsky	Mgmt	For	For
1.7	Elect Director Edward J. Kelly, III	Mgmt	For	For
1.8	Elect Director Robert G. Leary	Mgmt	For	For
1.9	Elect Director Terrance J. Lillis	Mgmt	For	For
1.10	Elect Director Michele N. Siekerka	Mgmt	For	For
1.11	Elect Director Christopher J. Swift	Mgmt	For	For
1.12	Elect Director Claude E. Wade	Mgmt	For	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## CK Infrastructure Holdings Limited

**Meeting Date:** 05/21/2025

**Country:** Bermuda

**Ticker:** 1038

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3.1	Elect Kam Hing Lam as Director	Mgmt	For	Against
3.2	Elect Frank John Sixt as Director	Mgmt	For	Against
3.3	Elect Chan Loi Shun as Director	Mgmt	For	For
3.4	Elect Kwok Eva Lee as Director	Mgmt	For	For
3.5	Elect Lee Pui Ling, Angelina as Director	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For

## Coca-Cola Europacific Partners plc

**Meeting Date:** 05/22/2025

**Country:** United Kingdom

**Ticker:** CCEP

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Elect Sol Daurella as Director	Mgmt	For	For
4	Elect Robert Appleby as Director	Mgmt	For	For
5	Re-elect Manolo Arroyo as Director	Mgmt	For	For

6	Re-elect Guillaume Bacuvier as Director	Mgmt	For	For
7	Re-elect John Bryant as Director	Mgmt	For	For
8	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	For
9	Re-elect Damian Gammell as Director	Mgmt	For	For
10	Re-elect Nathalie Gaveau as Director	Mgmt	For	For
11	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For
12	Re-elect Mary Harris as Director	Mgmt	For	For
13	Re-elect Thomas Johnson as Director	Mgmt	For	For
14	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For
15	Re-elect Nicolas Mirzayantz as Director	Mgmt	For	For
16	Re-elect Mark Price as Director	Mgmt	For	For
17	Re-elect Nancy Quan as Director	Mgmt	For	For
18	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For
19	Re-elect Dessi Temperley as Director	Mgmt	For	For
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
21	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For
23	Authorise Issue of Equity	Mgmt	For	For
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
28	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For	Do Not Vote
3.1	Approve Allocation of Income	Mgmt	For	Do Not Vote
3.2	Approve Dividend from Reserves	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For	Do Not Vote
5.1.a	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	Do Not Vote
5.1.b	Re-elect Zulikat Abiola as Director	Mgmt	For	Do Not Vote
5.1.c	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	Mgmt	For	Do Not Vote
5.1.d	Re-elect Zoran Bogdanovic as Director	Mgmt	For	Do Not Vote
5.1.e	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Do Not Vote
5.1.f	Re-elect Henrique Braun as Director	Mgmt	For	Do Not Vote
5.1.g	Re-elect Anastasios Leventis as Director	Mgmt	For	Do Not Vote
5.1.h	Re-elect Christodoulos Leventis as Director	Mgmt	For	Do Not Vote
5.1.i	Re-elect George Leventis as Director	Mgmt	For	Do Not Vote
5.1.j	Re-elect Evguenia Stoitchkova as Director	Mgmt	For	Do Not Vote
5.1.k	Re-elect Glykeria Tsernou as Director	Mgmt	For	Do Not Vote
5.2.1	Elect Stavros Pantzaris as Director	Mgmt	For	Do Not Vote
5.2.2	Elect Pantelis Lekkas as Director and as Member of the Remuneration Committee	Mgmt	For	Do Not Vote

6	Designate Ines Poeschel as Independent Proxy	Mgmt	For	Do Not Vote
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	Do Not Vote
8	Approve UK Remuneration Report	Mgmt	For	Do Not Vote
9	Approve Remuneration Policy	Mgmt	For	Do Not Vote
10	Approve Swiss Remuneration Report	Mgmt	For	Do Not Vote
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	Do Not Vote
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	Do Not Vote
12	Amend Articles Re: Management Incentive and Long-Term Incentive Arrangements	Mgmt	For	Do Not Vote
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	Do Not Vote

## Comcast Corporation

Meeting Date: 06/18/2025

Country: USA

Ticker: CMCSA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	Withhold
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold
1.4	Elect Director Louise F. Brady	Mgmt	For	Withhold
1.5	Elect Director Edward D. Breen	Mgmt	For	Withhold
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	Withhold
1.8	Elect Director Asuka Nakahara	Mgmt	For	Withhold

1.9	Elect Director David C. Novak	Mgmt	For	Withhold
1.10	Elect Director Brian L. Roberts	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Improve Executive Compensation Program and Policy	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For

## Commerzbank AG

**Meeting Date:** 05/15/2025

**Country:** Germany

**Ticker:** CBK

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	Mgmt	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Manfred Knof (until Sep. 30, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Michael Kotzbauer (from Oct. 1, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2024	Mgmt	For	Do Not Vote

3.7	Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.8	Approve Discharge of Management Board Member Christiane Vorspel-Rüter (from Sep. 1, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	Mgmt	For	Do Not Vote

4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2025, until 2026 AGM	Mgmt	For	Do Not Vote
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Management Board Remuneration Policy	Mgmt	For	Do Not Vote
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	Do Not Vote
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	Mgmt	For	Do Not Vote
9.2	Elect Michael Gorriz to the Supervisory Board	Mgmt	For	Do Not Vote
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Do Not Vote
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	Mgmt	For	Do Not Vote
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Do Not Vote

## Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/16/2025

Country: France

Ticker: ML

Meeting Type: Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 1.38 per Share	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For
11	Approve Compensation of Barbara Dalibard	Mgmt	For	For
12	Elect Wolf-Henning Scheider as Supervisory Board Member	Mgmt	For	Against
13	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.15 Million	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

# Concordia Financial Group, Ltd.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 7186

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For
2.1	Elect Director Kataoka, Tatsuya	Mgmt	For	For
2.2	Elect Director Onodera, Nobuo	Mgmt	For	For
2.3	Elect Director Katsuta, Michifumi	Mgmt	For	For
2.4	Elect Director Akiyoshi, Mitsuru	Mgmt	For	For
2.5	Elect Director Yoda, Mami	Mgmt	For	For
2.6	Elect Director Ishii, Shigeru	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Maehara, Kazuhiro	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Noguchi, Mayumi	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Suzuki, Yoshikazu	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Hashimoto, Keiichiro	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Consolidated Edison, Inc.

Meeting Date: 05/19/2025

Country: USA

Ticker: ED

Meeting Type: Annual

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

## Covestro AG

Meeting Date: 04/17/2025

Country: Germany

Ticker: 1COV

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		

2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	Do Not Vote
4.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
5.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	Do Not Vote
5.2	Elect Lise Kingo to the Supervisory Board	Mgmt	For	Do Not Vote
5.3	Elect Richard Pott to the Supervisory Board	Mgmt	For	Do Not Vote
5.4	Elect Regine Stachelhaus to the Supervisory Board	Mgmt	For	Do Not Vote
5.5	Elect Patrick Thomas to the Supervisory Board	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Do Not Vote
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 18.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

## Covivio SA

**Meeting Date:** 04/17/2025

**Country:** France

**Ticker:** COV

**Meeting Type:** Annual/Special

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

1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Jean-Luc Biamonti, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Christophe Kullmann, CEO	Mgmt	For	For
8	Approve Compensation of Olivier Esteve, Vice-CEO	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Reelect Predica as Director	Mgmt	For	Against
14	Elect Micaela Le Divelec as Director	Mgmt	For	For
15	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For
16	Renew Appointment of Ernst & Young et Autres as Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint KPMG S.A. as Auditor for Sustainability Reporting	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Capitalization of Reserves of Up to EUR 33.48 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 100.46 Million	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 66.97 Million, or without Preemptive Rights up to Aggregate Nominal Amount of EUR 33.48 Million	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 33.48 Million	Mgmt	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
25	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Condition Attached	Mgmt	For	For
29	Amend Articles 15, 16, and 22 of Bylaws	Mgmt	For	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Credit Agricole SA

**Meeting Date:** 05/14/2025

**Country:** France

**Ticker:** ACA

**Meeting Type:** Annual/Special

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

2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For
4	Approve Transaction with Worldline, ESTEY SAS and CAWL Re: Rights and Obligations of CAWL Shareholders	Mgmt	For	For
5	Approve Transaction with ESTEY SAS and Fédération Nationale du Crédit Agricole Re: Governance Rules of Holding ESTEY S.A.S	Mgmt	For	For
6	Approve Transaction with SACAM Participations and CATE Re: Governance Rules of CATE	Mgmt	For	For
7	Approve Transaction with Santander Investment and CACEIS Re: Cession Conditions of CACEIS	Mgmt	For	For
8	Approve Transaction with CA Indosuez Re: Conditions for Exercising the Liquidity Clause	Mgmt	For	For
9	Elect Olivier Desportes as Director	Mgmt	For	Against
10	Reelect Dominique Lefebvre as Director	Mgmt	For	For
11	Reelect Pierre Cambefort as Director	Mgmt	For	Against
12	Reelect Jean-Pierre Gaillard as Director	Mgmt	For	Against
13	Reelect Christine Gandon as Director	Mgmt	For	Against
14	Ratify Appointment of Gaëlle Regnard as Director	Mgmt	For	Against
15	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of Philippe Brassac, CEO from January 1, 2025 to May 14, 2025	Mgmt	For	For
17	Approve Remuneration Policy of Olivier Gavalda, CEO from May 14, 2025 to December 31, 2025	Mgmt	For	For
18	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO from January 1, 2025 to May 14, 2025	Mgmt	For	For
19	Approve Remuneration Policy of Jérôme Grivet, Vice-CEO	Mgmt	For	Against
20	Approve Remuneration Policy of Xavier Musca, Vice-CEO from January 1, 2025 until May 14, 2025	Mgmt	For	For
21	Approve Remuneration Policy of Directors	Mgmt	For	For
22	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For

23	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For
24	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For
25	Approve Compensation of Jérôme Grivet, Vice-CEO	Mgmt	For	For
26	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For
27	Approve Compensation Report of Corporate Officers	Mgmt	For	For
28	Approve the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For
29	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
30	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	Mgmt	For	For
33	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers With Performance Conditions Attached	Mgmt	For	For
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Shareholder Proposals Submitted by Crédit Agricole SA Actions (Fond Commun de Placement d Entreprise)	Mgmt		
A	Amending Items 31 and 32 of Current Meeting to Apply a Discount on Shares	SH	Against	Against

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Re-elect Richie Boucher as Director	Mgmt	For	For
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For
1c	Re-elect Richard Fearon as Director	Mgmt	For	For
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For
1f	Re-elect Badar Khan as Director	Mgmt	For	For
1g	Re-elect Lamar McKay as Director	Mgmt	For	For
1h	Re-elect Jim Mintern as Director	Mgmt	For	For
1i	Re-elect Gillian L. Platt as Director	Mgmt	For	For
1j	Re-elect Mary K. Rhinehart as Director	Mgmt	For	For
1k	Re-elect Siobhan Talbot as Director	Mgmt	For	For
1l	Re-elect Christina Verchere as Director	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For
5a	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorize Issue of Equity	Mgmt	For	For
7	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Authorize Reissuance of Treasury Shares	Mgmt	For	For
10	Require Advance Notice for Shareholder Proposals/Nominations	Mgmt	For	For

11a	Adopt Plurality Voting in Contested Director Elections	Mgmt	For	For
11b	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	Mgmt	For	For
12	Amend Articles of Association	Mgmt	For	For

## Croda International Plc

Meeting Date: 04/23/2025

Country: United Kingdom

Ticker: CRDA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Ian Bull as Director	Mgmt	For	For
5	Elect Stephen Oxley as Director	Mgmt	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For
7	Re-elect Chris Good as Director	Mgmt	For	For
8	Re-elect Danuta Gray as Director	Mgmt	For	For
9	Re-elect Jacqui Ferguson as Director	Mgmt	For	For
10	Re-elect Steve Foots as Director	Mgmt	For	For
11	Re-elect Julie Kim as Director	Mgmt	For	For
12	Re-elect Keith Layden as Director	Mgmt	For	For
13	Re-elect Nawal Ouzren as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For

16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Crown Castle Inc.

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** CCI

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director P. Robert Bartolo	Mgmt	For	For
1b	Elect Director Jason Genrich	Mgmt	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For
1d	Elect Director Tammy K. Jones	Mgmt	For	For
1e	Elect Director Kevin T. Kabat	Mgmt	For	For
1f	Elect Director Anthony J. Melone	Mgmt	For	For
1g	Elect Director Katherine Motlagh	Mgmt	For	For
1h	Elect Director Kevin A. Stephens	Mgmt	For	For
1i	Elect Director Matthew Thornton, III	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For

5 Amend Charter to Eliminate Unnecessary and Outdated Provisions

Mgmt

For

For

## CSX Corporation

**Meeting Date:** 05/07/2025

**Country:** USA

**Ticker:** CSX

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Ann D. Begeman	Mgmt	For	For
1b	Elect Director Thomas P. Bostick	Mgmt	For	For
1c	Elect Director Anne H. Chow	Mgmt	For	For
1d	Elect Director Steven T. Halverson	Mgmt	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For
1f	Elect Director Joseph R. Hinrichs	Mgmt	For	For
1g	Elect Director David M. Moffett	Mgmt	For	For
1h	Elect Director Linda H. Riefler	Mgmt	For	For
1i	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
1j	Elect Director James L. Wainscott	Mgmt	For	For
1k	Elect Director J. Steven Whisler	Mgmt	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## CTS Eventim AG & Co. KGaA

**Meeting Date:** 05/21/2025

**Country:** Germany

**Ticker:** EVD

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	Do Not Vote
3	Approve Allocation of Income and Dividends of EUR 1.66 per Share	Mgmt	For	Do Not Vote
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
6.1	Ratify KPMG AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	Do Not Vote
6.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
7	Approve Decrease in Size of Supervisory Board to Three Members	Mgmt	For	Do Not Vote
8.1	Elect Cornelius Baur to the Supervisory Board	Mgmt	For	Do Not Vote
8.2	Elect Philipp Westermeyer to the Supervisory Board	Mgmt	For	Do Not Vote
8.3	Elect Wybcke Meier to the Supervisory Board	Mgmt	For	Do Not Vote
9	Approve Remuneration Report	Mgmt	For	Do Not Vote
10	Approve Remuneration Policy	Mgmt	For	Do Not Vote
11	Approve Creation of EUR 19.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 19.2 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote

## Cummins Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: CMI

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	Mgmt	For	For
2	Elect Director Gary L. Belske	Mgmt	For	For
3	Elect Director Robert J. Bernhard	Mgmt	For	For
4	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For
5	Elect Director Daniel W. Fisher	Mgmt	For	For
6	Elect Director Carla A. Harris	Mgmt	For	For
7	Elect Director Thomas J. Lynch	Mgmt	For	For
8	Elect Director William I. Miller	Mgmt	For	For
9	Elect Director Kimberly A. Nelson	Mgmt	For	For
10	Elect Director Karen H. Quintos	Mgmt	For	For
11	Elect Director John H. Stone	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
13	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Require Independent Board Chair	SH	Against	Against

## D.R. Horton, Inc.

Meeting Date: 01/16/2025

Country: USA

Ticker: DHI

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David V. Auld	Mgmt	For	For
1b	Elect Director Paul J. Romanowski	Mgmt	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For
1d	Elect Director Michael R. Buchanan	Mgmt	For	For
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For
1f	Elect Director M. Chad Crow	Mgmt	For	For
1g	Elect Director Elaine D. Crowley	Mgmt	For	For
1h	Elect Director Maribess L. Miller	Mgmt	For	For
1i	Elect Director Barbara R. Smith	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Dai Nippon Printing Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 7912

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For
2.1	Elect Director Kitajima, Yoshinari	Mgmt	For	Against
2.2	Elect Director Miya, Kenji	Mgmt	For	For
2.3	Elect Director Kuroyanagi, Masafumi	Mgmt	For	For

2.4	Elect Director Sugita, Kazuhiko	Mgmt	For	For
2.5	Elect Director Miyake, Toru	Mgmt	For	For
2.6	Elect Director Nakamura, Osamu	Mgmt	For	For
2.7	Elect Director Miyama, Minako	Mgmt	For	For
2.8	Elect Director Kanazawa, Takahito	Mgmt	For	For
2.9	Elect Director Miyajima, Tsukasa	Mgmt	For	For
2.10	Elect Director Tamura, Yoshiaki	Mgmt	For	For
2.11	Elect Director Shirakawa, Hiroshi	Mgmt	For	For
2.12	Elect Director Sugiura, Nobuhiko	Mgmt	For	For
2.13	Elect Director Kumahira, Mika	Mgmt	For	For
3	Appoint Statutory Auditor Ishii, Taeko	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For
5	Appoint Shareholder Director Nominee Kinoshita, Atsuhiko	SH	Against	Against

## Daifuku Co., Ltd.

**Meeting Date:** 03/28/2025

**Country:** Japan

**Ticker:** 6383

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Geshiro, Hiroshi	Mgmt	For	Against
1.2	Elect Director Terai, Tomoaki	Mgmt	For	For
1.3	Elect Director Sato, Seiji	Mgmt	For	For
1.4	Elect Director Takubo, Hideaki	Mgmt	For	For
1.5	Elect Director Hibi, Tetsuya	Mgmt	For	For
1.6	Elect Director Ozawa, Yoshiaki	Mgmt	For	For

1.7	Elect Director Kato, Kaku	Mgmt	For	For
1.8	Elect Director Kaneko, Keiko	Mgmt	For	For
1.9	Elect Director Gideon Franklin	Mgmt	For	For
1.10	Elect Director Yoshida, Haruyuki	Mgmt	For	For
1.11	Elect Director Kanzaki, Yuki	Mgmt	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Daiichi Sankyo Co., Ltd.

Meeting Date: 06/23/2025

Country: Japan

Ticker: 4568

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For
2.1	Elect Director Manabe, Sunao	Mgmt	For	For
2.2	Elect Director Okuzawa, Hiroyuki	Mgmt	For	Against
2.3	Elect Director Matsumoto, Takashi	Mgmt	For	For
2.4	Elect Director Komatsu, Yasuhiro	Mgmt	For	For
2.5	Elect Director Nishii, Takaaki	Mgmt	For	For
2.6	Elect Director Homma, Yo	Mgmt	For	For
2.7	Elect Director Joseph Kenneth Keller	Mgmt	For	For
2.8	Elect Director Ueno, Shizuko	Mgmt	For	For
2.9	Elect Director Watanabe, Akihiro	Mgmt	For	For
2.10	Elect Director Kinoshita, Reiko	Mgmt	For	For
3.1	Appoint Statutory Auditor Yokoyama, Terumichi	Mgmt	For	For
3.2	Appoint Statutory Auditor Watanabe, Masako	Mgmt	For	For

## DAIKIN INDUSTRIES Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 6367

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 145	Mgmt	For	For
2.1	Elect Director Togawa, Masanori	Mgmt	For	For
2.2	Elect Director Takenaka, Naofumi	Mgmt	For	Against
2.3	Elect Director Kawada, Tatsuo	Mgmt	For	For
2.4	Elect Director Makino, Akiji	Mgmt	For	For
2.5	Elect Director Torii, Shingo	Mgmt	For	For
2.6	Elect Director Arai, Yuko	Mgmt	For	For
2.7	Elect Director Takahashi, Koichi	Mgmt	For	For
2.8	Elect Director Mori, Keiko	Mgmt	For	For
2.9	Elect Director Kanwal Jeet Jawa	Mgmt	For	For
3	Appoint Statutory Auditor Ukawa, Atsushi	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Ono, Ichiro	Mgmt	For	For

## Daiwa House Industry Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 1925

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For

2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For
3.1	Elect Director Yoshii, Keiichi	Mgmt	For	For
3.2	Elect Director Otomo, Hirotsugu	Mgmt	For	Against
3.3	Elect Director Kosokabe, Takeshi	Mgmt	For	For
3.4	Elect Director Murata, Yoshiyuki	Mgmt	For	For
3.5	Elect Director Shimonishi, Keisuke	Mgmt	For	For
3.6	Elect Director Nagase, Toshiya	Mgmt	For	For
3.7	Elect Director Shibata, Eiichi	Mgmt	For	For
3.8	Elect Director Kuwano, Yukinori	Mgmt	For	For
3.9	Elect Director Seki, Miwa	Mgmt	For	For
3.10	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For
3.11	Elect Director Ito, Yujiro	Mgmt	For	For
3.12	Elect Director Nambu, Toshikazu	Mgmt	For	For
3.13	Elect Director Fukumoto, Tomomi	Mgmt	For	For
3.14	Elect Director Kondo, Yuichiro	Mgmt	For	For
4.1	Appoint Statutory Auditor Oyaide, Ryuichi	Mgmt	For	For
4.2	Appoint Statutory Auditor Takashige, Yoshihiro	Mgmt	For	For
4.3	Appoint Statutory Auditor Kishimoto, Tatsuji	Mgmt	For	For

## Daiwa Securities Group, Inc.

**Meeting Date:** 06/20/2025

**Country:** Japan

**Ticker:** 8601

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Nakata, Seiji	Mgmt	For	For

1.2	Elect Director Ogino, Akihiko	Mgmt	For	For
1.3	Elect Director Niizuma, Shinsuke	Mgmt	For	For
1.4	Elect Director Tashiro, Keiko	Mgmt	For	For
1.5	Elect Director Sato, Eiji	Mgmt	For	For
1.6	Elect Director Sakurai, Hiroko	Mgmt	For	For
1.7	Elect Director Hanaoka, Sachiko	Mgmt	For	For
1.8	Elect Director Kawai, Eriko	Mgmt	For	For
1.9	Elect Director Nishikawa, Katsuyuki	Mgmt	For	For
1.10	Elect Director Iwamoto, Toshio	Mgmt	For	For
1.11	Elect Director Murakami, Yumiko	Mgmt	For	For
1.12	Elect Director Iki, Noriko	Mgmt	For	For
1.13	Elect Director Yunoki, Mami	Mgmt	For	For
1.14	Elect Director Ichikawa, Akira	Mgmt	For	For

## Danaher Corporation

Meeting Date: 05/06/2025

Country: USA

Ticker: DHR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For
1c	Elect Director Linda Filler	Mgmt	For	For
1d	Elect Director Charles W. Lamanna	Mgmt	For	For
1e	Elect Director Teri List	Mgmt	For	Against
1f	Elect Director Jessica L. Mega	Mgmt	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For

1h	Elect Director Steven M. Rales	Mgmt	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against
1j	Elect Director John T. Schwieters	Mgmt	For	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Danone SA

**Meeting Date:** 04/24/2025

**Country:** France

**Ticker:** BN

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	Against
6	Reelect Susan Roberts as Director	Mgmt	For	Against
7	Reelect Patrice Louvet as Director	Mgmt	For	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For

10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For

**Dassault Systemes SE****Meeting Date:** 05/22/2025**Country:** France**Ticker:** DSY**Meeting Type:** Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.26 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Bernard Charlès, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Pascal Daloz, CEO	Mgmt	For	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For
10	Elect Marie-Hélène Habert-Dassault as Director	Mgmt	For	Against
11	Elect Nathalie Rouvet Lazare as Director	Mgmt	For	For
12	Elect Donatella Sciuto as Director	Mgmt	For	For
13	Reelect Soumitra Dutta as Director	Mgmt	For	Against
14	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For

	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 13 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
23	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
26	Amend Article 16 of Bylaws Re: Board Deliberations	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## DaVita Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: DVA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	Mgmt	For	For
1b	Elect Director Barbara J. Desoer	Mgmt	For	For
1c	Elect Director Jason M. Hollar	Mgmt	For	For
1d	Elect Director Gregory J. Moore	Mgmt	For	For
1e	Elect Director Dennis W. Pullin	Mgmt	For	For
1f	Elect Director Javier J. Rodriguez	Mgmt	For	For
1g	Elect Director Adam H. Schechter	Mgmt	For	For
1h	Elect Director Wendy L. Schoppert	Mgmt	For	For
1i	Elect Director Phyllis R. Yale	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Dayforce, Inc.

Meeting Date: 05/02/2025

Country: USA

Ticker: DAY

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brent Bickett	Mgmt	For	For
1b	Elect Director Ronald Clarke	Mgmt	For	For
1c	Elect Director Deborah Farrington	Mgmt	For	For
1d	Elect Director Thomas Hagerty	Mgmt	For	For

1e	Elect Director Linda Mantia	Mgmt	For	For
1f	Elect Director David Ossip	Mgmt	For	For
1g	Elect Director Ganesh Rao	Mgmt	For	For
1h	Elect Director Andrea Rosen	Mgmt	For	For
1i	Elect Director Gerald Throop	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For

## Deere & Company

Meeting Date: 02/26/2025

Country: USA

Ticker: DE

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director R. Preston Feight	Mgmt	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
7	Report on a Civil Rights Audit	SH	Against	Against
8	Report on Discrimination in Charitable Contributions	SH	Against	Against

## Delta Air Lines, Inc.

Meeting Date: 06/19/2025

Country: USA

Ticker: DAL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For
1b	Elect Director Christophe Beck	Mgmt	For	For
1c	Elect Director Maria Black	Mgmt	For	For
1d	Elect Director Willie CW Chiang	Mgmt	For	For
1e	Elect Director Greg Creed	Mgmt	For	For
1f	Elect Director David G. DeWalt	Mgmt	For	For
1g	Elect Director Leslie D. Hale	Mgmt	For	For
1h	Elect Director Christopher A. Hazleton	Mgmt	For	For
1i	Elect Director Michael P. Huerta	Mgmt	For	For
1j	Elect Director Judith J. McKenna	Mgmt	For	For
1k	Elect Director Vasant M. Prabhu	Mgmt	For	For

1l	Elect Director Sergio A. L. Rial	Mgmt	For	Against
1m	Elect Director David S. Taylor	Mgmt	For	For
1n	Elect Director Kathy N. Waller	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Provide Right to Act by Written Consent	SH	Against	For

## DENSO Corp.

Meeting Date: 06/13/2025

Country: Japan

Ticker: 6902

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	Against
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For
1.4	Elect Director Yamazaki, Yasuhiko	Mgmt	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For
2.1	Appoint Statutory Auditor Niwa, Motomi	Mgmt	For	For
2.2	Appoint Statutory Auditor Hayashi, Katsunori	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Baba, Kumiko	Mgmt	For	For

## Deutsche Boerse AG

Meeting Date: 05/14/2025

Country: Germany

Ticker: DB1

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Amend Articles Re: Electronic Securities	Mgmt	For	Do Not Vote
6	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
7	Elect Jean Mustier to the Supervisory Board	Mgmt	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9	Approve Remuneration Policy	Mgmt	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	Do Not Vote
11.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
11.b	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote

## Deutsche Lufthansa AG

Meeting Date: 05/06/2025

Country: Germany

Ticker: LHA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Approve Remuneration Policy	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7.a	Elect Erich Clementi to the Supervisory Board	Mgmt	For	Do Not Vote
7.b	Elect Alexis von Hoensbroech to the Supervisory Board	Mgmt	For	Do Not Vote
7.c	Elect Astrid Stange to the Supervisory Board	Mgmt	For	Do Not Vote
7.d	Elect Angela Titzrath to the Supervisory Board	Mgmt	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9.a	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
9.b	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote

## DexCom, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: DXCM

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	For	For
1.2	Elect Director Steven R. Altman	Mgmt	For	For
1.3	Elect Director Nicholas Augustinos	Mgmt	For	For
1.4	Elect Director Richard A. Collins	Mgmt	For	For
1.5	Elect Director Karen Dahut *Withdrawn Resolution*	Mgmt		
1.6	Elect Director Rimma Driscoll	Mgmt	For	For
1.7	Elect Director Mark G. Foletta	Mgmt	For	For
1.8	Elect Director Renee Gala	Mgmt	For	For
1.9	Elect Director Bridgette P. Heller	Mgmt	For	For
1.10	Elect Director Kyle Malady	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Digital Realty Trust, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: DLR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	For	For

1b	Elect Director Kevin J. Kennedy	Mgmt	For	For
1c	Elect Director William G. LaPerch	Mgmt	For	For
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For
1e	Elect Director Afshin Mohebbi	Mgmt	For	For
1f	Elect Director Mark R. Patterson	Mgmt	For	For
1g	Elect Director Andrew P. Power	Mgmt	For	For
1h	Elect Director Mary Hogan Preusse	Mgmt	For	For
1i	Elect Director Susan Swanezy	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Adopt a Policy on Human Right to Water	SH	Against	Against

## Discover Financial Services

**Meeting Date:** 02/18/2025

**Country:** USA

**Ticker:** DFS

**Meeting Type:** Special

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

## DNB Bank ASA

**Meeting Date:** 04/29/2025

**Country:** Norway

**Ticker:** DNB

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16.75 Per Share	Mgmt	For	For
5	Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	Mgmt	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Authorize Board to Raise Debt Capital	Mgmt	For	For
8	Approve Demerger Plan	Mgmt	For	For
9	Approve Remuneration Statement (Advisory)	Mgmt	For	For
10	Approve Company's Corporate Governance Statement	Mgmt	For	For
11	Elect Directors	Mgmt	For	For
12	Elect Members of Nominating Committee	Mgmt	For	For
13	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For

**DocuSign, Inc.**

**Meeting Date:** 05/29/2025

**Country:** USA

**Ticker:** DOCU

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	For	Against
1b	Elect Director Blake J. Irving	Mgmt	For	Against
1c	Elect Director Anna Marrs	Mgmt	For	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

## Dollar General Corporation

Meeting Date: 05/29/2025

Country: USA

Ticker: DG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For
1d	Elect Director Timothy I. McGuire	Mgmt	For	For
1e	Elect Director David P. Rowland	Mgmt	For	For
1f	Elect Director Debra A. Sandler	Mgmt	For	For
1g	Elect Director Ralph E. Santana	Mgmt	For	For
1h	Elect Director Kathleen M. Scarlett	Mgmt	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against
5	Adopt a Comprehensive Human Rights Policy	SH	Against	For
6	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	For
7	Report on Employee Access to Timely, Quality Healthcare	SH	Against	Against

## Domino's Pizza, Inc.

**Meeting Date:** 04/23/2025

**Country:** USA

**Ticker:** DPZ

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	For
1.4	Elect Director Corie S. Barry	Mgmt	For	For
1.5	Elect Director Diane L. Cafritz	Mgmt	For	For
1.6	Elect Director Richard L. Federico	Mgmt	For	For
1.7	Elect Director James A. Goldman	Mgmt	For	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	For
1.9	Elect Director Russell J. Weiner	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For

6 Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold

SH

Against

For

## DoorDash, Inc.

**Meeting Date:** 06/24/2025

**Country:** USA

**Ticker:** DASH

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Jeffrey Blackburn	Mgmt	For	Against
1b	Elect Director L. John Doerr	Mgmt	For	Against
1c	Elect Director Andy Fang	Mgmt	For	Against
1d	Elect Director Diego Piacentini	Mgmt	For	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Against

## DSM-Firmenich AG

**Meeting Date:** 05/06/2025

**Country:** Switzerland

**Ticker:** DSFIR

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Sustainability Report	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report	Mgmt	For	Do Not Vote

2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	Do Not Vote
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	Do Not Vote
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Do Not Vote
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	Do Not Vote
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	Do Not Vote
4.1.e	Reelect Erica Mann as Director	Mgmt	For	Do Not Vote
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	Do Not Vote
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	Do Not Vote
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	Do Not Vote
4.1.i	Reelect John Ramsay as Director	Mgmt	For	Do Not Vote
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	Do Not Vote
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	Do Not Vote
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 44 Million	Mgmt	For	Do Not Vote
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	Do Not Vote
8	Approve Creation of Capital Band within the Upper Limit of EUR 2.9 Million and the Lower Limit of EUR 2.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Meeting Date: 03/20/2025

Country: Denmark

Ticker: DSV

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Beat Walti as Director	Mgmt	For	For
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
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
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
9	Other Business	Mgmt		

# Eaton Corporation plc

Meeting Date: 04/23/2025

Country: Ireland

Ticker: ETN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For
1d	Elect Director Sandra Pianalto	Mgmt	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For
1f	Elect Director Paulo Ruiz	Mgmt	For	For
1g	Elect Director Lori J. Ryerkerk	Mgmt	For	For
1h	Elect Director Andre Schulten	Mgmt	For	For
1i	Elect Director Gerald B. Smith	Mgmt	For	For
1j	Elect Director Karenann Terrell	Mgmt	For	For
1k	Elect Director Dorothy C. Thompson	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For

## eBay Inc.

Meeting Date: 06/25/2025

Country: USA

Ticker: EBAY

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For
1g	Elect Director William D. Nash	Mgmt	For	For
1h	Elect Director Paul S. Pressler	Mgmt	For	For
1i	Elect Director Zane Rowe	Mgmt	For	For
1j	Elect Director Mohak Shroff	Mgmt	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against

## Ecolab Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: ECL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For
1d	Elect Director Michel D. Doukeris	Mgmt	For	For
1e	Elect Director Eric M. Green	Mgmt	For	For
1f	Elect Director Marion K. Gross	Mgmt	For	For
1g	Elect Director Michael Larson	Mgmt	For	For
1h	Elect Director David W. MacLennan	Mgmt	For	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For
1k	Elect Director Victoria J. Reich	Mgmt	For	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
1m	Elect Director John J. Zillmer	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For

## Edison International

Meeting Date: 04/24/2025

Country: USA

Ticker: EIX

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For
1b	Elect Director Michael C. Camunez	Mgmt	For	For
1c	Elect Director Jennifer M. Granholm	Mgmt	For	For
1d	Elect Director James T. Morris	Mgmt	For	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	For
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For
1g	Elect Director Marcy L. Reed	Mgmt	For	For
1h	Elect Director Carey A. Smith	Mgmt	For	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	For
1j	Elect Director Peter J. Taylor	Mgmt	For	For
1k	Elect Director Keith Trent	Mgmt	For	For
2	Ratify PwC as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

## Edwards Lifesciences Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: EW

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For
1.2	Elect Director David T. Feinberg	Mgmt	For	For
1.3	Elect Director Kieran T. Gallahue	Mgmt	For	For
1.4	Elect Director Leslie S. Heisz	Mgmt	For	For
1.5	Elect Director Paul A. LaViolette	Mgmt	For	For
1.6	Elect Director Steven R. Loranger	Mgmt	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For

## Eiffage SA

**Meeting Date:** 04/23/2025

**Country:** France

**Ticker:** FGR

**Meeting Type:** Annual/Special

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

2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint Deloitte & Associates as Auditor	Mgmt	For	For
6	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For
7	Appoint Deloitte & Associates as Auditor for Sustainability Reporting	Mgmt	For	For
8	Reelect Carol Xueref as Director	Mgmt	For	Against
9	Reelect Philippe Vidal as Director	Mgmt	For	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
12	Approve Compensation Report	Mgmt	For	For
13	Approve Compensation of Benoit De Ruffray, Chairman and CEO	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17, 18, and 19	Mgmt	For	For

21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Set Total Limit for Capital Increase to Result from All Issuance Requests Under Items 18-19 and 21 at EUR 39.2 Million	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
25	Amend Article 23 of Bylaws Re: Participation to General Meetings	Mgmt	For	For
26	Amend Article 29 of Bylaws Re: General Meeting Broadcast	Mgmt	For	For
	Ordinary Business	Mgmt		
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Eisai Co., Ltd.

**Meeting Date:** 06/18/2025

**Country:** Japan

**Ticker:** 4523

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Amend Articles to Make Technical Changes	Mgmt	For	For
2.1	Elect Director Naito, Haruo	Mgmt	For	For
2.2	Elect Director Ike, Fumihiko	Mgmt	For	For
2.3	Elect Director Miura, Ryota	Mgmt	For	For
2.4	Elect Director Kato, Hiroyuki	Mgmt	For	For
2.5	Elect Director Richard Thornley	Mgmt	For	For
2.6	Elect Director Moriyama, Toru	Mgmt	For	For

2.7	Elect Director Yasuda, Yuko	Mgmt	For	For
2.8	Elect Director Kanai, Takuji	Mgmt	For	For
2.9	Elect Director Takahashi, Kenta	Mgmt	For	For
2.10	Elect Director Okada, Yasushi	Mgmt	For	For
2.11	Elect Director Ueda, Ryoko	Mgmt	For	For

## Element Fleet Management Corp.

**Meeting Date:** 05/02/2025

**Country:** Canada

**Ticker:** EFN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Kathleen Taylor	Mgmt	For	For
1.2	Elect Director Virginia Addicott	Mgmt	For	For
1.3	Elect Director Laura Dottori-Attanasio	Mgmt	For	For
1.4	Elect Director Paolo Ferrari	Mgmt	For	For
1.5	Elect Director G. Keith Graham	Mgmt	For	For
1.6	Elect Director Joan Lamm-Tennant	Mgmt	For	For
1.7	Elect Director Rubin J. McDougal	Mgmt	For	For
1.8	Elect Director Tracey McVicar	Mgmt	For	For
1.9	Elect Director Andrea Rosen	Mgmt	For	For
1.10	Elect Director Luis Manuel Tellez Kuenzler	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Eli Lilly and Company

Meeting Date: 05/05/2025

Country: USA

Ticker: LLY

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	For
1b	Elect Director Mary Lynne Hedley	Mgmt	For	For
1c	Elect Director Kimberly H. Johnson	Mgmt	For	For
1d	Elect Director Juan R. Luciano	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For

## Elisa Oyj

Meeting Date: 04/02/2025

Country: Finland

Ticker: ELISA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		

5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 2.35 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice-Chair), Pia Kall, Eva-Lotta Sjostedt and Christoph Vitzthum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Ernst & Young Oy as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Ernst & Young Oy as Auditor for Sustainability Reporting	Mgmt	For	For
19	Amend Articles Re: Auditor for Sustainability Reporting	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

## EMCOR Group, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: EME

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John W. Altmeyer	Mgmt	For	For
1b	Elect Director Amy E. Dahl	Mgmt	For	For
1c	Elect Director Anthony J. Guzzi	Mgmt	For	For
1d	Elect Director Ronald L. Johnson	Mgmt	For	For
1e	Elect Director Carol P. Lowe	Mgmt	For	For
1f	Elect Director M. Kevin McEvoy	Mgmt	For	For
1g	Elect Director William P. Reid	Mgmt	For	For
1h	Elect Director Steven B. Schwarzwaelder	Mgmt	For	For
1i	Elect Director Robin Walker-Lee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Restricted Stock Plan	Mgmt	For	For

## Enbridge Inc.

Meeting Date: 05/07/2025

Country: Canada

Ticker: ENB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mayank (Mike) M. Ashar	Mgmt	For	For
1.2	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For
1.3	Elect Director Susan M. Cunningham	Mgmt	For	For

1.4	Elect Director Gregory L. Ebel	Mgmt	For	For
1.5	Elect Director Jason B. Few	Mgmt	For	For
1.6	Elect Director Douglas L. Foshee	Mgmt	For	For
1.7	Elect Director Theresa B.Y. Jang	Mgmt	For	For
1.8	Elect Director Teresa S. Madden	Mgmt	For	For
1.9	Elect Director Manjit Minhas	Mgmt	For	For
1.10	Elect Director Stephen S. Poloz	Mgmt	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For
1.12	Elect Director Steven W. Williams	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Enel SpA

**Meeting Date:** 05/22/2025

**Country:** Italy

**Ticker:** ENEL

**Meeting Type:** Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	For

4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
5	Approve Internal Auditors' Remuneration Management Proposals	SH	None	For
6	Approve Long Term Incentive Plan 2025	Mgmt	For	For
7.1	Approve Remuneration Policy	Mgmt	For	For
7.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
	Extraordinary Business	Mgmt		
1.a	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For
1.b	Amend Company Bylaws Re: Article 16.2	Mgmt	For	For
1.c	Amend Company Bylaws Re: Article 25.4	Mgmt	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

## ENEOS Holdings, Inc.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 5020

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For
2.1	Elect Director Miyata, Tomohide	Mgmt	For	For
2.2	Elect Director Tanaka, Soichiro	Mgmt	For	For
2.3	Elect Director Tomita, Tetsuro	Mgmt	For	For
2.4	Elect Director Oka, Toshiko	Mgmt	For	For
2.5	Elect Director Kawasaki, Hiroko	Mgmt	For	For
2.6	Elect Director Makaya, Hisanori	Mgmt	For	For

3	Elect Director and Audit Committee Member Shiota, Tomo	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Epiroc AB

**Meeting Date:** 05/08/2025

**Country:** Sweden

**Ticker:** EPI.A

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt		
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8b.1	Approve Discharge of Anthea Bath	Mgmt	For	For
8b.2	Approve Discharge of Lennart Evrell	Mgmt	For	For
8b.3	Approve Discharge of Johan Forssell	Mgmt	For	For
8b.4	Approve Discharge of Helena Hedblom	Mgmt	For	For
8b.5	Approve Discharge of Jeane Hull	Mgmt	For	For
8b.6	Approve Discharge of Ronnie Leten	Mgmt	For	For
8b.7	Approve Discharge of Ulla Litzen	Mgmt	For	For
8b.8	Approve Discharge of Sigurd Mareels	Mgmt	For	For
8b.9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For

8b.10	Approve Discharge of Kristina Kanestad	Mgmt	For	For
8b.11	Approve Discharge of Niclas Bergstrom	Mgmt	For	For
8b.12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For
8c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For
8d	Approve Remuneration Report	Mgmt	For	For
9a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10a.1	Reelect Anthea Bath as Director	Mgmt	For	Against
10a.2	Reelect Johan Forssell as Director	Mgmt	For	Against
10a.3	Reelect Helena Hedblom as Director	Mgmt	For	For
10a.4	Reelect Jeane Hull as Director	Mgmt	For	Against
10a.5	Reelect Ronnie Leten as Director	Mgmt	For	Against
10a.6	Elect Jenny Lindqvist as New Director	Mgmt	For	For
10a.7	Reelect Ulla Litzen as Director	Mgmt	For	Against
10a.8	Reelect Sigurd Mareels as Director	Mgmt	For	Against
10a.9	Elect Fredric Stahl as New Director	Mgmt	For	For
10b	Reelect Ronnie Leten as Board Chair	Mgmt	For	Against
10c	Ratify Ernst & Young as Auditors	Mgmt	For	For
11a	Approve Remuneration of Directors in the Amount of SEK 2.96 Million for Chair and SEK 930,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For
11b	Approve Remuneration of Auditors	Mgmt	For	For
12a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	For
13a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For

13b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For
13c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For
13d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For
13e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For
14	Close Meeting	Mgmt		

## EQT AB

Meeting Date: 05/27/2025

Country: Sweden

Ticker: EQT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 4.30 Per Share	Mgmt	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For

11.d	Approve Discharge of Gordon Orr	Mgmt	For	For
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For
11.f	Approve Discharge of Richa Goswami	Mgmt	For	For
11.g	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.h	Approve Discharge of Margo Cook	Mgmt	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For
12.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.a	Approve Remuneration of Directors in the Amount of EUR 331,500 for Chair and EUR 150,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For
13.c	Approve Remuneration of Auditor	Mgmt	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	Against
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	Against
14.c	Reelect Diony Lebot as Director	Mgmt	For	Against
14.d	Reelect Gordon Orr as Director	Mgmt	For	Against
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
14.f	Reelect Margo Cook as Director	Mgmt	For	Against
14.g	Reelect Richa Goswami as Director	Mgmt	For	Against
14.h	Elect Jacob Wallenberg Jr as New Director	Mgmt	For	For
14.i	Reelect Conni Jonsson as Board Chair	Mgmt	For	Against
15	Ratify KPMG AB as Auditor	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

19	Approve SEK 696,202.78 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For
20	Amend EQT Share Program and EQT Option Program Shareholder Proposal Submitted by Tommy Jonasson	Mgmt	For	Against
21	Approve Proposal Regarding a Sponsorship Arrangement	SH	None	Against
22	Close Meeting	Mgmt		

## Equinix, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: EQIX

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For
1c	Elect Director Gary Hromadko	Mgmt	For	For
1d	Elect Director Charles Meyers	Mgmt	For	For
1e	Elect Director Thomas Olinger	Mgmt	For	For
1f	Elect Director Christopher Paisley	Mgmt	For	For
1g	Elect Director Sandra Rivera	Mgmt	For	Against
1h	Elect Director Fidelma Russo	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	Against

Meeting Date: 05/14/2025

Country: Norway

Ticker: EQNR

Meeting Type: Annual

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

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

23	Approve Remuneration of Corporate Assembly in the Amount of NOK 160,000 for Chair, NOK 84,300 for Deputy Chair and NOK 59,200 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For
24	Elect Karl C. W. Mathisen as Member of Nominating Committee	Mgmt	For	For
25	Approve Remuneration of Nominating Committee	Mgmt	For	For
26	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For
27	Approve NOK 590 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For
28	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For

## Equitable Holdings, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: EQH

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas Dachille	Mgmt	For	For
1b	Elect Director Francis A. Hondal	Mgmt	For	For
1c	Elect Director Arlene Isaacs-Lowe	Mgmt	For	For
1d	Elect Director Daniel G. Kaye	Mgmt	For	For
1e	Elect Director Joan Lamm-Tennant	Mgmt	For	For
1f	Elect Director Craig MacKay	Mgmt	For	For
1g	Elect Director Mark Pearson	Mgmt	For	For
1h	Elect Director Bertram L. Scott	Mgmt	For	For
1i	Elect Director George Stansfield	Mgmt	For	For
1j	Elect Director Charles G.T. Stonehill	Mgmt	For	For

2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For
7	Provide Right to Call Special Meeting	Mgmt	For	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Against

## Essity AB

**Meeting Date:** 03/27/2025

**Country:** Sweden

**Ticker:** ESSITY.B

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chair and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For

8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Maria Carell as Director	Mgmt	For	Against
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	Against
12.c	Reelect Magnus Groth as Director	Mgmt	For	For
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.i	Elect Alexander Lacik as New Director	Mgmt	For	For
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against
13	Reelect Jan Gurander as Board Chair	Mgmt	For	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## Eurazeo SE

**Meeting Date:** 05/07/2025

**Country:** France

**Ticker:** RF

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Losses and Dividends of EUR 2.65 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Olivier Merveilleux as Supervisory Board Member	Mgmt	For	Against

6	Reelect JCDecaux Holding SAS as Supervisory Board Member	Mgmt	For	Against
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
8	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
10	Approve Compensation of Jean-Charles Decaux, Chairman of Supervisory Board	Mgmt	For	For
11	Approve Compensation of Christophe Bavière, Management Board Member	Mgmt	For	For
12	Approve Compensation of William Kadouch-Chassaing, Management Board Member	Mgmt	For	For
13	Approve Compensation of Sophie Flak, Management Board Member	Mgmt	For	For
14	Approve Compensation and Termination Package of Olivier Millet, Management Board Member	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
16	Appoint FORVIS MAZARS as Auditor for Sustainability Reporting	Mgmt	For	For
17	Ratify Change Location of Registered Office to 66, rue Pierre Charron, 75008 Paris	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For
	Ordinary Business	Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 04/24/2025

Country: Luxembourg

Ticker: ERF

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive and Approve Board's Reports	Mgmt	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Financial Statements	Mgmt	For	For
6	Approve Allocation of Income	Mgmt	For	For
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	Against
10	Approve Remuneration Report	Mgmt	For	Against
11	Reelect Erica Monfardini as Non-Executive Director	Mgmt	For	Against
12	Reelect Ivo Rauh Non-Executive as Director	Mgmt	For	Against
13	Elect Gavin Hill as Non-Executive Director	Mgmt	For	For
14	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For
15	Approve Attendance Fees of Directors	Mgmt	For	For
16	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For
17	Approve Share Repurchase Program	Mgmt	For	For

18	Approve Purchase of Certain Real Estate Properties or Companies Currently Owned, Directly or Indirectly, by Analytical Bioventures SCA, and Leased to the Company and Its Subsidiaries as Related Party Transactions	Mgmt	For	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
	Extraordinary Meeting Agenda	Mgmt		
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
2	Amend Article 21 Re: Automatic Adjustment Mechanism in Relation to the Voting Rights Associated with the Profit Shares	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## Evolution AB

**Meeting Date:** 05/09/2025

**Country:** Sweden

**Ticker:** EVO

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.80 Per Share	Mgmt	For	For
7.c1	Approve Discharge of Jens Von Bahr	Mgmt	For	For

7.c2	Approve Discharge of Joel Citron	Mgmt	For	For
7.c3	Approve Discharge of Mimi Drake	Mgmt	For	For
7.c4	Approve Discharge of Ian Livingstone	Mgmt	For	For
7.c5	Approve Discharge of Sandra Urie	Mgmt	For	For
7.c6	Approve Discharge of Fredrik Osterberg	Mgmt	For	For
7.c7	Approve Discharge of CEO Martin Carlesund	Mgmt	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against
10.1	Reelect Jens von Bahr as Director	Mgmt	For	For
10.2	Reelect Joel Citron as Director	Mgmt	For	For
10.3	Reelect Mimi Drake as Director	Mgmt	For	For
10.4	Reelect Ian Livingstone as Director	Mgmt	For	For
10.5	Reelect Sandra Urie as Director	Mgmt	For	For
10.6	Reelect Fredrik Osterberg as Director	Mgmt	For	For
	Shareholder Proposal Submitted by Gabor Szabo	Mgmt		
10.7	Elect Gabor Szabo as Director	SH	None	Against
	Management Proposals	Mgmt		
11	Approve Remuneration of Auditor	Mgmt	For	For
12	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For
16	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
18.a	Approve EUR 22,631.83 Reduction in Share Capital via Share Cancellation	Mgmt	For	For

18.b	Approve EUR 22,631.83 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For
19	Approve Warrant Plan 2025/2028 for Key Employees; Approve Equity Plan Financing	Mgmt	For	For
	Shareholder Proposals Submitted by Jaswinder Kaur Nagra	Mgmt		
20.a	Investigate and Initiate the Process of Relocation of Company's Corporate Domicile to the USA	SH	None	Against
20.b	Evaluate the Possibility and Consequences of Primary Listing on NASDAQ in the USA	SH	None	Against
20.c	Approve Engaging US Institutional Investors Through Strategic Actions	SH	None	Against
20.d	Donate SEK 1 Billion to Donald Trump's Administration to Facilitate Lobbying and Create Conditions for Establishing Operations in the USA	SH	None	Against
20.e	Initiate Share Repurchase Program	SH	None	Against
20.f	Evaluate Borrowing Options to Finance Share Buyback Program	SH	None	Against
21	Close Meeting	Mgmt		

## Evonik Industries AG

Meeting Date: 05/28/2025

Country: Germany

Ticker: EVK

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote

5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	Do Not Vote
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Amend Articles Re: Dismissal of Supervisory Board Members	Mgmt	For	Do Not Vote

## Exelon Corporation

Meeting Date: 04/29/2025

Country: USA

Ticker: EXC

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For
1d	Elect Director David DeWalt	Mgmt	For	For
1e	Elect Director Linda Jojo	Mgmt	For	For
1f	Elect Director Charisse Lillie	Mgmt	For	For
1g	Elect Director Anna Richo	Mgmt	For	For
1h	Elect Director Matthew Rogers	Mgmt	For	For
1i	Elect Director Bryan Segedi	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Expeditors International of Washington, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: EXPD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	For	For
1.2	Elect Director Robert "Bob" P. Carlile	Mgmt	For	For
1.3	Elect Director James "Jim" M. DuBois	Mgmt	For	For
1.4	Elect Director Mark A. Emmert	Mgmt	For	For
1.5	Elect Director Diane H. Gulyas	Mgmt	For	For
1.6	Elect Director Brandon S. Pedersen	Mgmt	For	Against
1.7	Elect Director Liane J. Pelletier	Mgmt	For	For
1.8	Elect Director Olivia D. Polius	Mgmt	For	For
1.9	Elect Director Daniel R. Wall	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Fair Isaac Corporation

Meeting Date: 03/05/2025

Country: USA

Ticker: FICO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For

1c	Elect Director William J. Lansing	Mgmt	For	For
1d	Elect Director Eva Manolis	Mgmt	For	For
1e	Elect Director Marc F. McMorris	Mgmt	For	For
1f	Elect Director Joanna Rees	Mgmt	For	For
1g	Elect Director David A. Rey	Mgmt	For	For
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## FANUC Corp.

**Meeting Date:** 06/27/2025

**Country:** Japan

**Ticker:** 6954

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Allocation of Income, with a Final Dividend of JPY 49.88	Mgmt	For	For
2.1	Elect Director Yamaguchi, Kenji	Mgmt	For	For
2.2	Elect Director Sasuga, Ryuji	Mgmt	For	For
2.3	Elect Director Michael J. Cicco	Mgmt	For	For
2.4	Elect Director Yamazaki, Naoko	Mgmt	For	For
2.5	Elect Director Uozumi, Hiroto	Mgmt	For	For
2.6	Elect Director Takeda, Yoko	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Okada, Toshiya	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yokoi, Hidetoshi	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Tomita, Mieko	Mgmt	For	For

3.4 Elect Director and Audit Committee Member  
Igashima, Shigeo

Mgmt

For

For

## FinecoBank SpA

**Meeting Date:** 04/29/2025

**Country:** Italy

**Ticker:** FBK

**Meeting Type:** Annual/Special

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

## First Solar, Inc.

**Meeting Date:** 05/14/2025

**Country:** USA

**Ticker:** FSLR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	For
1.2	Elect Director Anita Marangoly George	Mgmt	For	For
1.3	Elect Director Lisa A. Kro	Mgmt	For	For
1.4	Elect Director William J. Post	Mgmt	For	For
1.5	Elect Director Venkata "Murthy" Renduchintala	Mgmt	For	For
1.6	Elect Director Paul H. Stebbins	Mgmt	For	For
1.7	Elect Director Michael Sweeney	Mgmt	For	For
1.8	Elect Director Mark R. Widmar	Mgmt	For	For
1.9	Elect Director Norman L. Wright	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against

## Fiserv, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: FI

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano *Withdrawn Resolution*	Mgmt		
1.2	Elect Director Stephanie E. Cohen	Mgmt	For	For
1.3	Elect Director Henrique de Castro	Mgmt	For	For

1.4	Elect Director Harry F. DiSimone	Mgmt	For	For
1.5	Elect Director Lance M. Fritz	Mgmt	For	For
1.6	Elect Director Ajei S. Gopal	Mgmt	For	For
1.7	Elect Director Michael P. Lyons	Mgmt	For	For
1.8	Elect Director Wafaa Mamilli	Mgmt	For	For
1.9	Elect Director Doyle R. Simons	Mgmt	For	For
1.10	Elect Director Kevin M. Warren	Mgmt	For	For
1.11	Elect Director Charlotte B. Yarkoni	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	Against

## Fortis Inc.

**Meeting Date:** 05/08/2025

**Country:** Canada

**Ticker:** FTS

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Tracey C. Ball	Mgmt	For	For
1.2	Elect Director Pierre J. Blouin	Mgmt	For	For
1.3	Elect Director Lawrence T. Borgard	Mgmt	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For
1.5	Elect Director Margarita K. Dilley	Mgmt	For	For
1.6	Elect Director Julie A. Dobson	Mgmt	For	For
1.7	Elect Director Lisa L. Durocher	Mgmt	For	For
1.8	Elect Director David G. Hutchens	Mgmt	For	For

1.9	Elect Director Gregory E. Knight	Mgmt	For	For
1.10	Elect Director Gianna M. Manes	Mgmt	For	For
1.11	Elect Director Donald R. Marchand	Mgmt	For	For
1.12	Elect Director Jo Mark Zurel	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Fortive Corporation

Meeting Date: 06/03/2025

Country: USA

Ticker: FTV

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric Branderiz	Mgmt	For	For
1b	Elect Director Daniel L. Comas	Mgmt	For	For
1c	Elect Director Sharmistha Dubey	Mgmt	For	For
1d	Elect Director Rejji P. Hayes	Mgmt	For	For
1e	Elect Director Wright L. Lassiter, III	Mgmt	For	For
1f	Elect Director James A. Lico	Mgmt	For	For
1g	Elect Director Kate D. Mitchell	Mgmt	For	For
1h	Elect Director Gregory J. Moore	Mgmt	For	For
1i	Elect Director Jeannine P. Sargent	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Fortune Brands Innovations, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: FBIN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amit Banati	Mgmt	For	For
1b	Elect Director Irial Finan	Mgmt	For	Against
1c	Elect Director Susan S. Kilsby	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Eliminate Supermajority Vote Requirement	SH	None	For

## Franklin Resources, Inc.

Meeting Date: 02/04/2025

Country: USA

Ticker: BEN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For
1f	Elect Director John Y. Kim	Mgmt	For	For
1g	Elect Director Karen M. King	Mgmt	For	For

1h	Elect Director Anthony J. Noto	Mgmt	For	For
1i	Elect Director John W. Thiel	Mgmt	For	For
1j	Elect Director Seth H. Waugh	Mgmt	For	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Fuji Electric Co., Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 6504

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitazawa, Michihiro	Mgmt	For	For
1.2	Elect Director Kondo, Shiro	Mgmt	For	Against
1.3	Elect Director Hosen, Toru	Mgmt	For	For
1.4	Elect Director Tetsutani, Hiroshi	Mgmt	For	For
1.5	Elect Director Kawano, Masashi	Mgmt	For	For
1.6	Elect Director Miyoshi, Yoshitada	Mgmt	For	For
1.7	Elect Director Tamba, Toshihito	Mgmt	For	For
1.8	Elect Director Tominaga, Yukari	Mgmt	For	For
1.9	Elect Director Tachifuji, Yukihiro	Mgmt	For	For
1.10	Elect Director Yashiro, Tomonari	Mgmt	For	For

## FUJIFILM Holdings Corp.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 4901

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For
2.1	Elect Director Sukeno, Kenji	Mgmt	For	For
2.2	Elect Director Goto, Teiichi	Mgmt	For	Against
2.3	Elect Director Higuchi, Masayuki	Mgmt	For	For
2.4	Elect Director Hama, Naoki	Mgmt	For	For
2.5	Elect Director Yoshizawa, Chisato	Mgmt	For	For
2.6	Elect Director Ito, Yoji	Mgmt	For	For
2.7	Elect Director Kitamura, Kunitaro	Mgmt	For	For
2.8	Elect Director Eda, Makiko	Mgmt	For	For
2.9	Elect Director Nagano, Tsuyoshi	Mgmt	For	For
2.10	Elect Director Sugawara, Ikuro	Mgmt	For	For
2.11	Elect Director Suzuki, Takako	Mgmt	For	For
3	Appoint Statutory Auditor Kawasaki, Motoko	Mgmt	For	For

## Fujitsu Ltd.

Meeting Date: 06/23/2025

Country: Japan

Ticker: 6702

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Furuta, Hidenori	Mgmt	For	For
1.2	Elect Director Tokita, Takahito	Mgmt	For	For
1.3	Elect Director Isobe, Takeshi	Mgmt	For	For

1.4	Elect Director Hiramatsu, Hiroki	Mgmt	For	For
1.5	Elect Director Kojo, Yoshiko	Mgmt	For	For
1.6	Elect Director Sasae, Kenichiro	Mgmt	For	For
1.7	Elect Director Byron Gill	Mgmt	For	For
1.8	Elect Director Hirano, Takuya	Mgmt	For	For
1.9	Elect Director Kobayashi, Izumi	Mgmt	For	For
2	Appoint Statutory Auditor Yuasa, Kazuo	Mgmt	For	For

## Galp Energia SGPS SA

**Meeting Date:** 05/09/2025

**Country:** Portugal

**Ticker:** GALP

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Ratify Co-option of Nuno Holbech Bastos as Director	Mgmt	For	Against
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For
5	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For
6	Approve Reduction in Share Capital	Mgmt	For	For
7	Amend Remuneration Policy	Mgmt	For	For

## Gartner, Inc.

**Meeting Date:** 05/29/2025

**Country:** USA

**Ticker:** IT

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For
1b	Elect Director Richard J. Bressler	Mgmt	For	For
1c	Elect Director Raul E. Cesan	Mgmt	For	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	For
1g	Elect Director William O. Grabe	Mgmt	For	For
1h	Elect Director José M. Gutiérrez	Mgmt	For	For
1i	Elect Director Eugene A. Hall	Mgmt	For	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For
1k	Elect Director Eileen M. Serra	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## GE Healthcare Technologies, Inc.

Meeting Date: 05/28/2025

Country: USA

Ticker: GEHC

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For

1c	Elect Director Rodney F. Hochman	Mgmt	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For
1f	Elect Director Catherine Lesjak	Mgmt	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

## GEA Group AG

**Meeting Date:** 04/30/2025

**Country:** Germany

**Ticker:** G1A

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	Do Not Vote
3	Approve Remuneration Report	Mgmt	For	Do Not Vote
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote

6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Do Not Vote
8.1	Elect Juergen Fleischer to the Supervisory Board	Mgmt	For	Do Not Vote
8.2	Elect Annette Koehler to the Supervisory Board	Mgmt	For	Do Not Vote
8.3	Elect Holly Lei to the Supervisory Board	Mgmt	For	Do Not Vote
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

## Geberit AG

**Meeting Date:** 04/16/2025

**Country:** Switzerland

**Ticker:** GEBN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 12.80 per Share	Mgmt	For	Do Not Vote
3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
4	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	Do Not Vote
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	Do Not Vote
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	Do Not Vote
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	Do Not Vote
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	Do Not Vote
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Do Not Vote
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote

5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	Do Not Vote
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	Do Not Vote
8.1	Approve Remuneration Report	Mgmt	For	Do Not Vote
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	Do Not Vote
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Gecina SA

**Meeting Date:** 04/17/2025

**Country:** France

**Ticker:** GFC

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 5.45 per Share	Mgmt	For	For
4	Approve Stock Dividend Program	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Jerome Brunel, Chairman of the Board	Mgmt	For	For

8	Approve Compensation of Benat Ortega, CEO	Mgmt	For	For
9	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Ratify Appointment of Ouma Sananikone as Director	Mgmt	For	For
13	Reelect Laurence Danon Arnaud as Director	Mgmt	For	For
14	Reelect Ivanhoe Cambridge Inc. as Director	Mgmt	For	For
15	Elect Philippe Brassac as Director	Mgmt	For	For
16	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Amend Article 14 of Bylaws Re: Board Deliberations	Mgmt	For	For
19	Amend Article 15 of Bylaws Re: Powers of the Board	Mgmt	For	For
20	Amend Article 22 of Bylaws Re: Auditors	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 280 Million	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 57 Million	Mgmt	For	For
23	Authorize Capital Increase of Up to EUR 57 Million for Future Exchange Offers	Mgmt	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

28	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Genmab A/S

Meeting Date: 03/12/2025

Country: Denmark

Ticker: GMAB

Meeting Type: Annual

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

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
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7.d	Authorize Share Repurchase Program	Mgmt	For	For
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

## Genuine Parts Company

Meeting Date: 04/28/2025

Country: USA

Ticker: GPC

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard Cox, Jr.	Mgmt	For	For
1b	Elect Director Paul D. Donahue	Mgmt	For	For
1c	Elect Director P. Russell Hardin	Mgmt	For	For
1d	Elect Director John R. Holder	Mgmt	For	For
1e	Elect Director Donna W. Hyland	Mgmt	For	For
1f	Elect Director Jean-Jacques Lafont	Mgmt	For	For
1g	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For
1h	Elect Director Juliette W. Pryor	Mgmt	For	For
1i	Elect Director Darren Rebelez	Mgmt	For	For
1j	Elect Director Laurie Schupmann	Mgmt	For	For
1k	Elect Director William P. Stengel, II	Mgmt	For	For

11	Elect Director Charles K. Stevens, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Articles of Incorporation	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	Against

## Getlink SE

**Meeting Date:** 05/14/2025

**Country:** France

**Ticker:** GET

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 0.58 per Share	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
4	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
6	Reelect Yann Leriche as Director	Mgmt	For	For
7	Renew Appointment of Forvis Mazars SA as Auditor	Mgmt	For	For
8	Appoint Deloitte & Associes as Auditor	Mgmt	For	For
9	Renew Appointment of Forvis Mazars SA as Auditor for Sustainability Reporting	Mgmt	For	For
10	Appoint Deloitte & Associes as Auditor for Sustainability Reporting	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For

12	Approve Compensation of Yann Leriche, CEO	Mgmt	For	For
13	Approve Compensation of Jacques Gounon, Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Yann Leriche, CEO	Mgmt	For	For
16	Approve Remuneration Policy of Jacques Gounon, Chairman of the Board	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize up to 390,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For
18	Authorize up to 550,000 Shares for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 88 Million	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
21	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 88 Million	Mgmt	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
25	Amend Article 20 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Gildan Activewear Inc.

**Meeting Date:** 04/30/2025

**Country:** Canada

**Ticker:** GIL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ratify KPMG LLP as Auditors	Mgmt	For	For
2.1	Elect Director Glenn J. Chamandy	Mgmt	For	For
2.2	Elect Director Michener Chandlee	Mgmt	For	For
2.3	Elect Director Anne-Laure Descours	Mgmt	For	For
2.4	Elect Director Ghislain Houle	Mgmt	For	For
2.5	Elect Director Melanie Kau	Mgmt	For	For
2.6	Elect Director Michael Kneeland	Mgmt	For	For
2.7	Elect Director Peter Lee	Mgmt	For	For
2.8	Elect Director Karen Stuckey	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Gilead Sciences, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: GILD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For

1g	Elect Director Daniel P. O'Day	Mgmt	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Pay Disparity	SH	Against	Against
5	Require Independent Board Chair	SH	Against	Against
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	For
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Against

## Givaudan SA

**Meeting Date:** 03/20/2025

**Country:** Switzerland

**Ticker:** GIVN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
3	Approve Remuneration Report	Mgmt	For	Do Not Vote
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	Mgmt	For	Do Not Vote
5	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
6.1.1	Reelect Victor Balli as Director	Mgmt	For	Do Not Vote
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	Do Not Vote
6.1.3	Reelect Sophie Gasperment as Director	Mgmt	For	Do Not Vote
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Do Not Vote
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	Do Not Vote

6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	Do Not Vote
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	Do Not Vote
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	Do Not Vote
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	Do Not Vote
6.5	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	Do Not Vote
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	Do Not Vote
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Gjensidige Forsikring ASA

**Meeting Date:** 03/20/2025

**Country:** Norway

**Ticker:** GJF

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt		
4	Approve Notice of Meeting and Agenda	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For

6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	Mgmt	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt		
8	Approve Remuneration Statement	Mgmt	For	Against
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
10.a	Authorize Board to Distribute Dividends	Mgmt	For	For
10.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	Mgmt	For	For
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For
11.b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	Mgmt	For	For
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For
11.c	Ratify Deloitte as Auditors	Mgmt	For	For
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For

## Graco Inc.

Meeting Date: 04/25/2025

Country: USA

Ticker: GGG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric P. Etchart	Mgmt	For	Against
1b	Elect Director Jody H. Feragen	Mgmt	For	Against
1c	Elect Director J. Kevin Gilligan	Mgmt	For	Against
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## H&M Hennes & Mauritz AB

Meeting Date: 05/07/2025

Country: Sweden

Ticker: HM.B

Meeting Type: Annual

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

8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	Mgmt		
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 6.80 Per Share	Mgmt	For	For
9c.1	Approve Discharge of Karl-Johan Persson	Mgmt	For	For
9c.2	Approve Discharge of Stina Bergfors	Mgmt	For	For
9c.3	Approve Discharge of Anders Dahlvig	Mgmt	For	For
9c.4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For
9c.5	Approve Discharge of Lena Patriksson Keller	Mgmt	For	For
9c.6	Approve Discharge of Helena Saxon	Mgmt	For	For
9c.7	Approve Discharge of Christian Sievert	Mgmt	For	For
9c.8	Approve Discharge of Christina Synnergren	Mgmt	For	For
9c.9	Approve Discharge of Niklas Zennstrom	Mgmt	For	For
9c.10	Approve Discharge of Keith Barker	Mgmt	For	For
9c.11	Approve Discharge of Ingrid Godin	Mgmt	For	For
9c.12	Approve Discharge of Tim Gahnstrom	Mgmt	For	For
9c.13	Approve Discharge of Louise Wikholm	Mgmt	For	For
9c.14	Approve Discharge of Margareta Welinder	Mgmt	For	For
9c.15	Approve Discharge of Agneta Gustafsson	Mgmt	For	For
9c.16	Approve Discharge of Ramon Horvath	Mgmt	For	For
9c.17	Approve Discharge of Therese Nordstrom	Mgmt	For	For
9c.18	Approve Discharge of Sofia Almbrandt	Mgmt	For	For
9c.19	Approve Discharge of Hans Nilsson	Mgmt	For	For
9c.20	Approve Discharge of CEO Helena Helmersson	Mgmt	For	For
9c.21	Approve Discharge of CEO Daniel Erver	Mgmt	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For

10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.96 Million for Chair and SEK 850,000 for Other Directors; Approve Remunerating for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Anders Dahlvig as Director	Mgmt	For	Against
12.2	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	Against
12.3	Reelect Lena Patriksson Keller as Director	Mgmt	For	Against
12.4	Reelect Karl-Johan Persson as Director	Mgmt	For	Against
12.5	Reelect Helena Saxon as Director	Mgmt	For	Against
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against
12.7	Reelect Christina Synnergren as Director	Mgmt	For	Against
12.8	Elect Klas Balkow as New Director	Mgmt	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
15	Approve SEK 777,267.988 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 777,267.988 for a Bonus Issue	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For
18.c	Approve Alternative Equity Plan Financing	Mgmt	For	For
19	Amend Articles Re: Sustainability Report	Mgmt	For	For
	Shareholder Proposals Submitted by My Ericson, Susanne Halling, Karin Cecilia Lundberg, Astrid Kihlen, Andreas Nilsson, Karin Sanden and Stina Skold	Mgmt		

20	Proposal to Transition to a Fully Circular Business Model and Cease Production of New Clothes by 2026	SH	None	Against
21	Close Meeting	Mgmt		

## Halliburton Company

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** HAL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For
1i	Elect Director Maurice S. Smith	Mgmt	For	For
1j	Elect Director Janet L. Weiss	Mgmt	For	For
1k	Elect Director Tobi M. Edwards Young	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Hang Seng Bank Limited

**Meeting Date:** 05/08/2025

**Country:** Hong Kong

**Ticker:** 11

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2a	Elect Diana Ferreira Cesar as Director	Mgmt	For	For
2b	Elect Edward Cheng Wai Sun as Director	Mgmt	For	For
2c	Elect Cordelia Chung as Director	Mgmt	For	For
2d	Elect Clement Kwok King Man as Director	Mgmt	For	For
2e	Elect David Liao Yi Chien as Director	Mgmt	For	For
2f	Elect Wang Xiao Bin as Director	Mgmt	For	For
2g	Elect Catherine Zhou Rong as Director	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For
6	Adopt New Articles of Association	Mgmt	For	For

## Hankyu Hanshin Holdings, Inc.

Meeting Date: 06/17/2025

Country: Japan

Ticker: 9042

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For
2.1	Elect Director Shimada, Yasuo	Mgmt	For	Against
2.2	Elect Director Kusu, Yusuke	Mgmt	For	For

2.3	Elect Director Endo, Noriko	Mgmt	For	For
2.4	Elect Director Tsuru, Yuki	Mgmt	For	For
2.5	Elect Director Kobayashi, Mitsuyoshi	Mgmt	For	For
2.6	Elect Director Shimatani, Yoshishige	Mgmt	For	For
2.7	Elect Director Araki, Naoya	Mgmt	For	For
2.8	Elect Director Ueda, Yasushi	Mgmt	For	For
2.9	Elect Director Fukui, Yasuki	Mgmt	For	For
2.10	Elect Director Miyahara, Koichiro	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Tsuru, Yuki	Mgmt	For	For

## HCA Healthcare, Inc.

**Meeting Date:** 04/24/2025

**Country:** USA

**Ticker:** HCA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Thomas F. Frist, III	Mgmt	For	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	For
1c	Elect Director Robert J. Dennis	Mgmt	For	For
1d	Elect Director Nancy-Ann DeParle	Mgmt	For	For
1e	Elect Director William R. Frist	Mgmt	For	For
1f	Elect Director Hugh F. Johnston	Mgmt	For	For
1g	Elect Director Michael W. Michelson	Mgmt	For	For
1h	Elect Director Wayne J. Riley	Mgmt	For	For
1i	Elect Director Andrea B. Smith	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	For
7	Amend Patient Safety and Quality of Care Committee Charter	SH	Against	Against
8	Report on Healthcare Consequences of Acquisition Strategy	SH	Against	Against

## Heidelberg Materials AG

**Meeting Date:** 05/15/2025

**Country:** Germany

**Ticker:** HEI

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Katharina Beumelburg for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Roberto Callieri for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Axel Conrads for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.7	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2024	Mgmt	For	Do Not Vote

3.8	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.9	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.10	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.11	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Gunnar Groebler for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Katja Karcher for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Markus Oleynik for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.15	Approve Discharge of Supervisory Board Member Anna Toborek-Kacar for Fiscal Year 2024	Mgmt	For	Do Not Vote

4.16	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Supervisory Board Remuneration Policy	Mgmt	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9	Approve Creation of EUR 98.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Do Not Vote

## Henkel AG & Co. KGaA

**Meeting Date:** 04/28/2025

**Country:** Germany

**Ticker:** HEN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of EUR 2.02 per Ordinary Share and EUR 2.04 per Preferred Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2024	Mgmt	For	Do Not Vote

6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
7	Elect Sabrina Soussan to the Shareholders' Committee	Mgmt	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9	Approve Remuneration Report	Mgmt	For	Do Not Vote
10	Approve Creation of EUR 81.6 Million Pool of Capital with Preemptive Rights	Mgmt	For	Do Not Vote

## Hermes International SCA

**Meeting Date:** 04/30/2025

**Country:** France

**Ticker:** RMS

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of General Managers	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 26 per Share	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against

9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against
10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
13	Reelect Charles-Eric Bauer as Supervisory Board Member	Mgmt	For	Against
14	Reelect Estelle Brachlianoff as Supervisory Board Member	Mgmt	For	Against
15	Reelect Julie Guerrand as Supervisory Board Member	Mgmt	For	Against
16	Elect Cécile Béliot-Zind as Supervisory Board Member	Mgmt	For	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	Mgmt	For	For
18	Elect Bernard Emié as Supervisory Board Member	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Mgmt	For	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Mgmt	For	Against

27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Mgmt	For	Against
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Hewlett Packard Enterprise Company

Meeting Date: 04/02/2025

Country: USA

Ticker: HPE

Meeting Type: Annual

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

5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Report on Lobbying Payments and Policy	SH	Against	Against

## Hilton Worldwide Holdings Inc.

**Meeting Date:** 05/14/2025

**Country:** USA

**Ticker:** HLT

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For
1d	Elect Director Chris Carr	Mgmt	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For
1g	Elect Director Marissa A. Mayer	Mgmt	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For
1i	Elect Director Douglas M. Steenland	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For

## Hitachi Ltd.

**Meeting Date:** 06/25/2025

**Country:** Japan

**Ticker:** 6501

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	Mgmt	For	For
1.2	Elect Director Ravi Venkatesan	Mgmt	For	For
1.3	Elect Director Sakurai, Eiko	Mgmt	For	For
1.4	Elect Director Sugawara, Ikuro	Mgmt	For	For
1.5	Elect Director Isabelle Deschamps	Mgmt	For	For
1.6	Elect Director Nishijima, Takashi	Mgmt	For	For
1.7	Elect Director Joe Harlan	Mgmt	For	For
1.8	Elect Director Yamamoto, Takatoshi	Mgmt	For	For
1.9	Elect Director Helmuth Ludwig	Mgmt	For	For
1.10	Elect Director Tokunaga, Toshiaki	Mgmt	For	For
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	For	For
1.12	Elect Director Higashihara, Toshiaki	Mgmt	For	For

## Holmen AB

**Meeting Date:** 03/31/2025

**Country:** Sweden

**Ticker:** HOLM.B

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspectors of Minutes of Meeting	Mgmt	For	For

5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Allow Questions	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 12.00 Per Share; Approve Record Date for Dividend Payment	Mgmt	For	For
11	Approve Discharge of Board and President	Mgmt	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
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
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
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17.a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For
17.b1	Approve Equity Plan Financing	Mgmt	For	For
17.b2	Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Close Meeting	Mgmt		

## Hologic Inc.

**Meeting Date:** 02/26/2025

**Country:** USA

**Ticker:** HOLX

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	For
1d	Elect Director Martin Madaus	Mgmt	For	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	For
1f	Elect Director Christiana Stamoulis	Mgmt	For	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	For
1h	Elect Director Amy M. Wendell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	None	For

## Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/30/2025

Country: Hong Kong

Ticker: 388

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Elect Peter Wilhelm Hubert Brien as Director	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For

5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
6	Adopt New Articles of Association	Mgmt	For	For

## Hormel Foods Corporation

Meeting Date: 01/28/2025

Country: USA

Ticker: HRL

Meeting Type: Annual

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

## HOYA Corp.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 7741

Meeting Type: Annual

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

## HP Inc.

Meeting Date: 04/14/2025

Country: USA

Ticker: HPQ

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Chip Bergh	Mgmt	For	For
1b	Elect Director Bruce Broussard	Mgmt	For	For
1c	Elect Director Stacy Brown-Philpot	Mgmt	For	Against
1d	Elect Director Stephanie A. Burns	Mgmt	For	For
1e	Elect Director Mary Anne Citrino	Mgmt	For	Against
1f	Elect Director Richard L. Clemmer	Mgmt	For	Against
1g	Elect Director Fama Francisco	Mgmt	For	For
1h	Elect Director Enrique J. Lores	Mgmt	For	For
1i	Elect Director David Meline	Mgmt	For	Against

1j	Elect Director Judith "Jami" Miscik	Mgmt	For	Against
1k	Elect Director Gianluca Pettiti	Mgmt	For	For
1l	Elect Director Kim K.W. Rucker	Mgmt	For	Against
1m	Elect Director Songye Yoon	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## HSBC Holdings Plc

**Meeting Date:** 05/02/2025

**Country:** United Kingdom

**Ticker:** HSBA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4a	Elect Manveen Kaur as Director	Mgmt	For	For
4b	Re-elect Geraldine Buckingham as Director	Mgmt	For	For
4c	Re-elect Rachel Duan as Director	Mgmt	For	For
4d	Re-elect Georges Elhedery as Director	Mgmt	For	For
4e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
4f	Re-elect James Forese as Director	Mgmt	For	For
4g	Re-elect Ann Godbehere as Director	Mgmt	For	For
4h	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
4i	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For

4j	Re-elect Kalpana Morparia as Director	Mgmt	For	For
4k	Re-elect Eileen Murray as Director	Mgmt	For	For
4l	Re-elect Brendan Nelson as Director	Mgmt	For	For
4m	Re-elect Swee Lian Teo as Director	Mgmt	For	For
4n	Re-elect Sir Mark Tucker as Director	Mgmt	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For
16	Approve Scrip Dividend Alternative	Mgmt	For	For
17	Approve Amendment to the Rules of HSBC Share Plan 2011	Mgmt	For	For
18	Approve Cancellation of Share Premium Account and Capital Redemption Reserve	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposal	Mgmt		
20	To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	SH	Against	Against

## HubSpot, Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: HUBS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lorrie M. Norrington	Mgmt	For	For
1b	Elect Director Andrew Anagnost	Mgmt	For	Against
1c	Elect Director Dharmesh Shah	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	Against

## Humana Inc.

Meeting Date: 04/17/2025

Country: USA

Ticker: HUM

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	For
1c	Elect Director David T. Feinberg	Mgmt	For	For
1d	Elect Director Wayne A. I. Frederick	Mgmt	For	For
1e	Elect Director John W. Garratt	Mgmt	For	For

1f	Elect Director Kurt J. Hilzinger	Mgmt	For	For
1g	Elect Director Karen W. Katz	Mgmt	For	For
1h	Elect Director Marcy S. Klevorn	Mgmt	For	For
1i	Elect Director Jorge S. Mesquita	Mgmt	For	For
1j	Elect Director James A. Rehtin	Mgmt	For	For
1k	Elect Director Gordon Smith	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Huntington Bancshares Incorporated

**Meeting Date:** 04/16/2025

**Country:** USA

**Ticker:** HBAN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For
1.2	Elect Director Rafael Andres Diaz-Granados	Mgmt	For	For
1.3	Elect Director John C. (Chris) Inglis	Mgmt	For	For
1.4	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For
1.5	Elect Director Richard W. Neu	Mgmt	For	For
1.6	Elect Director Kenneth J. Phelan	Mgmt	For	For
1.7	Elect Director David L. Porteous	Mgmt	For	For
1.8	Elect Director Teresa H. Shea	Mgmt	For	For
1.9	Elect Director Roger J. Sit	Mgmt	For	For
1.10	Elect Director Stephen D. Steinour	Mgmt	For	For
1.11	Elect Director Jeffrey L. Tate	Mgmt	For	For

1.12	Elect Director Gary Torgow	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Hydro One Limited

**Meeting Date:** 06/24/2025

**Country:** Canada

**Ticker:** H

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Decrease in the Minimum Number of Directors from Ten to Eight	Mgmt	For	For
2A	Elect Director David Hay	Mgmt	For	For
2B	Elect Director David Lebeter	Mgmt	For	For
2C	Elect Director Stacey Mowbray	Mgmt	For	For
2D	Elect Director Mitch Panciuk	Mgmt	For	For
2E	Elect Director Mark Podlasly	Mgmt	For	For
2F	Elect Director Helga Reidel	Mgmt	For	For
2G	Elect Director Melissa Sonberg	Mgmt	For	For
2H	Elect Director Brian Vaasjo	Mgmt	For	For
2I	Elect Director Susan Wolburgh Jenah	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## iA Financial Corporation Inc.

**Meeting Date:** 05/08/2025

**Country:** Canada

**Ticker:** IAG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William F. Chinery	Mgmt	For	For
1.2	Elect Director Benoit Daignault	Mgmt	For	For
1.3	Elect Director Martin Gagnon	Mgmt	For	For
1.4	Elect Director Alka Gautam	Mgmt	For	For
1.5	Elect Director Emma K. Griffin	Mgmt	For	For
1.6	Elect Director Ginette Maille	Mgmt	For	For
1.7	Elect Director Jacques Martin	Mgmt	For	For
1.8	Elect Director Marc Poulin	Mgmt	For	For
1.9	Elect Director Suzanne Rancourt	Mgmt	For	For
1.10	Elect Director Denis Ricard	Mgmt	For	For
1.11	Elect Director Ouma Sananikone	Mgmt	For	For
1.12	Elect Director Rebecca Schechter	Mgmt	For	For
1.13	Elect Director Ludwig W. Willisch	Mgmt	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	SP 1: Advisory Vote on Environmental Policies	SH	Against	Against
5	SP 2: Account for Environmental and Climate Change Expertise in Directors' Skills Matrix	SH	Against	Against
6	SP 3: Disclosure of Language Fluency of Employees	SH	Against	Against

## Iberdrola SA

Meeting Date: 05/30/2025

Country: Spain

Ticker: IBE

Meeting Type: Annual

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

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

## IDEX Corporation

**Meeting Date:** 05/08/2025

**Country:** USA

**Ticker:** IEX

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric D. Ashleman	Mgmt	For	Against
1b	Elect Director Stephanie J. Disher	Mgmt	For	For
1c	Elect Director Matthijs Glastra	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	Against

## Illinois Tool Works Inc.

**Meeting Date:** 05/02/2025

**Country:** USA

**Ticker:** ITW

**Meeting Type:** Annual

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

## Infinitec Technologies AG

Meeting Date: 02/20/2025

Country: Germany

Ticker: IFX

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2024	Mgmt	For	Do Not Vote

4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
7.1	Elect Xiaoqun Clever-Steg to the Supervisory Board	Mgmt	For	Do Not Vote
7.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	Do Not Vote
7.3	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	Do Not Vote
7.4	Elect Margret Suckale to the Supervisory Board	Mgmt	For	Do Not Vote
8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/I for Employee Participation Plans	Mgmt	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
10	Approve Remuneration Policy	Mgmt	For	Do Not Vote
11	Approve Remuneration Report	Mgmt	For	Do Not Vote

# Infrastrutture Wireless Italiane SpA

Meeting Date: 04/15/2025

Country: Italy

Ticker: INW

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Extraordinary Dividend Distribution	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Adjust Remuneration of Auditors	Mgmt	For	For
8	Approve Climate Transition Plan	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
9.1	Slate Submitted by Central Tower Holding Company BV	SH	None	Against
9.2	Slate Submitted by Daphne 3 SpA	SH	None	Against
9.3	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Daphne 3 SpA	Mgmt		
9bis	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	SH	None	Against
10	Fix Board Terms for Directors	SH	None	For

	Management Proposal	Mgmt		
11	Approve Remuneration of Directors	Mgmt	For	For

## ING Groep NV

**Meeting Date:** 04/22/2025

**Country:** Netherlands

**Ticker:** INGA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2C	Approve Remuneration Report	Mgmt	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3A	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3B	Approve Dividends	Mgmt	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	For
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	For
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For

8A	Grant Board Authority to Issue Shares	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

## Insulet Corporation

Meeting Date: 05/22/2025

Country: USA

Ticker: PODD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jessica Hopfield	Mgmt	For	Withhold
1.2	Elect Director Ashley A. McEvoy	Mgmt	For	For
1.3	Elect Director Elizabeth H. Weatherman	Mgmt	For	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For

## Intact Financial Corporation

Meeting Date: 05/07/2025

Country: Canada

Ticker: IFC

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	For	For

1.2	Elect Director Michael Katchen	Mgmt	For	For
1.3	Elect Director Stephani Kingsmill	Mgmt	For	For
1.4	Elect Director Jane E. Kinney	Mgmt	For	For
1.5	Elect Director Robert G. Leary	Mgmt	For	For
1.6	Elect Director T. Michael Miller	Mgmt	For	For
1.7	Elect Director Sylvie Paquette	Mgmt	For	For
1.8	Elect Director Stuart J. Russell	Mgmt	For	For
1.9	Elect Director Indira V. Samarasekera	Mgmt	For	For
1.10	Elect Director Frederick Singer	Mgmt	For	For
1.11	Elect Director Carolyn A. Wilkins	Mgmt	For	For
1.12	Elect Director William L. Young	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Intercontinental Exchange, Inc.

Meeting Date: 05/16/2025

Country: USA

Ticker: ICE

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For

1g	Elect Director Caroline L. Silver	Mgmt	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Certificate of Incorporation to Extend Voting Limitations	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## International Business Machines Corporation

**Meeting Date:** 04/29/2025

**Country:** USA

**Ticker:** IBM

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Marianne C. Brown	Mgmt	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For
1c	Elect Director David N. Farr	Mgmt	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For

1m	Elect Director Alfred W. Zollar	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For
5	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against

## International Flavors & Fragrances Inc.

**Meeting Date:** 05/01/2025

**Country:** USA

**Ticker:** IFF

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For
1b	Elect Director Mark J. Costa	Mgmt	For	For
1c	Elect Director John F. Ferraro	Mgmt	For	For
1d	Elect Director J. Erik Fyrwald	Mgmt	For	For
1e	Elect Director Vincent J. Intrieri	Mgmt	For	For
1f	Elect Director Cynthia T. Jamison	Mgmt	For	For
1g	Elect Director Mehmood Khan	Mgmt	For	For
1h	Elect Director Kevin O'Byrne	Mgmt	For	For
1i	Elect Director Margarita Palau-Hernandez	Mgmt	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## International Paper Company

Meeting Date: 05/12/2025

Country: USA

Ticker: IP

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jamie A. Beggs	Mgmt	For	For
1b	Elect Director Christopher M. Connor	Mgmt	For	For
1c	Elect Director Ahmet C. Dorduncu	Mgmt	For	For
1d	Elect Director Anders Gustafsson	Mgmt	For	For
1e	Elect Director Jacqueline C. Hinman	Mgmt	For	For
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	For	For
1g	Elect Director David A. Robbie	Mgmt	For	For
1h	Elect Director Andrew K. Silvernail	Mgmt	For	For
1i	Elect Director Kathryn D. Sullivan	Mgmt	For	For
1j	Elect Director Scott A. Tozier	Mgmt	For	For
1k	Elect Director Anton V. Vincent	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on the Company's LGBTQ+ Equity and Inclusion Efforts	SH	Against	Against

## Intertek Group Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: ITRK

Meeting Type: Annual

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Hilde Merete Aasheim as Director	Mgmt	For	For
6	Elect Robin Freestone as Director	Mgmt	For	For
7	Elect Steve Mogford as Director	Mgmt	For	For
8	Re-elect Andrew Martin as Director	Mgmt	For	For
9	Re-elect Andre Lacroix as Director	Mgmt	For	For
10	Re-elect Colm Deasy as Director	Mgmt	For	For
11	Re-elect Graham Allan as Director	Mgmt	For	For
12	Re-elect Gurnek Bains as Director	Mgmt	For	For
13	Re-elect Tamara Ingram as Director	Mgmt	For	For
14	Re-elect Jez Maiden as Director	Mgmt	For	For
15	Re-elect Kawal Preet as Director	Mgmt	For	For
16	Re-elect Apurvi Sheth as Director	Mgmt	For	For
17	Re-elect Jean-Michel Valette as Director	Mgmt	For	For
18	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	Mgmt	For	For

23	Amend Long Term Incentive Plan	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Intesa Sanpaolo SpA

Meeting Date: 04/29/2025

Country: Italy

Ticker: ISP

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt		
2a	Fix Number of Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
2b.1	Slate 1 Submitted by Banking Foundations	SH	None	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt		
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	For

	Management Proposal	Mgmt		
3a	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Against
	Shareholder Proposal Submitted by Banking Foundations	Mgmt		
3b	Approve Remuneration of Directors	SH	None	For
	Management Proposals	Mgmt		
3c	Approve Remuneration Policy	Mgmt	For	Against
3d	Approve Second Section of the Remuneration Report	Mgmt	For	For
3e	Approve Annual Incentive Plan	Mgmt	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

## Intuit Inc.

Meeting Date: 01/23/2025

Country: USA

Ticker: INTU

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For

1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1h	Elect Director Forrest Norrod	Mgmt	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For
1j	Elect Director Ryan Roslansky	Mgmt	For	For
1k	Elect Director Thomas Szkutak	Mgmt	For	For
1l	Elect Director Raul Vazquez	Mgmt	For	For
1m	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For

## IQVIA Holdings Inc.

**Meeting Date:** 04/24/2025

**Country:** USA

**Ticker:** IQV

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Ari Bousbib	Mgmt	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	For
1c	Elect Director John G. Danhaki	Mgmt	For	For
1d	Elect Director James A. Fasano	Mgmt	For	For
1e	Elect Director Colleen A. Goggins	Mgmt	For	For
1f	Elect Director John M. Leonard	Mgmt	For	For
1g	Elect Director Leslie Wims Morris	Mgmt	For	For
1h	Elect Director Todd B. Sisitsky	Mgmt	For	For

1i	Elect Director Sheila A. Stamps	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

## Iren SpA

Meeting Date: 04/24/2025

Country: Italy

Ticker: IRE

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding SpA, Municipality of Reggio Emilia and Municipality of La Spezia	SH	None	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by FCT Holding SpA	Mgmt		
6	Approve Remuneration of Directors	SH	None	For

## Iron Mountain Incorporated

Meeting Date: 05/29/2025

Country: USA

Ticker: IRM

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For
1c	Elect Director Kent P. Dauten	Mgmt	For	For
1d	Elect Director June Y. Felix	Mgmt	For	For
1e	Elect Director Monte Ford	Mgmt	For	For
1f	Elect Director Robin L. Matlock	Mgmt	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For
1h	Elect Director Walter C. Rakowich	Mgmt	For	For
1i	Elect Director Theodore R. Samuels	Mgmt	For	For
1j	Elect Director Doyle R. Simons	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## Isuzu Motors Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 7202

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	Mgmt	For	For
2.1	Elect Director Katayama, Masanori	Mgmt	For	For
2.2	Elect Director Minami, Shinsuke	Mgmt	For	Against
2.3	Elect Director Takahashi, Shinichi	Mgmt	For	For
2.4	Elect Director Yamaguchi, Naohiro	Mgmt	For	For
2.5	Elect Director Fujimori, Shun	Mgmt	For	For
2.6	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For
2.7	Elect Director Miyai, Machiko	Mgmt	For	For
2.8	Elect Director Nakano, Tetsuya	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Watanabe, Masao	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Sakuragi, Kimie	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kawanami, Masato	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Abe, Hirotomo	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Hosoi, Yumiko	Mgmt	For	For

## ITOCHU Corp.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 8001

Meeting Type: Annual

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

## Ivanhoe Mines Ltd.

**Meeting Date:** 06/19/2025

**Country:** Canada

**Ticker:** IVN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eleven	Mgmt	For	For
2A	Elect Director Robert M. Friedland	Mgmt	For	For

2B	Elect Director Weibao (Webber) Hao	Mgmt	For	For
2C	Elect Director Tadeu Carneiro	Mgmt	For	For
2D	Elect Director Manfu Ma	Mgmt	For	For
2E	Elect Director Peter G. Meredith	Mgmt	For	For
2F	Elect Director Kgalema P. Motlanthe	Mgmt	For	For
2G	Elect Director Iman Naguib	Mgmt	For	For
2H	Elect Director Phumzile Mlambo-Ngcuka	Mgmt	For	For
2I	Elect Director Martie Janse van Rensburg	Mgmt	For	For
2J	Elect Director Delphine Traore	Mgmt	For	For
2K	Elect Director Chun (James) Wang	Mgmt	For	For
3	Approve PricewaterhouseCoopers Incorporated as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

## J.B. Hunt Transport Services, Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: JBHT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brett Biggs	Mgmt	For	For
1.2	Elect Director Francesca M. Edwardson	Mgmt	For	For
1.3	Elect Director Sharilyn S. Gasaway	Mgmt	For	For
1.4	Elect Director Thad (John B., III) Hill	Mgmt	For	For
1.5	Elect Director Bryan Hunt	Mgmt	For	For
1.6	Elect Director Persio Lisboa	Mgmt	For	For
1.7	Elect Director John N. Roberts, III	Mgmt	For	For
1.8	Elect Director James L. Robo	Mgmt	For	For

1.9	Elect Director Shelley Simpson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## JDE Peet's NV

**Meeting Date:** 06/19/2025

**Country:** Netherlands

**Ticker:** JDEP

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Open Meeting	Mgmt		
2.a.	Receive Board Report (Non-Voting)	Mgmt		
2.b.	Approve Remuneration Report	Mgmt	For	For
2.c.	Adopt Financial Statements	Mgmt	For	For
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b.	Approve Dividends	Mgmt	For	For
4.a.	Approve Discharge of Executive Directors	Mgmt	For	For
4.b.	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5.a.	Elect Rafael de Oliveira Oliveira as Executive Director	Mgmt	For	For
5.b.	Elect Rob de Groot as Non-Executive Director	Mgmt	For	Against
5.c.	Reelect Creus as Non-Executive Director	Mgmt	For	Against
5.d.	Reelect Engelen as Non-Executive Director	Mgmt	For	Against
6.a.	Approve Remuneration Policy	Mgmt	For	Against
6.b.	Approve One-Off Option Grant to Rafael de Oliveira Oliveira	Mgmt	For	Against
7.a.	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For

7.b.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For
8.a.	Authorize Repurchase of Shares	Mgmt	For	For
8.b.	Approve Cancellation of Repurchased Shares	Mgmt	For	For
8.c.	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
8.d.	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
9.	Other Business (Non-Voting)	Mgmt		
10.	Close Meeting	Mgmt		

## Jeronimo Martins SGPS SA

Meeting Date: 04/24/2025

Country: Portugal

Ticker: JMT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Broadridge Only Meeting	Mgmt		
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For
4	Approve Remuneration Policy	Mgmt	For	Against
5	Elect Corporate Bodies for 2025-2027 Term	SH	None	For
	Shareholders Can Only Vote FOR on Any One of Resolutions 6.a to 6.d. To Vote Against on Both Alternatives, Vote FOR on Item 6.c and AGAINST on the Other Items. To Vote in Abstention on Both Alternatives, Vote FOR on Item 6.d and AGAINST on the Other Items	Mgmt		

6.a	Vote FOR To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: In Favour Of Alternative A	Mgmt	For	For
6.b	Vote FOR To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: In Favour Of Alternative B	Mgmt	None	Against
6.c	To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: Against (alternatives A And B)	Mgmt	None	Against
6.d	To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: Abstention (alternatives A And B)	Mgmt	None	Against
7	Elect Remuneration Committee for 2025-2027 Term	SH	None	For

## JFE Holdings, Inc.

**Meeting Date:** 06/25/2025

**Country:** Japan

**Ticker:** 5411

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For
3.1	Elect Director Kitano, Yoshihisa	Mgmt	For	Against
3.2	Elect Director Hirose, Masayuki	Mgmt	For	For
3.3	Elect Director Terahata, Masashi	Mgmt	For	For
3.4	Elect Director Fukuda, Kazuyoshi	Mgmt	For	For
3.5	Elect Director Ubagai, Yoshifumi	Mgmt	For	For
3.6	Elect Director Ando, Yoshiko	Mgmt	For	For
3.7	Elect Director Shimamura, Takuya	Mgmt	For	For

3.8	Elect Director Kobayashi, Keiichi	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Hara, Nobuya	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Akimoto, Nakaba	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Numagami, Tsuyoshi	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Suzuki, Yoshihisa	Mgmt	For	For
4.5	Elect Director and Audit Committee Member Nakamura, Naoto	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Saiki, Isao	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For
9	Remove Incumbent Director Kitano, Yoshihisa	SH	Against	Against

## Johnson Controls International plc

**Meeting Date:** 03/12/2025

**Country:** Ireland

**Ticker:** JCI

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	Mgmt	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For
1c	Elect Director Pierre Cohade	Mgmt	For	For
1d	Elect Director Patrick K. Decker	Mgmt	For	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For

1g	Elect Director Ayesha Khanna	Mgmt	For	For
1h	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For
1l	Elect Director John D. Young	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For

## Julius Baer Gruppe AG

**Meeting Date:** 04/10/2025

**Country:** Switzerland

**Ticker:** BAER

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
1.3	Approve Sustainability Report	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote

4.1	Approve Remuneration of Board of Directors in the Amount of CHF 4.4 Million	Mgmt	For	Do Not Vote
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	Mgmt	For	Do Not Vote
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	Mgmt	For	Do Not Vote
5.1.1	Reelect Richard Campbell-Breeden as Director	Mgmt	For	Do Not Vote
5.1.2	Reelect Bruce Fletcher as Director	Mgmt	For	Do Not Vote
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For	Do Not Vote
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For	Do Not Vote
5.1.5	Reelect Tomas Muina as Director	Mgmt	For	Do Not Vote
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Do Not Vote
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For	Do Not Vote
5.2	Elect Noel Quinn as Director and Board Chair	Mgmt	For	Do Not Vote
5.3.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
5.3.2	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
5.3.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
5.3.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
6	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
7	Designate Marc Nater as Independent Proxy	Mgmt	For	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Juniper Networks, Inc.

Meeting Date: 05/28/2025

Country: USA

Ticker: JNPR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anne DeSanto	Mgmt	For	For
1b	Elect Director Kevin DeNuccio	Mgmt	For	For
1c	Elect Director James Dolce	Mgmt	For	For
1d	Elect Director Steven Fernandez	Mgmt	For	For
1e	Elect Director Christine Gorjanc	Mgmt	For	For
1f	Elect Director Janet Haugen	Mgmt	For	For
1g	Elect Director Scott Kriens	Mgmt	For	For
1h	Elect Director Rahul Merchant	Mgmt	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For
1j	Elect Director William R. Stensrud	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Require More Director Nominations Than Open Seats	SH	Against	Against

## Kao Corp.

**Meeting Date:** 03/21/2025

**Country:** Japan

**Ticker:** 4452

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 76	Mgmt	For	For

2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For	Against
2.2	Elect Director Negoro, Masakazu	Mgmt	For	For
2.3	Elect Director Nishiguchi, Toru	Mgmt	For	For
2.4	Elect Director Lisa MacCallum	Mgmt	For	For
2.5	Elect Director Shinobe, Osamu	Mgmt	For	For
2.6	Elect Director Sakurai, Eriko	Mgmt	For	For
2.7	Elect Director Nishii, Takaaki	Mgmt	For	For
2.8	Elect Director Takashima, Makoto	Mgmt	For	For
2.9	Elect Director Sarah L. Casanova	Mgmt	For	For
3.1	Appoint Statutory Auditor Murata, Mami	Mgmt	For	For
3.2	Appoint Statutory Auditor Naito, Junya	Mgmt	For	For
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
4.4	Appoint Shareholder Director Nominee Hugh G. Dineen	SH	Against	Against
4.5	Appoint Shareholder Director Nominee Anja Lagodny	SH	Against	Against
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

## KBC Group SA/NV

**Meeting Date:** 04/30/2025

**Country:** Belgium

**Ticker:** KBC

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt		
1	Receive Directors' Reports (Non-Voting)	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	Mgmt		
3	Receive Assurance Report on Sustainability Reporting of KBC Group NV	Mgmt		
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For
10	Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors	Mgmt	For	For
11	Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulkens, for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
12.1	Approve Co-optation of Bartel Puelinckx as Director	Mgmt	For	For
12.2	Elect Kristine Wolcott Braden as Independent Director	Mgmt	For	For
12.3	Elect Line Merethe Hestvik as Independent Director	Mgmt	For	For
12.4	Elect Michiel Allaerts as Director	Mgmt	For	Against
12.5	Reelect Philippe Vlerick as Director	Mgmt	For	Against
13	Transact Other Business	Mgmt		

## KDDI Corp.

Meeting Date: 06/18/2025

Country: Japan

Ticker: 9433

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Takahashi, Makoto	Mgmt	For	For
3.2	Elect Director Matsuda, Hiromichi	Mgmt	For	Against
3.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	For
3.4	Elect Director Saishoji, Nanae	Mgmt	For	For
3.5	Elect Director Takezawa, Hiroshi	Mgmt	For	For
3.6	Elect Director Katsuki, Tomohiko	Mgmt	For	For
3.7	Elect Director Yamaguchi, Goro	Mgmt	For	For
3.8	Elect Director Yamamoto, Keiji	Mgmt	For	For
3.9	Elect Director Tannowa, Tsutomu	Mgmt	For	For
3.10	Elect Director Okawa, Junko	Mgmt	For	For
3.11	Elect Director Okumiya, Kyoko	Mgmt	For	For
3.12	Elect Director Ando, Makoto	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Kenvue Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: KVUE

Meeting Type: Annual

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

## Keppel Ltd.

Meeting Date: 04/21/2025

Country: Singapore

Ticker: BN4

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' Report	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Loh Chin Hua as Director	Mgmt	For	For
4	Elect Tham Sai Choy as Director	Mgmt	For	For
5	Elect Shirish Apte as Director	Mgmt	For	For
6	Approve Directors' Fees	Mgmt	For	For
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For
10	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For

## Kering SA

**Meeting Date:** 04/24/2025

**Country:** France

**Ticker:** KER

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share	Mgmt	For	For

4	Reelect François-Henri Pinault as Director	Mgmt	For	For
5	Reelect Financière Pinault as Director	Mgmt	For	For
6	Reelect Baudouin Prot as Director	Mgmt	For	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	For	For
9	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	Mgmt	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For

	Ordinary Business	Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Kerry Group Plc

**Meeting Date:** 05/01/2025

**Country:** Ireland

**Ticker:** KRZ

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Re-elect Gerry Behan as Director	Mgmt	For	For
3b	Re-elect Genevieve Berger as Director	Mgmt	For	For
3c	Re-elect Fiona Dawson as Director	Mgmt	For	For
3d	Re-elect Emer Gilvarry as Director	Mgmt	For	For
3e	Re-elect Catherine Godson as Director	Mgmt	For	For
3f	Re-elect Liz Hewitt as Director	Mgmt	For	For
3g	Re-elect Michael Kerr as Director	Mgmt	For	For
3h	Re-elect Marguerite Larkin as Director	Mgmt	For	For
3i	Re-elect Tom Moran as Director	Mgmt	For	For
3j	Re-elect Christopher Rogers as Director	Mgmt	For	For
3k	Re-elect Patrick Rohan as Director	Mgmt	For	For
3l	Re-elect Edmond Scanlon as Director	Mgmt	For	For
3m	Re-elect Jinlong Wang as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For

6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Kesko Oyj

**Meeting Date:** 03/24/2025

**Country:** Finland

**Ticker:** KESKOB

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive CEO's Review	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against

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
13	Fix Number of Directors at Seven	Mgmt	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Pii Karhu, Jussi Perala, Timo Ritakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
22	Close Meeting	Mgmt		

## Keurig Dr Pepper Inc.

Meeting Date: 06/18/2025

Country: USA

Ticker: KDP

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy "Tim" Cofer	Mgmt	For	For
1.2	Elect Director Robert "Bob" Gamgort	Mgmt	For	For
1.3	Elect Director Oray B. Boston Jr.	Mgmt	For	For
1.4	Elect Director Juliette Hickman	Mgmt	For	For

1.5	Elect Director Pamela "Pam" Patsley	Mgmt	For	For
1.6	Elect Director Debra Sandler	Mgmt	For	For
1.7	Elect Director Robert "Bob" Singer	Mgmt	For	For
1.8	Elect Director Mike Van de Ven	Mgmt	For	For
1.9	Elect Director Lawson Whiting	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## KeyCorp

Meeting Date: 05/15/2025

Country: USA

Ticker: KEY

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jacqueline L. Allard	Mgmt	For	For
1.2	Elect Director Alexander M. Cutler	Mgmt	For	For
1.3	Elect Director H. James Dallas	Mgmt	For	For
1.4	Elect Director Elizabeth R. Gile	Mgmt	For	For
1.5	Elect Director Ruth Ann M. Gillis	Mgmt	For	For
1.6	Elect Director Christopher M. Gorman	Mgmt	For	For
1.7	Elect Director Robin N. Hayes	Mgmt	For	For
1.8	Elect Director Carlton L. Highsmith	Mgmt	For	For
1.9	Elect Director Richard J. Hipple	Mgmt	For	For
1.10	Elect Director Somesh Khanna	Mgmt	For	For
1.11	Elect Director Devina A. Rankin	Mgmt	For	For
1.12	Elect Director Barbara R. Snyder	Mgmt	For	For

1.13	Elect Director Richard J. Tobin	Mgmt	For	For
1.14	Elect Director Todd J. Vasos	Mgmt	For	For
1.15	Elect Director David K. Wilson	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

## Keyera Corp.

**Meeting Date:** 05/15/2025

**Country:** Canada

**Ticker:** KEY

**Meeting Type:** Annual/Special

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

## Keysight Technologies, Inc.

Meeting Date: 03/20/2025

Country: USA

Ticker: KEYS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For
1.3	Elect Director Jean M. Nye	Mgmt	For	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Declassify the Board of Directors	SH	Against	For

## Kikkoman Corp.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 2801

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For
2.1	Elect Director Mogi, Yuzaburo	Mgmt	For	For
2.2	Elect Director Horikiri, Noriaki	Mgmt	For	For
2.3	Elect Director Nakano, Shozaburo	Mgmt	For	Against
2.4	Elect Director Mogi, Osamu	Mgmt	For	For
2.5	Elect Director Shimada, Masanao	Mgmt	For	For

2.6	Elect Director Matsuyama, Asahi	Mgmt	For	For
2.7	Elect Director Fukui, Toshihiko	Mgmt	For	For
2.8	Elect Director Inokuchi, Takeo	Mgmt	For	For
2.9	Elect Director Iino, Masako	Mgmt	For	For
2.10	Elect Director Sugiyama, Shinsuke	Mgmt	For	For
2.11	Elect Director Endo, Nobuhiro	Mgmt	For	For
2.12	Elect Director Arthur M. Mitchell	Mgmt	For	For
2.13	Elect Director Kuniya, Hiroko	Mgmt	For	For
3.1	Appoint Statutory Auditor Fukasawa, Haruhiko	Mgmt	For	For
3.2	Appoint Statutory Auditor Miyazaki, Yuko	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Kambe, Kenichi	Mgmt	For	For
5	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	For	For
6	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Kimberly-Clark Corporation

**Meeting Date:** 05/01/2025

**Country:** USA

**Ticker:** KMB

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	For

1.6	Elect Director S. Todd Maclin	Mgmt	For	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	For
1.11	Elect Director Joseph Romanelli	Mgmt	For	For
1.12	Elect Director Dunia A. Shive	Mgmt	For	For
1.13	Elect Director Mark T. Smucker	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Kingspan Group Plc

**Meeting Date:** 05/01/2025

**Country:** Ireland

**Ticker:** KRX

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For
3f	Re-elect Anne Heraty as Director	Mgmt	For	For
3g	Re-elect Eimear Moloney as Director	Mgmt	For	For

3h	Re-elect Paul Murtagh as Director	Mgmt	For	For
3i	Re-elect Senan Murphy as Director	Mgmt	For	For
3j	Re-elect Louise Phelan as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Shares	Mgmt	For	For
12	Authorise Reissuance of Treasury Shares	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
14	Amend Performance Share Plan	Mgmt	For	For
15	Amend Articles of Association	Mgmt	For	For

## Kinross Gold Corporation

**Meeting Date:** 05/07/2025

**Country:** Canada

**Ticker:** K

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director George V. Albino	Mgmt	For	For
1.2	Elect Director Kerry D. Dyte	Mgmt	For	For
1.3	Elect Director Glenn A. Ives	Mgmt	For	For

1.4	Elect Director Ave G. Lethbridge	Mgmt	For	For
1.5	Elect Director Michael A. Lewis	Mgmt	For	For
1.6	Elect Director Elizabeth D. McGregor	Mgmt	For	For
1.7	Elect Director Kelly J. Osborne	Mgmt	For	For
1.8	Elect Director George N. Paspalas	Mgmt	For	For
1.9	Elect Director J. Paul Rollinson	Mgmt	For	For
1.10	Elect Director David A. Scott	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Knorr-Bremse AG

**Meeting Date:** 04/30/2025

**Country:** Germany

**Ticker:** KBX

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Elect Stephan Sturm to the Supervisory Board	Mgmt	For	Do Not Vote

8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9	Approve Affiliation Agreement with KB Intellectual Property GmbH & Co. KG	Mgmt	For	Do Not Vote

## Komatsu Ltd.

**Meeting Date:** 06/19/2025

**Country:** Japan

**Ticker:** 6301

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 107	Mgmt	For	For
2.1	Elect Director Ogawa, Hiroyuki	Mgmt	For	For
2.2	Elect Director Imayoshi, Takuya	Mgmt	For	Against
2.3	Elect Director Horikoshi, Takeshi	Mgmt	For	For
2.4	Elect Director Yokomoto, Mitsuko	Mgmt	For	For
2.5	Elect Director Kunibe, Takeshi	Mgmt	For	For
2.6	Elect Director Arthur M. Mitchell	Mgmt	For	For
2.7	Elect Director Saiki, Naoko	Mgmt	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For
2.9	Elect Director Kusaba, Taisuke	Mgmt	For	For
3.1	Appoint Statutory Auditor Fujiwara, Keiko	Mgmt	For	For
3.2	Appoint Statutory Auditor Kai, Yukio	Mgmt	For	For

## KONAMI Group Corp.

**Meeting Date:** 06/26/2025

**Country:** Japan

**Ticker:** 9766

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kozuki, Kagemasa	Mgmt	For	For
1.2	Elect Director Higashio, Kimihiko	Mgmt	For	Against
1.3	Elect Director Hayakawa, Hideki	Mgmt	For	For
1.4	Elect Director Okita, Katsunori	Mgmt	For	For
1.5	Elect Director Matsura, Yoshihiro	Mgmt	For	For
1.6	Elect Director Yoko Zetterlund	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Yamaguchi, Kaori	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kubo, Kimito	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Higuchi, Yasushi	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For

## Kone Oyj

Meeting Date: 03/05/2025

Country: Finland

Ticker: KNEBV

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		

5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For
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 Iris Herlin as Director	Mgmt	For	Against
13.g	Reelect Jussi Herlin as Director	Mgmt	For	For
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	Against
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	Against
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Fix Number of Auditors at One	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against

## Koninklijke Ahold Delhaize NV

**Meeting Date:** 04/09/2025

**Country:** Netherlands

**Ticker:** AD

**Meeting Type:** Annual

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

9.3	Authorize Board to Acquire Common Shares	Mgmt	For	For
9.4	Approve Cancellation of Shares	Mgmt	For	For

## Kubota Corp.

**Meeting Date:** 03/21/2025

**Country:** Japan

**Ticker:** 6326

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	Against
1.2	Elect Director Hanada, Shingo	Mgmt	For	For
1.3	Elect Director Kimura, Hiroto	Mgmt	For	For
1.4	Elect Director Yoshikawa, Masato	Mgmt	For	For
1.5	Elect Director Watanabe, Dai	Mgmt	For	For
1.6	Elect Director Yoshioka, Eiji	Mgmt	For	For
1.7	Elect Director Shintaku, Yutaro	Mgmt	For	For
1.8	Elect Director Arakane, Kumi	Mgmt	For	For
1.9	Elect Director Kawana, Koichi	Mgmt	For	For
1.10	Elect Director Furusawa, Yuri	Mgmt	For	For
1.11	Elect Director Yamashita, Yoshinori	Mgmt	For	For
2	Appoint Statutory Auditor Ino, Setsuko	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Kuehne + Nagel International AG

**Meeting Date:** 05/07/2025

**Country:** Switzerland

**Ticker:** KNIN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 8.25 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1.a	Reelect Anne-Catherine Berner as Director	Mgmt	For	Do Not Vote
4.1.b	Reelect Dominik Buergy as Director	Mgmt	For	Do Not Vote
4.1.c	Reelect Dominik de Daniel as Director	Mgmt	For	Do Not Vote
4.1.d	Reelect Karl Gernandt as Director	Mgmt	For	Do Not Vote
4.1.e	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	Do Not Vote
4.1.f	Reelect Tobias Staehelin as Director	Mgmt	For	Do Not Vote
4.1.g	Reelect Hauke Stars as Director	Mgmt	For	Do Not Vote
4.1.h	Reelect Martin Wittig as Director	Mgmt	For	Do Not Vote
4.1.i	Reelect Joerg Wolle as Director	Mgmt	For	Do Not Vote
4.2	Reelect Joerg Wolle as Board Chair	Mgmt	For	Do Not Vote
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.4	Designate Stefan Mangold as Independent Proxy	Mgmt	For	Do Not Vote
4.5	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
5	Approve Sustainability Report	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	Do Not Vote

7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Labcorp Holdings Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: LH

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For
1b	Elect Director Jeffrey A. Davis	Mgmt	For	For
1c	Elect Director D. Gary Gilliland	Mgmt	For	For
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	For
1e	Elect Director Garheng Kong	Mgmt	For	For
1f	Elect Director Peter M. Neupert	Mgmt	For	For
1g	Elect Director Richelle P. Parham	Mgmt	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Meeting Date: 05/28/2025

Country: Germany

Ticker: LEG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7.1	Elect Sylvia Eichelberg to the Supervisory Board	Mgmt	For	Do Not Vote
7.2	Elect Claus Nolting to the Supervisory Board	Mgmt	For	Do Not Vote
7.3	Elect Katrin Suder to the Supervisory Board	Mgmt	For	Do Not Vote
7.4	Elect Martin Wiesmann to the Supervisory Board	Mgmt	For	Do Not Vote
7.5	Elect Michael Zimmer to the Supervisory Board	Mgmt	For	Do Not Vote
8	Approve Remuneration Policy	Mgmt	For	Do Not Vote
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote
10	Approve Creation of EUR 29.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
11	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

# Legal & General Group Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: LGEN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Clare Bousfield as Director	Mgmt	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For
5	Re-elect Philip Broadley as Director	Mgmt	For	For
6	Re-elect Jeff Davies as Director	Mgmt	For	For
7	Re-elect Carolyn Johnson as Director	Mgmt	For	For
8	Re-elect Nilufer Kheraj as Director	Mgmt	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For
10	Re-elect George Lewis as Director	Mgmt	For	For
11	Re-elect Ric Lewis as Director	Mgmt	For	For
12	Re-elect Tushar Morzaria as Director	Mgmt	For	For
13	Re-elect Antonio Simoes as Director	Mgmt	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For

21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## LKQ Corporation

Meeting Date: 05/07/2025

Country: USA

Ticker: LKQ

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	For
1b	Elect Director Andrew C. Clarke	Mgmt	For	For
1c	Elect Director Meg A. Divitto	Mgmt	For	For
1d	Elect Director Sue Gove	Mgmt	For	For
1e	Elect Director Justin L. Jude	Mgmt	For	For
1f	Elect Director John W. Mendel	Mgmt	For	For
1g	Elect Director James S. Metcalf	Mgmt	For	For
1h	Elect Director Jody G. Miller	Mgmt	For	For
1i	Elect Director Michael S. Powell	Mgmt	For	For
1j	Elect Director Guhan Subramanian	Mgmt	For	For
1k	Elect Director Xavier Urbain	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	None	For

## Lloyds Banking Group Plc

**Meeting Date:** 05/15/2025

**Country:** United Kingdom

**Ticker:** LLOY

**Meeting Type:** Annual

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

16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise Market Purchase of Preference Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Lonza Group AG

**Meeting Date:** 05/09/2025

**Country:** Switzerland

**Ticker:** LONN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
3	Approve Remuneration Report	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote

5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	Do Not Vote
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	Do Not Vote
6.1.2	Reelect Jean-Marc Huet as Director	Mgmt	For	Do Not Vote
6.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	Do Not Vote
6.1.4	Reelect Christoph Maeder as Director	Mgmt	For	Do Not Vote
6.1.5	Reelect Roger Nitsch as Director	Mgmt	For	Do Not Vote
6.1.6	Reelect Barbara Richmond as Director	Mgmt	For	Do Not Vote
6.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	Do Not Vote
6.2.1	Elect Juan Andres as Director	Mgmt	For	Do Not Vote
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	Mgmt	For	Do Not Vote
6.2.3	Elect David Meline as Director	Mgmt	For	Do Not Vote
6.3	Reelect Jean-Marc Huet as Board Chair	Mgmt	For	Do Not Vote
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.4.5	Appoint David Meline as Member of the Compensation Committee	Mgmt	For	Do Not Vote
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
8	Designate Lenz Caemmerer as Independent Proxy	Mgmt	For	Do Not Vote
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	Do Not Vote
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	Mgmt	For	Do Not Vote
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Mgmt	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Meeting Date: 04/29/2025

Country: France

Ticker: OR

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	For	For
4	Elect Thélys as Director	Mgmt	For	For
5	Elect Isabelle Seillier as Director	Mgmt	For	For
6	Elect Aurélie Jean as Director	Mgmt	For	For
7	Reelect Nicolas Hieronimus as Director	Mgmt	For	For
8	Reelect Paul Bulcke as Director	Mgmt	For	For
9	Reelect Alexandre Ricard as Director	Mgmt	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Against
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

	Extraordinary Business	Mgmt		
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Lotus Bakeries NV

Meeting Date: 05/13/2025

Country: Belgium

Ticker: LOTB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Directors' Reports (Non-Voting)	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	Mgmt		
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 76 per Share	Mgmt	For	For
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Approve Remuneration Report	Mgmt	For	Against

6	Approve Remuneration Policy	Mgmt	For	Against
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Reelect Vasticom BV, Permanently Represented by Jan Vander Stichele, as Director	Mgmt	For	Against
10	Reelect Stephenson NV, Permanently Represented by Jan Boone, as Director	Mgmt	For	For
11	Elect Anton Stevens as Non-Executive Director	Mgmt	For	Against
12	Reelect Palumi BV, Permanently Represented by Peter Bossaert, as Director	Mgmt	For	Against
13	Reelect Benoit Graulich BV, Permanently Represented by Benoit Graulich, as Director	Mgmt	For	Against
14	Appoint Deloitte for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For
15	Ratify Deloitte, Represented by Kurt Dehoorne, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For
16	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

## Lowe's Companies, Inc.

**Meeting Date:** 05/30/2025

**Country:** USA

**Ticker:** LOW

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Raul Alvarez	Mgmt	For	For
1.2	Elect Director Scott H. Baxter	Mgmt	For	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	For

1.6	Elect Director Marvin R. Ellison	Mgmt	For	For
1.7	Elect Director Navdeep Gupta	Mgmt	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For
1.10	Elect Director Lawrence Simkins	Mgmt	For	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## LPL Financial Holdings Inc.

**Meeting Date:** 05/22/2025

**Country:** USA

**Ticker:** LPLA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Richard Steinmeier	Mgmt	For	For
1b	Elect Director Edward C. Bernard	Mgmt	For	For
1c	Elect Director H. Paulett Eberhart	Mgmt	For	For
1d	Elect Director William F. Glavin, Jr.	Mgmt	For	For
1e	Elect Director Albert J. Ko	Mgmt	For	For
1f	Elect Director Allison H. Mnookin	Mgmt	For	For
1g	Elect Director Anne M. Mulcahy	Mgmt	For	For
1h	Elect Director James S. Putnam	Mgmt	For	For
1i	Elect Director Richard P. Schifter	Mgmt	For	For
1j	Elect Director Corey E. Thomas	Mgmt	For	For

2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## LVMH Moët Hennessy Louis Vuitton SE

**Meeting Date:** 04/17/2025

**Country:** France

**Ticker:** MC

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	For	For
6	Reelect Bernard Arnault as Director	Mgmt	For	For
7	Reelect Sophie Chassat as Director	Mgmt	For	Against
8	Reelect Clara Gaymard as Director	Mgmt	For	For
9	Reelect Hubert Védrine as Director	Mgmt	For	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against

15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	For
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	Against

## LY Corp.

Meeting Date: 06/19/2025

Country: Japan

Ticker: 4689

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawabe, Kentaro	Mgmt	For	For
1.2	Elect Director Idezawa, Takeshi	Mgmt	For	For
2	Elect Director and Audit Committee Member Usumi, Yoshio	Mgmt	For	For

## LyondellBasell Industries N.V.

Meeting Date: 05/23/2025

Country: Netherlands

Ticker: LYB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	For
1d	Elect Director Anthony Chase	Mgmt	For	For
1e	Elect Director Robert Dudley	Mgmt	For	For
1f	Elect Director Claire Farley	Mgmt	For	For
1g	Elect Director Rita Griffin	Mgmt	For	For
1h	Elect Director Michael Hanley	Mgmt	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For
1j	Elect Director Bridget Karlin	Mgmt	For	For

1k	Elect Director Albert Manifold	Mgmt	For	For
1l	Elect Director Peter Vanacker	Mgmt	For	For
2	Approve Discharge of Directors	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Shares	Mgmt	For	For

## M&G Plc

**Meeting Date:** 04/30/2025

**Country:** United Kingdom

**Ticker:** MNG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Paul Evans as Director	Mgmt	For	For
5	Re-elect Clive Adamson as Director	Mgmt	For	For
6	Re-elect Sir Edward Braham as Director	Mgmt	For	For
7	Re-elect Clare Chapman as Director	Mgmt	For	For
8	Re-elect Kathryn McLeland as Director	Mgmt	For	For
9	Re-elect Andrea Rossi as Director	Mgmt	For	For
10	Re-elect Debasish Sanyal as Director	Mgmt	For	For

11	Re-elect Elisabeth Stheeman as Director	Mgmt	For	For
12	Re-elect Clare Thompson as Director	Mgmt	For	For
13	Re-elect Massimo Tosato as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Preference Shares	Mgmt	For	For
19	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Manhattan Associates, Inc.

**Meeting Date:** 05/13/2025

**Country:** USA

**Ticker:** MANH

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas E. Noonan	Mgmt	For	Against
1b	Elect Director Kimberly A. Kuryea	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Marathon Petroleum Corporation

Meeting Date: 04/30/2025

Country: USA

Ticker: MPC

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Evan Bayh	Mgmt	For	For
1b	Elect Director Jeffrey C. Campbell	Mgmt	For	For
1c	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For
1d	Elect Director Kim K.W. Rucker	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For

## Martin Marietta Materials, Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: MLM

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For
1.2	Elect Director Sue W. Cole	Mgmt	For	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For
1.4	Elect Director John J. Koraleski	Mgmt	For	For

1.5	Elect Director Mary T. Mack	Mgmt	For	For
1.6	Elect Director C. Howard Nye	Mgmt	For	For
1.7	Elect Director Laree E. Perez	Mgmt	For	For
1.8	Elect Director Thomas H. Pike	Mgmt	For	For
1.9	Elect Director Donald W. Slager	Mgmt	For	For
1.10	Elect Director David C. Wajsgras	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Marubeni Corp.

**Meeting Date:** 06/20/2025

**Country:** Japan

**Ticker:** 8002

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Kakinoki, Masumi	Mgmt	For	For
1.2	Elect Director Omoto, Masayuki	Mgmt	For	For
1.3	Elect Director Oikawa, Kenichiro	Mgmt	For	For
1.4	Elect Director Furuya, Takayuki	Mgmt	For	For
1.5	Elect Director Okina, Yuri	Mgmt	For	For
1.6	Elect Director Ishizuka, Shigeki	Mgmt	For	For
1.7	Elect Director Ando, Hisayoshi	Mgmt	For	For
1.8	Elect Director Minami, Soichiro	Mgmt	For	For
1.9	Elect Director Kojima, Keiji	Mgmt	For	For
1.10	Elect Director Kajiwara, Yumiko	Mgmt	For	For

1.11	Elect Director Iwamura, Miki	Mgmt	For	For
2.1	Appoint Statutory Auditor Yokoshiki, Satoru	Mgmt	For	For
2.2	Appoint Statutory Auditor Fukami, Yasuo	Mgmt	For	For

## Mastercard Incorporated

Meeting Date: 06/24/2025

Country: USA

Ticker: MA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	For

6	Amend Certificate of Incorporation	Mgmt	For	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	Against
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against

## MatsukiyoCocokara & Co.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 3088

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For
2.1	Elect Director Matsumoto, Namio	Mgmt	For	For
2.2	Elect Director Matsumoto, Kiyo	Mgmt	For	Against
2.3	Elect Director Tsukamoto, Atsushi	Mgmt	For	For
2.4	Elect Director Matsumoto, Takashi	Mgmt	For	For
2.5	Elect Director Obe, Shingo	Mgmt	For	For
2.6	Elect Director Ishibashi, Akio	Mgmt	For	For
2.7	Elect Director Yamamoto, Tsuyoshi	Mgmt	For	For
2.8	Elect Director Matsuda, Takashi	Mgmt	For	For
2.9	Elect Director Omura, Hiro	Mgmt	For	For
2.10	Elect Director Kimura, Keiji	Mgmt	For	For
2.11	Elect Director Kawai, Junko	Mgmt	For	For
2.12	Elect Director Okiyama, Tomoko	Mgmt	For	For
2.13	Elect Director Shinada, Hideaki	Mgmt	For	For
2.14	Elect Director Yamamoto, Taeko	Mgmt	For	For
3	Appoint Statutory Auditor Okumura, Yoko	Mgmt	For	For

## McDonald's Corporation

Meeting Date: 05/20/2025

Country: USA

Ticker: MCD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director Jennifer Taubert	Mgmt	For	For
1i	Elect Director Paul Walsh	Mgmt	For	For
1j	Elect Director Amy Weaver	Mgmt	For	For
1k	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against
5	Disclose an Assessment of Current Climate Transition Plans	SH	Against	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against

## McDonald's Holdings Co. (Japan) Ltd.

Meeting Date: 03/25/2025

Country: Japan

Ticker: 2702

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For
2.1	Elect Director Fusako Znaiden	Mgmt	For	Against
2.2	Elect Director Saito, Yukiko	Mgmt	For	For
2.3	Elect Director Andrew Gregory	Mgmt	For	For
2.4	Elect Director Nikolaus Piza	Mgmt	For	For
2.5	Elect Director Tashiro, Yuko	Mgmt	For	For
3	Approve Director Retirement Bonus	Mgmt	For	Against

## Meiji Holdings Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 2269

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matsuda, Katsunari	Mgmt	For	Against
1.2	Elect Director Nagasato, Toshiaki	Mgmt	For	For
1.3	Elect Director Yao, Bunjiro	Mgmt	For	For
1.4	Elect Director Furuta, Jun	Mgmt	For	For
1.5	Elect Director Hishinuma, Jun	Mgmt	For	For
1.6	Elect Director Matsumura, Mariko	Mgmt	For	For

1.7	Elect Director Kawata, Masaya	Mgmt	For	For
1.8	Elect Director Kuboyama, Michiko	Mgmt	For	For
1.9	Elect Director Peter D. Pedersen	Mgmt	For	For
2.1	Appoint Statutory Auditor Tamaki, Masayori	Mgmt	For	For
2.2	Appoint Statutory Auditor Watanabe, Yasushi	Mgmt	For	For
2.3	Appoint Statutory Auditor Ando, Makoto	Mgmt	For	For
2.4	Appoint Statutory Auditor Komatsu, Masakazu	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Mikura, Kazumi	Mgmt	For	For

## MercadoLibre, Inc.

**Meeting Date:** 06/17/2025

**Country:** USA

**Ticker:** MELI

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stelleo Passos Tolda	Mgmt	For	For
1b	Elect Director Emiliano Caleznuk	Mgmt	For	Withhold
1c	Elect Director Marcos Galperin	Mgmt	For	For
1d	Elect Director Martin Lawson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Pistrelli, Henry Martin y Asociados S.A. as Auditors	Mgmt	For	For
4	Change State of Incorporation from Delaware to Texas *Withdrawn Resolution*	Mgmt		

## Merck KGaA

**Meeting Date:** 04/25/2025

**Country:** Germany

**Ticker:** MRK

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	Do Not Vote
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	Do Not Vote
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
7	Approve Remuneration Report	Mgmt	For	Do Not Vote
8	Approve Remuneration Policy	Mgmt	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

## Metro Inc.

Meeting Date: 01/28/2025

Country: Canada

Ticker: MRU

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For

1.5	Elect Director Michel Coutu	Mgmt	For	For
1.6	Elect Director Stephanie Coyles	Mgmt	For	For
1.7	Elect Director Genevieve Fortier	Mgmt	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For
1.10	Elect Director Christine Magee	Mgmt	For	For
1.11	Elect Director Brian McManus	Mgmt	For	For
1.12	Elect Director Pietro Satriano	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For
	Shareholder Proposal	Mgmt		
5	Auditor Rotation	SH	Against	Against

## Metso Corp.

**Meeting Date:** 04/24/2025

**Country:** Finland

**Ticker:** METSO

**Meeting Type:** Annual

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

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

## Mettler-Toledo International Inc.

Meeting Date: 05/01/2025

Country: USA

Ticker: MTD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	For	For
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For
1.3	Elect Director Elisha W. Finney	Mgmt	For	For
1.4	Elect Director Michael A. Kelly	Mgmt	For	For
1.5	Elect Director Thomas P. Salice	Mgmt	For	For
1.6	Elect Director Brian Shepherd	Mgmt	For	For
1.7	Elect Director Wolfgang Wienand	Mgmt	For	For
1.8	Elect Director Ingrid Zhang	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Mitsubishi Chemical Group Corp.

**Meeting Date:** 06/25/2025

**Country:** Japan

**Ticker:** 4188

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Sale of Mitsubishi Tanabe Pharma Corporation Shares to Bain Capital Private Equity, LP	Mgmt	For	For
2.1	Elect Director Fukuda, Nobuo	Mgmt	For	For
2.2	Elect Director Chikumoto, Manabu	Mgmt	For	Against
2.3	Elect Director Kikuchi, Kiyomi	Mgmt	For	For
2.4	Elect Director Yamada, Tatsumi	Mgmt	For	For

2.5	Elect Director Eto, Akihiro	Mgmt	For	For
2.6	Elect Director Sakamoto, Shuichi	Mgmt	For	For
2.7	Elect Director Geoffrey Coates	Mgmt	For	For
2.8	Elect Director Kuraishi, Seiji	Mgmt	For	For

## Mitsubishi Estate Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8802

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For
2.1	Elect Director Yoshida, Junichi	Mgmt	For	For
2.2	Elect Director Nakajima, Atsushi	Mgmt	For	Against
2.3	Elect Director Yotsuzuka, Yutaro	Mgmt	For	For
2.4	Elect Director Umeda, Naoki	Mgmt	For	For
2.5	Elect Director Hirai, Mikihiro	Mgmt	For	For
2.6	Elect Director Katayama, Hiroshi	Mgmt	For	For
2.7	Elect Director Kimura, Toru	Mgmt	For	For
2.8	Elect Director Shirakawa, Masaaki	Mgmt	For	For
2.9	Elect Director Narukawa, Tetsuo	Mgmt	For	For
2.10	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For
2.12	Elect Director Sueyoshi, Wataru	Mgmt	For	For
2.13	Elect Director Sonoda, Ayako	Mgmt	For	For
2.14	Elect Director Oda, Naosuke	Mgmt	For	For

## Mitsui Fudosan Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8801

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For
2.1	Elect Director Komoda, Masanobu	Mgmt	For	For
2.2	Elect Director Ueda, Takashi	Mgmt	For	Against
2.3	Elect Director Yamamoto, Takashi	Mgmt	For	For
2.4	Elect Director Suzuki, Shingo	Mgmt	For	For
2.5	Elect Director Tokuda, Makoto	Mgmt	For	For
2.6	Elect Director Saito, Yutaka	Mgmt	For	For
2.7	Elect Director Mochimaru, Nobuhiko	Mgmt	For	For
2.8	Elect Director Kaito, Akiko	Mgmt	For	For
2.9	Elect Director Nakayama, Tsunehiro	Mgmt	For	For
2.10	Elect Director Kawai, Eriko	Mgmt	For	For
2.11	Elect Director Indo, Mami	Mgmt	For	For
2.12	Elect Director Hibino, Takashi	Mgmt	For	For
2.13	Elect Director Homma, Yo	Mgmt	For	For
3	Approve Annual Bonus	Mgmt	For	For
4	Approve Two Types of Restricted Stock Plans	Mgmt	For	For

## Mizuho Financial Group, Inc.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 8411

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	For
1.2	Elect Director Tsukioka, Takashi	Mgmt	For	For
1.3	Elect Director Ono, Kotaro	Mgmt	For	For
1.4	Elect Director Shinohara, Hiromichi	Mgmt	For	For
1.5	Elect Director Noda, Yumiko	Mgmt	For	For
1.6	Elect Director Uchida, Takakazu	Mgmt	For	For
1.7	Elect Director Tezuka, Masahiko	Mgmt	For	For
1.8	Elect Director Ikuno, Yuki	Mgmt	For	For
1.9	Elect Director Imai, Seiji	Mgmt	For	For
1.10	Elect Director Hirama, Hisaaki	Mgmt	For	For
1.11	Elect Director Kihara, Masahiro	Mgmt	For	Against
1.12	Elect Director Take, Hidekatsu	Mgmt	For	For
1.13	Elect Director Kanazawa, Mitsuhiro	Mgmt	For	For
1.14	Elect Director Yonezawa, Takefumi	Mgmt	For	For
2	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	SH	Against	Against
3	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	Against

## Molina Healthcare, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: MOH

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	For
1b	Elect Director Leo P. Grohowski	Mgmt	For	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For
1d	Elect Director Steven J. Orlando	Mgmt	For	For
1e	Elect Director Ronna E. Romney	Mgmt	For	For
1f	Elect Director Richard M. Schapiro	Mgmt	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	For
1h	Elect Director Richard C. Zoretic	Mgmt	For	For
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For

## Moncler SpA

**Meeting Date:** 03/20/2025

**Country:** Italy

**Ticker:** MONC

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Shareholder Proposals Submitted by Double R Srl	Mgmt		
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
	Management Proposal	Mgmt		
4.3	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	For	Against
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.4.1	Slate 1 Submitted by Double R Srl	SH	None	Against
4.4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt		
4.5	Approve Remuneration of Directors	SH	None	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Sucheta Govil as Director	Mgmt	For	For
5	Re-elect Svein Brandtzaeg as Director	Mgmt	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For
7	Re-elect Anke Groth as Director	Mgmt	For	For
8	Re-elect Andrew King as Director	Mgmt	For	For
9	Re-elect Saki Macozoma as Director	Mgmt	For	For
10	Re-elect Mike Powell as Director	Mgmt	For	For
11	Re-elect Dame Angela Strank as Director	Mgmt	For	For
12	Re-elect Philip Yea as Director	Mgmt	For	For
13	Re-elect Stephen Young as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Approve Long-Term Incentive Plan	Mgmt	For	For
17	Approve Bonus Share Plan	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

21 Authorise the Company to Call General Meeting with  
Two Weeks' Notice

Mgmt

For

For

## Monster Beverage Corporation

**Meeting Date:** 06/12/2025

**Country:** USA

**Ticker:** MNST

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Rodney C. Sacks	Mgmt	For	For
1b	Elect Director Hilton H. Schlosberg	Mgmt	For	For
1c	Elect Director Mark J. Hall	Mgmt	For	For
1d	Elect Director Ana Demel	Mgmt	For	For
1e	Elect Director James L. Dinkins	Mgmt	For	For
1f	Elect Director William "Bill" W. Douglas, III	Mgmt	For	For
1g	Elect Director Tiffany M. Hall	Mgmt	For	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For
1i	Elect Director Steven G. Pizula	Mgmt	For	For
1j	Elect Director Mark S. Vidergauz	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Moody's Corporation

**Meeting Date:** 04/15/2025

**Country:** USA

**Ticker:** MCO

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	For	For
1b	Elect Director Therese Esperdy	Mgmt	For	For
1c	Elect Director Robert Fauber	Mgmt	For	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For
1e	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For
1f	Elect Director Jose M. Minaya	Mgmt	For	For
1g	Elect Director Leslie F. Seidman	Mgmt	For	For
1h	Elect Director Zig Serafin	Mgmt	For	For
1i	Elect Director Bruce Van Saun	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

## Morgan Stanley

Meeting Date: 05/15/2025

Country: USA

Ticker: MS

Meeting Type: Annual

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

1d	Elect Director Erika H. James	Mgmt	For	For
1e	Elect Director Hironori Kamezawa	Mgmt	For	For
1f	Elect Director Shelley B. Leibowitz	Mgmt	For	For
1g	Elect Director Jami Miscik	Mgmt	For	For
1h	Elect Director Masato Miyachi	Mgmt	For	For
1i	Elect Director Dennis M. Nally	Mgmt	For	For
1j	Elect Director Douglas L. Peterson	Mgmt	For	For
1k	Elect Director Edward Pick	Mgmt	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For
1m	Elect Director Perry M. Traquina	Mgmt	For	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report Annually on Energy Supply Ratio	SH	Against	For

## Mowi ASA

**Meeting Date:** 06/04/2025

**Country:** Norway

**Ticker:** MOWI

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.a	Elect Chair of Meeting	Mgmt	For	For
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For
3	Receive Briefing on the Business	Mgmt		

4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt		
6	Approve Equity Plan Financing	Mgmt	For	Against
7	Approve Remuneration Statement	Mgmt	For	Against
8	Approve Remuneration of Directors in the Amount of NOK 1.7 Million for Chair, NOK 655,000 for Deputy Chair and Shareholder Elected Members and NOK 467,000 for Employee Elected Members	Mgmt	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For
10	Approve Remuneration of Auditor	Mgmt	For	For
11.a	Reelect Kristian Melhuus (Deputy Chair) as Director	Mgmt	For	For
11.b	Reelect Lisbet Naero as Director	Mgmt	For	For
12.a	Reelect Ann Kristin Brautaset as Member of Nominating Committee	Mgmt	For	For
13	Authorize Board to Distribute Dividends	Mgmt	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
15	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For

## MS&AD Insurance Group Holdings, Inc.

Meeting Date: 06/23/2025

Country: Japan

Ticker: 8725

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 72.5	Mgmt	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors	Mgmt	For	For

3.1	Elect Director Hara, Noriyuki	Mgmt	For	For
3.2	Elect Director Kanasugi, Yasuzo	Mgmt	For	For
3.3	Elect Director Funabiki, Shinichiro	Mgmt	For	Against
3.4	Elect Director Kudo, Shigeo	Mgmt	For	For
3.5	Elect Director Niiro, Keisuke	Mgmt	For	For
3.6	Elect Director Tobimatsu, Junichi	Mgmt	For	For
3.7	Elect Director Rochelle Kopp	Mgmt	For	For
3.8	Elect Director Ishiwata, Akemi	Mgmt	For	For
3.9	Elect Director Suzuki, Jun	Mgmt	For	For
3.10	Elect Director Okajima, Atsuko	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Kawatsu, Hideki	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Kunii, Taisei	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Murayama, Yukari	Mgmt	For	For
5.1	Elect Alternate Director and Audit Committee Member Hayashi, Ryoichi	Mgmt	For	For
5.2	Elect Alternate Director and Audit Committee Member Chiya, Eizo	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For

## MTR Corporation Limited

Meeting Date: 05/21/2025

Country: Hong Kong

Ticker: 66

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Elect Rex Auyeung Pak-kuen as Director	Mgmt	For	For
3b	Elect Jacob Kam Chak-pui as Director	Mgmt	For	For
3c	Elect Cheng Yan-kee as Director	Mgmt	For	For
3d	Elect Sunny Lee Wai-kwong as Director	Mgmt	For	For
3e	Elect Jimmy Ng Wing-ka as Director	Mgmt	For	For
3f	Elect Carlson Tong as Director	Mgmt	For	For
4	Elect Shen Shuk-ching (also known as Susanna Shen Shuk-ching) as Director	Mgmt	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For

## MTU Aero Engines AG

**Meeting Date:** 05/08/2025

**Country:** Germany

**Ticker:** MTX

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	Do Not Vote

3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
7.1	Elect Rainer Martens to the Supervisory Board	Mgmt	For	Do Not Vote
7.2	Elect Peter Weckesser to the Supervisory Board	Mgmt	For	Do Not Vote
7.3	Elect Detlef Kayser to the Supervisory Board	Mgmt	For	Do Not Vote
8	Approve Remuneration Report	Mgmt	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

## Muenchener Rueckversicherung-Gesellschaft AG

Meeting Date: 04/30/2025

Country: Germany

Ticker: MUV2

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	Do Not Vote

3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	Do Not Vote
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	Do Not Vote

4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	Do Not Vote
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote

5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	Do Not Vote
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	Do Not Vote
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	Do Not Vote
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	Do Not Vote
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	Do Not Vote
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	Do Not Vote
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote

## National Bank of Canada

**Meeting Date:** 04/24/2025

**Country:** Canada

**Ticker:** NA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Pierre Blouin	Mgmt	For	For
1.2	Elect Director Pierre Boivin	Mgmt	For	For
1.3	Elect Director Scott Burrows	Mgmt	For	For

1.4	Elect Director Yvon Charest	Mgmt	For	For
1.5	Elect Director Patricia Curadeau-Grou	Mgmt	For	For
1.6	Elect Director Laurent Ferreira	Mgmt	For	For
1.7	Elect Director Annick Guerard	Mgmt	For	For
1.8	Elect Director Karen Kinsley	Mgmt	For	For
1.9	Elect Director Lynn Loewen	Mgmt	For	For
1.10	Elect Director Rebecca McKillican	Mgmt	For	For
1.11	Elect Director Arielle Meloul-Wechsler	Mgmt	For	For
1.12	Elect Director Sarah Morgan-Silvester	Mgmt	For	For
1.13	Elect Director Robert Pare	Mgmt	For	For
1.14	Elect Director Pierre Pomerleau	Mgmt	For	For
1.15	Elect Director Irphan Rawji	Mgmt	For	For
1.16	Elect Director Macky Tall	Mgmt	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For
4.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against
4.2	SP 2: Advisory Vote on Environmental Policies	SH	Against	Against
4.3	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	SH	Against	Against
4.4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against
4.5	SP 5: Employee Language Skills Disclosure	SH	Against	Against

**NEC Corp.**

**Meeting Date:** 06/20/2025

**Country:** Japan

**Ticker:** 6701

**Meeting Type:** Annual

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

## Neste Corp.

**Meeting Date:** 03/25/2025

**Country:** Finland

**Ticker:** NESTE

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		

5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.20 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
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
12	Fix Number of Directors at Eight	Mgmt	For	For
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
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

## Neurocrine Biosciences, Inc.

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** NBIX

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kyle W. Gano	Mgmt	For	For
1.2	Elect Director Richard F. Pops	Mgmt	For	Withhold
1.3	Elect Director Shalini Sharp	Mgmt	For	Withhold
1.4	Elect Director Stephen A. Sherwin	Mgmt	For	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Newmont Corporation

Meeting Date: 04/30/2025

Country: USA

Ticker: NEM

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory H. Boyce	Mgmt	For	For
1.2	Elect Director Bruce R. Brook	Mgmt	For	For
1.3	Elect Director Maura J. Clark	Mgmt	For	For
1.4	Elect Director Harry M. (Red) Conger, IV	Mgmt	For	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	For
1.6	Elect Director Sally-Anne Layman	Mgmt	For	For
1.7	Elect Director José Manuel Madero	Mgmt	For	For

1.8	Elect Director René Médori	Mgmt	For	For
1.9	Elect Director Jane Nelson	Mgmt	For	For
1.10	Elect Director Tom Palmer	Mgmt	For	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	For
1.12	Elect Director David T. Seaton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Nexi SpA

**Meeting Date:** 04/30/2025

**Country:** Italy

**Ticker:** NEXI

**Meeting Type:** Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For
2	Approve Partial Distribution of Reserves	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
5.1	Fix Number of Directors	Mgmt	For	For
5.2	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.3.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For

5.3.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	SH	None	Against
	Shareholder Proposal Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	Mgmt		
5.4	Elect Marcello Sala as Board Chair	SH	None	For
	Management Proposal	Mgmt		
5.5	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.1.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	SH	None	Against
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Management Proposals	Mgmt		
6.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
7	Approve Long Term Incentive Plan	Mgmt	For	Against
8	Adjust Remuneration of External Auditors	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 6	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the Long Term Incentive Plan	Mgmt	For	Against

## NIBE Industrier AB

**Meeting Date:** 05/15/2025

**Country:** Sweden

**Ticker:** NIBE.B

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.30 Per Share	Mgmt	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.04 Million for Chair and SEK 520,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Hans Linnarson (Chair), James Ahrgren, Camilla Ekdahl, Eva Karlsson, Gerteric Lindquist, Anders Palsson and Eva Thunholm as Directors	Mgmt	For	Against
14	Ratify KPMG as Auditors	Mgmt	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For

18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
19	Close Meeting	Mgmt		

## Nippon Paint Holdings Co., Ltd.

**Meeting Date:** 03/27/2025

**Country:** Japan

**Ticker:** 4612

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For
2.1	Elect Director Goh Hup Jin	Mgmt	For	For
2.2	Elect Director Hara, Hisashi	Mgmt	For	For
2.3	Elect Director Andrew Larke	Mgmt	For	For
2.4	Elect Director Lim Hwee Hua	Mgmt	For	For
2.5	Elect Director Mitsuhashi, Masataka	Mgmt	For	For
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	Against
2.9	Elect Director Wee Siew Kim	Mgmt	For	Against

## NiSource Inc.

**Meeting Date:** 05/12/2025

**Country:** USA

**Ticker:** NI

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	For	For
1b	Elect Director Sondra L. Barbour	Mgmt	For	For
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For
1d	Elect Director Eric L. Butler	Mgmt	For	For
1e	Elect Director Deborah A. Henretta	Mgmt	For	For
1f	Elect Director Deborah A. P. Hersman	Mgmt	For	For
1g	Elect Director Michael E. Jesanis	Mgmt	For	For
1h	Elect Director William D. Johnson	Mgmt	For	For
1i	Elect Director Kevin T. Kabat	Mgmt	For	For
1j	Elect Director Cassandra S. Lee	Mgmt	For	For
1k	Elect Director John McAvoy	Mgmt	For	For
1l	Elect Director Lloyd M. Yates	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Nitori Holdings Co., Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 9843

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nitori, Akio	Mgmt	For	For
1.2	Elect Director Shirai, Toshiyuki	Mgmt	For	Against
1.3	Elect Director Takeda, Masanori	Mgmt	For	For
1.4	Elect Director Abiko, Hiromi	Mgmt	For	For
1.5	Elect Director Miyauchi, Yoshihiko	Mgmt	For	For
1.6	Elect Director Yoshizawa, Naoko	Mgmt	For	For
2	Elect Director and Audit Committee Member Kanetaka, Masahito	Mgmt	For	For

## Nitto Denko Corp.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 6988

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For
2.1	Elect Director Takasaki, Hideo	Mgmt	For	Against
2.2	Elect Director Miki, Yosuke	Mgmt	For	For
2.3	Elect Director Iseyama, Yasuhiro	Mgmt	For	For
2.4	Elect Director Owaki, Yasuhito	Mgmt	For	For
2.5	Elect Director Akagi, Tatsuya	Mgmt	For	For
2.6	Elect Director Furuse, Yoichiro	Mgmt	For	For
2.7	Elect Director Wong Lai Yong	Mgmt	For	For

2.8	Elect Director Sawada, Michitaka	Mgmt	For	For
2.9	Elect Director Yamada, Yasuhiro	Mgmt	For	For
2.10	Elect Director Eto, Mariko	Mgmt	For	For

## NN Group NV

**Meeting Date:** 05/15/2025

**Country:** Netherlands

**Ticker:** NN

**Meeting Type:** Annual

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

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

## Nokia Oyj

Meeting Date: 04/29/2025

Country: Finland

Ticker: NOKIA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For

11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For
14.5	Elect Pernille Erenbjerg as New Director	Mgmt	For	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	For
14.9	Reelect Thomas Saueressig as Director	Mgmt	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For
21	Close Meeting	Mgmt		

## Nomura Holdings, Inc.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 8604

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nagai, Koji	Mgmt	For	For
1.2	Elect Director Okuda, Kentaro	Mgmt	For	Against
1.3	Elect Director Nakajima, Yutaka	Mgmt	For	For
1.4	Elect Director Ogawa, Shoji	Mgmt	For	For
1.5	Elect Director Victor Chu	Mgmt	For	For
1.6	Elect Director J. Christopher Giancarlo	Mgmt	For	For
1.7	Elect Director Patricia Mosser	Mgmt	For	For
1.8	Elect Director Takahara, Takahisa	Mgmt	For	For
1.9	Elect Director Ishiguro, Miyuki	Mgmt	For	For
1.10	Elect Director Ishizuka, Masahiro	Mgmt	For	For
1.11	Elect Director Oshima, Taku	Mgmt	For	For
1.12	Elect Director Nellie Liang	Mgmt	For	For
2	Amend Articles to Change Company Name	SH	Against	Against

## Nomura Research Institute Ltd.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 4307

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For

2.1	Elect Director Konomoto, Shingo	Mgmt	For	For
2.2	Elect Director Akatsuka, Yo	Mgmt	For	For
2.3	Elect Director Yanagisawa, Kaga	Mgmt	For	Against
2.4	Elect Director Ebato, Ken	Mgmt	For	For
2.5	Elect Director Sagano, Fumihiko	Mgmt	For	For
2.6	Elect Director Yamazaki, Masaaki	Mgmt	For	For
2.7	Elect Director Ohashi, Tetsuji	Mgmt	For	For
2.8	Elect Director Kobori, Hideki	Mgmt	For	For
2.9	Elect Director Asai, Eriko	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Inada, Yoichi	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Hihara, Takeshi	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kosakai, Kenkichi	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Kawasaki, Hiroko	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Nakagawa, Takayuki	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Asai, Eriko	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members and Restricted Stock Plan	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For

## Norsk Hydro ASA

**Meeting Date:** 05/09/2025

**Country:** Norway

**Ticker:** NHY

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.25 Per Share	Mgmt	For	For
6	Approve NOK 33.5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For
8	Discuss Company's Corporate Governance Statement	Mgmt		
9	Approve Remuneration Statement	Mgmt	For	Against
10.1	Elect Kim Wahl as New Director	Mgmt	For	For
11.1	Elect Susanne Munch Thore (Chair) as Member of Nominating Committee	Mgmt	For	For
11.2	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For
11.3	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For
11.4	Elect Harald Serc-Hanssen as Member of Nominating Committee	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chair, NOK 536,000 for Vice Chair and NOK 469,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For
13	Approve Remuneration of Members of Nomination Committee	Mgmt	For	For
	Shareholder Proposal Submitted by Ivar Saetre	Mgmt		

14	Approve Proposal to Investigate the Establishment of a Small Modular Reactor to Supply Electric Power to Sunndal Verk  Shareholder Proposal Submitted by Albert Berveling	SH  Mgmt	Against	Against
15	Approve Proposal to Investigate Involvement in Nuclear Power	SH	Against	Against

## Northern Trust Corporation

Meeting Date: 04/22/2025

Country: USA

Ticker: NTRS

Meeting Type: Annual

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

Meeting Date: 03/27/2025

Country: Denmark

Ticker: NOVO.B

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For
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

	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

## Novonesis A/S

Meeting Date: 04/03/2025

Country: Denmark

Ticker: NSIS.B

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 4.2 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.7 Million for Chairman, DKK 1.13 Million for Vice Chairman and DKK 564,800 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For
7.a	Reelect Heine Dalsgaard (Vice Chair) as Director	Mgmt	For	For
8.a	Reelect Lise Kaae as Director	Mgmt	For	For
8.b	Reelect Kasim Kutay as Director	Mgmt	For	For
8.c	Reelect Kevin Lane as Director	Mgmt	For	For
8.d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For
8.e	Reelect Kim Stratton as Director	Mgmt	For	For
8.f	Elect Monila Kothari as New Director	Mgmt	For	For

9.a	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	Mgmt	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For
11	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
12	Other Business	Mgmt		

## NRG Energy, Inc.

**Meeting Date:** 05/01/2025

**Country:** USA

**Ticker:** NRG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	For
1b	Elect Director Antonio Carrillo	Mgmt	For	For
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	For
1d	Elect Director Lawrence S. Coben	Mgmt	For	For
1e	Elect Director Heather Cox	Mgmt	For	For
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	For
1g	Elect Director Marwan Fawaz	Mgmt	For	For
1h	Elect Director Kevin T. Howell	Mgmt	For	For
1i	Elect Director Alexander Pourbaix	Mgmt	For	For
1j	Elect Director Alexandra Pruner	Mgmt	For	For

1k	Elect Director Marcie C. Zlotnik	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements and Eliminate Related Obsolete References	Mgmt	For	For

## Nutrien Ltd.

Meeting Date: 05/07/2025

Country: Canada

Ticker: NTR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	Mgmt	For	For
1.2	Elect Director Maura J. Clark	Mgmt	For	For
1.3	Elect Director Russell K. Girling	Mgmt	For	For
1.4	Elect Director Michael J. Hennigan	Mgmt	For	For
1.5	Elect Director Miranda C. Hubbs	Mgmt	For	For
1.6	Elect Director Raj S. Kushwaha	Mgmt	For	For
1.7	Elect Director Julie A. Lagacy	Mgmt	For	For
1.8	Elect Director Consuelo E. Madere	Mgmt	For	For
1.9	Elect Director Keith G. Martell	Mgmt	For	For
1.10	Elect Director Aaron W. Regent	Mgmt	For	For
1.11	Elect Director Ken A. Seitz	Mgmt	For	For
1.12	Elect Director Nelson L. C. Silva	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Robert K. Burgess	Mgmt	For	For
1b	Elect Director Tench Coxé	Mgmt	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For
1j	Elect Director Ellen Ochoa	Mgmt	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against
7	Enhance Workforce Data Reporting	SH	Against	For

## NVR, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: NVR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul C. Saville	Mgmt	For	For
1b	Elect Director C. E. Andrews	Mgmt	For	For
1c	Elect Director Sallie B. Bailey	Mgmt	For	For
1d	Elect Director Alfred E. Festa	Mgmt	For	For
1e	Elect Director Alexandra A. Jung	Mgmt	For	For
1f	Elect Director Mel Martinez	Mgmt	For	For
1g	Elect Director David A. Preiser	Mgmt	For	For
1h	Elect Director W. Grady Rosier	Mgmt	For	For
1i	Elect Director Susan Williamson Ross	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## NXP Semiconductors N.V.

Meeting Date: 06/11/2025

Country: Netherlands

Ticker: NXPI

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Discharge of Board Members	Mgmt	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For
8	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Obayashi Corp.

**Meeting Date:** 06/26/2025

**Country:** Japan

**Ticker:** 1802

**Meeting Type:** Annual

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

## Old Dominion Freight Line, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: ODFL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For
1.2	Elect Director David S. Congdon	Mgmt	For	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	For
1.5	Elect Director Kevin M. Freeman	Mgmt	For	For
1.6	Elect Director Bradley R. Gabosch	Mgmt	For	For

1.7	Elect Director Greg C. Gantt	Mgmt	For	For
1.8	Elect Director John D. Kasarda	Mgmt	For	For
1.9	Elect Director Debra S. King	Mgmt	For	For
1.10	Elect Director Cheryl S. Miller	Mgmt	For	For
1.11	Elect Director Wendy T. Stallings	Mgmt	For	For
1.12	Elect Director Thomas A. Stith, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Disclose Plans to Reduce Scope 1 and 2 GHG Emissions Aligned with Paris Agreement Goals	SH	Against	For

## Omnicom Group Inc.

**Meeting Date:** 03/18/2025

**Country:** USA

**Ticker:** OMC

**Meeting Type:** Special

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

## OMRON Corp.

**Meeting Date:** 06/24/2025

**Country:** Japan

**Ticker:** 6645

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	For
3.1	Elect Director Yamada, Yoshihito	Mgmt	For	For
3.2	Elect Director Tsujinaga, Junta	Mgmt	For	Against
3.3	Elect Director Miyata, Kiichiro	Mgmt	For	For
3.4	Elect Director Tomita, Masahiko	Mgmt	For	For
3.5	Elect Director Yukumoto, Shizuto	Mgmt	For	For
3.6	Elect Director Kamigama, Takehiro	Mgmt	For	For
3.7	Elect Director Kobayashi, Izumi	Mgmt	For	For
3.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For
4.1	Appoint Statutory Auditor Iwasa, Hiroto	Mgmt	For	For
4.2	Appoint Statutory Auditor Ichige, Yumiko	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Watanabe, Toru	Mgmt	For	For
6	Approve Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## OMV AG

Meeting Date: 05/27/2025

Country: Austria

Ticker: OMV

Meeting Type: Annual

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

## ONEOK, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: OKE

Meeting Type: Annual

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

## O'Reilly Automotive, Inc.

**Meeting Date:** 05/15/2025

**Country:** USA

**Ticker:** ORLY

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Greg Henslee	Mgmt	For	For

1b	Elect Director David O'Reilly	Mgmt	For	For
1c	Elect Director Thomas T. Hendrickson	Mgmt	For	For
1d	Elect Director Kimberly A. deBeers	Mgmt	For	For
1e	Elect Director Gregory D. Johnson	Mgmt	For	For
1f	Elect Director John R. Murphy	Mgmt	For	For
1g	Elect Director Dana M. Perlman	Mgmt	For	For
1h	Elect Director Maria A. Sastre	Mgmt	For	For
1i	Elect Director Fred Whitfield	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Increase Authorized Common Stock	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Clawback Policy	SH	Against	Against

## Oriental Land Co., Ltd.

**Meeting Date:** 06/27/2025

**Country:** Japan

**Ticker:** 4661

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Allocation of Income, with a Final Dividend of JPY 7	Mgmt	For	For
2.1	Elect Director Kagami, Toshio	Mgmt	For	For
2.2	Elect Director Takano, Yumiko	Mgmt	For	For
2.3	Elect Director Takahashi, Wataru	Mgmt	For	Against
2.4	Elect Director Kaneki, Yuichi	Mgmt	For	For
2.5	Elect Director Hanada, Tsutomu	Mgmt	For	For
2.6	Elect Director Mogi, Yuzaburo	Mgmt	For	For

2.7	Elect Director Tajiri, Kunio	Mgmt	For	For
2.8	Elect Director Kikuchi, Misao	Mgmt	For	For
2.9	Elect Director Watanabe, Koichiro	Mgmt	For	For

## Orion Oyj

Meeting Date: 04/03/2025

Country: Finland

Ticker: ORNBV

Meeting Type: Annual

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

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

## ORIX Corp.

**Meeting Date:** 06/25/2025

**Country:** Japan

**Ticker:** 8591

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Inoue, Makoto	Mgmt	For	For
1.2	Elect Director Takahashi, Hidetake	Mgmt	For	For
1.3	Elect Director Matsuzaki, Satoru	Mgmt	For	For
1.4	Elect Director Stan Koyanagi	Mgmt	For	For
1.5	Elect Director Mikami, Yasuaki	Mgmt	For	For
1.6	Elect Director Watanabe, Hiroshi	Mgmt	For	For
1.7	Elect Director Sekine, Aiko	Mgmt	For	For
1.8	Elect Director Hodo, Chikatomo	Mgmt	For	For
1.9	Elect Director Yanagawa, Noriyuki	Mgmt	For	For
1.10	Elect Director Yunoki, Mami	Mgmt	For	For
1.11	Elect Director Seki, Miwa	Mgmt	For	For

Meeting Date: 04/24/2025

Country: Norway

Ticker: ORK

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share	Mgmt	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt		
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For
6.7	Reelect Bengt Rem as Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chair	Mgmt	For	For
8	Reelect Nils-Henrik Pettersson as Member of Nominating Committee	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of NOK 1.17 Million for Chair and NOK 760,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For

## Orsted A/S

Meeting Date: 04/03/2025

Country: Denmark

Ticker: ORSTED

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
6	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
7.2	Elect Lene Skole (Chair) as Director	Mgmt	For	For
7.3	Elect Andrew Brown (Vice Chair) as Director	Mgmt	For	For
7.4A	Reelect Julia King as Director	Mgmt	For	For
7.4B	Reelect Annica Bresky as Director	Mgmt	For	For
7.4C	Elect Judith Hartmann as New Director	Mgmt	For	For
7.4D	Elect Julian David Waldron as New Director	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Deputy Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For

## Osaka Gas Co., Ltd.

**Meeting Date:** 06/24/2025

**Country:** Japan

**Ticker:** 9532

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Honjo, Takehiro	Mgmt	For	For
1.2	Elect Director Fujiwara, Masataka	Mgmt	For	Against
1.3	Elect Director Tasaka, Takayuki	Mgmt	For	For
1.4	Elect Director Takemori, Keiji	Mgmt	For	For
1.5	Elect Director Sakanashi, Ko	Mgmt	For	For
1.6	Elect Director Imai, Toshiyuki	Mgmt	For	For
1.7	Elect Director Murao, Kazutoshi	Mgmt	For	For
1.8	Elect Director Kijima, Tatsuo	Mgmt	For	For
1.9	Elect Director Sato, Yumiko	Mgmt	For	For
1.10	Elect Director Niizeki, Mikiyo	Mgmt	For	For

## Owens Corning

**Meeting Date:** 04/15/2025

**Country:** USA

**Ticker:** OC

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	For	For

1b	Elect Director Michelle T. Collins	Mgmt	For	For
1c	Elect Director Eduardo E. Cordeiro	Mgmt	For	For
1d	Elect Director Adrienne D. Elsner	Mgmt	For	For
1e	Elect Director Alfred E. Festa	Mgmt	For	For
1f	Elect Director Edward F. Lonergan	Mgmt	For	For
1g	Elect Director Maryann T. Mannen	Mgmt	For	For
1h	Elect Director Paul E. Martin	Mgmt	For	For
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For
1j	Elect Director John D. Williams	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Panasonic Holdings Corp.

**Meeting Date:** 06/23/2025

**Country:** Japan

**Ticker:** 6752

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Amend Articles to Amend Provisions on Number of Directors - Amend Provisions on Number of Statutory Auditors	Mgmt	For	For
2.1	Elect Director Kusumi, Yuki	Mgmt	For	For
2.2	Elect Director Homma, Tetsuro	Mgmt	For	For
2.3	Elect Director Shotoku, Ayako	Mgmt	For	For
2.4	Elect Director Matsui, Shinobu	Mgmt	For	For
2.5	Elect Director Nishiyama, Keita	Mgmt	For	For
2.6	Elect Director Sawada, Michitaka	Mgmt	For	For
2.7	Elect Director Shigetomi, Ryusuke	Mgmt	For	For

2.8	Elect Director Tamaoki, Hajime	Mgmt	For	For
2.9	Elect Director Sumida, Kazuyo	Mgmt	For	For
2.10	Elect Director Waniko, Akira	Mgmt	For	For
2.11	Elect Director Matsuo, Yutaka	Mgmt	For	For
2.12	Elect Director Nakamura, Kuniharu	Mgmt	For	For
2.13	Elect Director Seto, Junko	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For

## Pandora AS

**Meeting Date:** 03/12/2025

**Country:** Denmark

**Ticker:** PNDORA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For

7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	Mgmt	For	For
9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## PayPal Holdings, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: PYPL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joy Chik	Mgmt	For	For
1b	Elect Director Alex Chriss	Mgmt	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For
1d	Elect Director Carmine Di Sibio	Mgmt	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For

1j	Elect Director Ann M. Sarnoff	Mgmt	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Discrimination in Charitable Contributions	SH	Against	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For

## Pembina Pipeline Corporation

**Meeting Date:** 05/09/2025

**Country:** Canada

**Ticker:** PPL

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	For
1.2	Elect Director J. Scott Burrows	Mgmt	For	For
1.3	Elect Director Cynthia Carroll	Mgmt	For	For
1.4	Elect Director Alister Cowan	Mgmt	For	For
1.5	Elect Director Ana Dutra	Mgmt	For	For
1.6	Elect Director Maureen E. Howe	Mgmt	For	For
1.7	Elect Director David M.B. LeGresley	Mgmt	For	For
1.8	Elect Director Andy J. Mah	Mgmt	For	For
1.9	Elect Director Leslie A. O'Donoghue	Mgmt	For	For
1.10	Elect Director Bruce D. Rubin	Mgmt	For	For
1.11	Elect Director Henry W. Sykes	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

3	Re-approve Shareholder Rights Plan	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Pentair plc

**Meeting Date:** 05/06/2025

**Country:** Ireland

**Ticker:** PNR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For
1c	Elect Director Tracey C. Doi	Mgmt	For	For
1d	Elect Director T. Michael Glenn	Mgmt	For	For
1e	Elect Director Theodore L. Harris	Mgmt	For	For
1f	Elect Director David A. Jones	Mgmt	For	For
1g	Elect Director Gregory E. Knight	Mgmt	For	For
1h	Elect Director Michael T. Speetzen	Mgmt	For	For
1i	Elect Director John L. Stauch	Mgmt	For	For
1j	Elect Director Billie I. Williamson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

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

6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For
7	Report on Plastic Packaging	SH	Against	Against

## Phillips 66

Meeting Date: 05/21/2025

Country: USA

Ticker: PSX

Meeting Type: Proxy Contest

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

	Dissident Universal Proxy (Gold Proxy Card)	Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt		
	ELLIOTT NOMINEES	Mgmt		
1a	Elect Dissident Nominee Director Brian S. Coffman	SH	For	For
1b	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	For	For
1c	Elect Dissident Nominee Director Michael A. Heim	SH	For	For
1d	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	For	For
	COMPANY NOMINEES OPPOSED BY ELLIOTT	Mgmt		
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	Withhold	Withhold
1b	Elect Management Nominee Director John E. Lowe	Mgmt	Withhold	Withhold
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	Withhold	Withhold
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Withhold	Withhold
2	Declassify the Board of Directors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year
5	Ratify Ernst & Young LLP as Auditors	Mgmt	None	For
6	Adopt Policy Requiring Annual Director Resignations	SH	For	Against

## Phoenix Group Holdings Plc

**Meeting Date:** 05/13/2025

**Country:** United Kingdom

**Ticker:** PHNX

**Meeting Type:** Annual

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

2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Andy Briggs as Director	Mgmt	For	For
5	Re-elect Eleanor Bucks as Director	Mgmt	For	For
6	Elect Sherry Coutu as Director	Mgmt	For	For
7	Re-elect Karen Green as Director	Mgmt	For	For
8	Re-elect Mark Gregory as Director	Mgmt	For	For
9	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For
10	Re-elect Sir Nicholas Lyons as Director	Mgmt	For	For
11	Re-elect Katie Murray as Director	Mgmt	For	For
12	Elect Nicolaos Nicandrou as Director	Mgmt	For	For
13	Re-elect Belinda Richards as Director	Mgmt	For	For
14	Re-elect David Scott as Director	Mgmt	For	For
15	Re-elect Maggie Semple as Director	Mgmt	For	For
16	Re-elect Nicholas Shott as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
25	Adopt New Articles of Association	Mgmt	For	For

## Pool Corporation

Meeting Date: 04/30/2025

Country: USA

Ticker: POOL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For
1b	Elect Director Martha S. Gervasi	Mgmt	For	For
1c	Elect Director James D. Hope	Mgmt	For	For
1d	Elect Director Kevin M. Murphy	Mgmt	For	For
1e	Elect Director Debra S. Oler	Mgmt	For	For
1f	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For
1g	Elect Director Carlos A. Sabater	Mgmt	For	For
1h	Elect Director John E. Stokely	Mgmt	For	For
1i	Elect Director David G. Whalen	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Poste Italiane SpA

Meeting Date: 05/30/2025

Country: Italy

Ticker: PST

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		

1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
4	Approve Internal Auditors' Remuneration	SH	None	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
5	Elect Alessandro Marchesini as Director	SH	For	For
	Management Proposals	Mgmt		
6	Approve Remuneration Policy	Mgmt	For	For
7	Approve Second Section of the Remuneration Report	Mgmt	For	For
8	Approve Equity-Based Incentive Plans	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity-Based Incentive Plans	Mgmt	For	For

## PPG Industries, Inc.

**Meeting Date:** 04/17/2025

**Country:** USA

**Ticker:** PPG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathy L. Fortmann	Mgmt	For	For
1b	Elect Director Melanie L. Healey	Mgmt	For	For

1c	Elect Director Gary R. Heminger	Mgmt	For	For
1d	Elect Director Timothy M. Knavish	Mgmt	For	For
1e	Elect Director Michael W. Lamach	Mgmt	For	For
1f	Elect Director Kathleen A. Ligocki	Mgmt	For	For
1g	Elect Director Michael T. Nally	Mgmt	For	For
1h	Elect Director Guillermo Novo	Mgmt	For	For
1i	Elect Director Christopher N. Roberts, III	Mgmt	For	For
1j	Elect Director Catherine R. Smith	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

## Principal Financial Group, Inc.

Meeting Date: 05/20/2025

Country: USA

Ticker: PFG

Meeting Type: Annual

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

## Prologis, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: PLD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For
1c	Elect Director James B. Connor	Mgmt	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	For
1f	Elect Director Daniel S. Letter	Mgmt	For	For
1g	Elect Director Irving F. Lyons, III	Mgmt	For	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For
1j	Elect Director David P. O'Connor	Mgmt	For	For
1k	Elect Director Olivier Piani	Mgmt	For	For
1l	Elect Director Sarah A. Slusser	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Prudential Financial, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: PRU

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For
1.2	Elect Director Carmine Di Sibio	Mgmt	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For
1.6	Elect Director Sandra Pianalto	Mgmt	For	For
1.7	Elect Director Christine A. Poon	Mgmt	For	For
1.8	Elect Director Andrew F. Sullivan	Mgmt	For	For
1.9	Elect Director Michael A. Todman	Mgmt	For	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Require Independent Board Chair	SH	Against	For

## Prudential Plc

**Meeting Date:** 05/14/2025

**Country:** United Kingdom

**Ticker:** PRU

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Re-elect Shriti Vadera as Director	Mgmt	For	For

4	Re-elect Anil Wadhvani as Director	Mgmt	For	For
5	Re-elect Jeremy Anderson as Director	Mgmt	For	For
6	Re-elect Arijit Basu as Director	Mgmt	For	For
7	Re-elect Chua Sock Koong as Director	Mgmt	For	For
8	Re-elect Ming Lu as Director	Mgmt	For	For
9	Re-elect George Sartorel as Director	Mgmt	For	For
10	Re-elect Mark Saunders as Director	Mgmt	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## PTC Inc.

**Meeting Date:** 02/12/2025

**Country:** USA

**Ticker:** PTC

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For
1.2	Elect Director Mark Benjamin	Mgmt	For	For
1.3	Elect Director Robert Bernshteyn	Mgmt	For	For
1.4	Elect Director Janice Chaffin	Mgmt	For	For
1.5	Elect Director Amar Hanspal	Mgmt	For	For
1.6	Elect Director Michal Katz	Mgmt	For	For
1.7	Elect Director Paul Lacy	Mgmt	For	For
1.8	Elect Director Corinna Lathan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Publicis Groupe SA

**Meeting Date:** 05/27/2025

**Country:** France

**Ticker:** PUB

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For

4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For
7	Appoint KPMG S.A as Auditor for Sustainability Reporting	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	Mgmt	For	For
10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	Mgmt	For	For
11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	Mgmt	For	For
12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	Mgmt	For	For
13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	Mgmt	For	For
14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	Mgmt	For	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes	Mgmt	For	For

	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## PulteGroup, Inc.

**Meeting Date:** 04/30/2025

**Country:** USA

**Ticker:** PHM

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Kristen Actis-Grande	Mgmt	For	For
1b	Elect Director Brian P. Anderson	Mgmt	For	For
1c	Elect Director Bryce Blair	Mgmt	For	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	For
1e	Elect Director Cheryl W. Grisé	Mgmt	For	For
1f	Elect Director André J. Hawaux	Mgmt	For	For
1g	Elect Director Ryan R. Marshall	Mgmt	For	For
1h	Elect Director John R. Peshkin	Mgmt	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For
1j	Elect Director Lila Snyder	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	Against
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against

## PUMA SE

Meeting Date: 05/21/2025

Country: Germany

Ticker: PUM

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.61 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Do Not Vote
8	Approve Creation of EUR 30 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
9	Approve Draft of Hive-Down and Takeover Agreement between PUMA SE and PUMA Europe GmbH	Mgmt	For	Do Not Vote

## QBE Insurance Group Limited

Meeting Date: 05/09/2025

Country: Australia

Ticker: QBE

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2025 to Andrew Horton	Mgmt	For	For
4a	Elect Yasmin Allen as Director	Mgmt	For	For
4b	Elect Neil Maidment as Director	Mgmt	For	For
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For
6	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For

## QIAGEN NV

Meeting Date: 06/26/2025

Country: Netherlands

Ticker: QGEN

Meeting Type: Annual

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

9.	Approve Discharge of Supervisory Board	Mgmt	For	For
10.a.	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For
10.b.	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For
10.c.	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For
10.d.	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For
10.e.	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For
10.f.	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For
10.g.	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For
10.h.	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For
11.a.	Reelect Thierry Bernard to Management Board	Mgmt	For	For
11.b.	Reelect Roland Sackers to Management Board	Mgmt	For	For
12	Approve Remuneration Policy	Mgmt	For	For
13.a.	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For
13.b.	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
14.	Authorize Repurchase of Shares	Mgmt	For	For
15.	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For
16.	Approve Cancellation of Shares	Mgmt	For	For
17.	Allow Questions	Mgmt		
18.	Close Meeting	Mgmt		

## Quanta Services, Inc.

**Meeting Date:** 05/22/2025

**Country:** USA

**Ticker:** PWR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For
1.2	Elect Director Warner L. Baxter	Mgmt	For	For
1.3	Elect Director Doyle N. Beneby	Mgmt	For	For
1.4	Elect Director Bernard Fried	Mgmt	For	For
1.5	Elect Director Worthing F. Jackman	Mgmt	For	For
1.6	Elect Director Holli C. Ladhani	Mgmt	For	For
1.7	Elect Director Jo-ann M. dePass Olsovsky	Mgmt	For	For
1.8	Elect Director R. Scott Rowe	Mgmt	For	For
1.9	Elect Director Raul J. Valentin	Mgmt	For	For
1.10	Elect Director Martha B. Wyrsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

## Rakuten Group, Inc.

Meeting Date: 03/28/2025

Country: Japan

Ticker: 4755

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against

2.2	Elect Director Hyakuno, Kentaro	Mgmt	For	For
2.3	Elect Director Hirose, Kenji	Mgmt	For	For
2.4	Elect Director Ando, Takaharu	Mgmt	For	For
2.5	Elect Director Sarah J. M. Whitley	Mgmt	For	For
2.6	Elect Director Tsedal Neeley	Mgmt	For	For
2.7	Elect Director Charles B. Baxter	Mgmt	For	For
2.8	Elect Director Habuka, Shigeki	Mgmt	For	For
2.9	Elect Director Mitachi, Takashi	Mgmt	For	For
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against

## Raymond James Financial, Inc.

Meeting Date: 02/20/2025

Country: USA

Ticker: RJF

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For
1b	Elect Director Jeffrey N. Edwards	Mgmt	For	For
1c	Elect Director Benjamin C. Esty	Mgmt	For	For
1d	Elect Director Art A. Garcia	Mgmt	For	For
1e	Elect Director Anne Gates	Mgmt	For	For
1f	Elect Director Gordon L. Johnson	Mgmt	For	For
1g	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For
1h	Elect Director Roderick C. McGeary	Mgmt	For	For
1i	Elect Director Cecily M. Mistarz	Mgmt	For	For
1j	Elect Director Paul C. Reilly	Mgmt	For	For
1k	Elect Director Raj Seshadri	Mgmt	For	For

1l	Elect Director Paul M. Shoukry	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## RB Global, Inc.

**Meeting Date:** 05/05/2025

**Country:** Canada

**Ticker:** RBA

**Meeting Type:** Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Robert George Elton	Mgmt	For	For
1b	Elect Director Jim Kessler	Mgmt	For	For
1c	Elect Director Brian Bales	Mgmt	For	For
1d	Elect Director Adam DeWitt	Mgmt	For	For
1e	Elect Director Gregory B. Morrison	Mgmt	For	For
1f	Elect Director Timothy O'Day	Mgmt	For	For
1g	Elect Director Sarah Raiss	Mgmt	For	For
1h	Elect Director Michael Sieger	Mgmt	For	For
1i	Elect Director Debbie Stein	Mgmt	For	For
1j	Elect Director Carol M. Stephenson	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Shareholder Rights Plan	Mgmt	For	For

# Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: RKT

Meeting Type: Annual

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

21	Approve Sharesave Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Recruit Holdings Co., Ltd.

**Meeting Date:** 06/26/2025

**Country:** Japan

**Ticker:** 6098

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For	Against
1.3	Elect Director Senaha, Ayano	Mgmt	For	For
1.4	Elect Director Rony Kahan	Mgmt	For	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For	For
1.6	Elect Director Kodera, Tsuyoshi	Mgmt	For	For
1.7	Elect Director Honda, Keiko	Mgmt	For	For
1.8	Elect Director Katrina Lake	Mgmt	For	For
2	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For	For

## Regions Financial Corporation

**Meeting Date:** 04/16/2025

**Country:** USA

**Ticker:** RF

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For
1d	Elect Director J. Thomas Hill	Mgmt	For	For
1e	Elect Director Roger W. Jenkins	Mgmt	For	For
1f	Elect Director Joia M. Johnson	Mgmt	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For
1h	Elect Director James T. Prokopanko	Mgmt	For	For
1i	Elect Director Alison S. Rand	Mgmt	For	For
1j	Elect Director William C. Rhodes, III	Mgmt	For	For
1k	Elect Director Lee J. Styslinger, III	Mgmt	For	For
1l	Elect Director Jose S. Suquet	Mgmt	For	For
1m	Elect Director John M. Turner, Jr.	Mgmt	For	For
1n	Elect Director Timothy Vines	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Adopt Simple Majority Vote	SH	None	For

## RELX Plc

Meeting Date: 04/24/2025

Country: United Kingdom

Ticker: REL

Meeting Type: Annual

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Andy Halford as Director	Mgmt	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For
11	Re-elect June Felix as Director	Mgmt	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For
13	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
14	Re-elect Bianca Tetteroo as Director	Mgmt	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Renesas Electronics Corp.

Meeting Date: 03/26/2025

Country: Japan

Ticker: 6723

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For
2.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For
2.2	Elect Director Iwasaki, Jiro	Mgmt	For	For
2.3	Elect Director Selena Loh Lacroix	Mgmt	For	For
2.4	Elect Director Yamamoto, Noboru	Mgmt	For	For
2.5	Elect Director Hirano, Takuya	Mgmt	For	For
2.6	Elect Director Mizuno, Tomoko	Mgmt	For	For

## Rentokil Initial Plc

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: RTO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Richard Solomons as Director	Mgmt	For	For
5	Re-elect Andy Ransom as Director	Mgmt	For	For
6	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For

7	Elect Brian Baldwin as Director	Mgmt	For	For
8	Re-elect David Frear as Director	Mgmt	For	For
9	Re-elect Sally Johnson as Director	Mgmt	For	For
10	Re-elect Sarosh Mistry as Director	Mgmt	For	For
11	Re-elect John Pettigrew as Director	Mgmt	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Repsol SA

**Meeting Date:** 05/29/2025

**Country:** Spain

**Ticker:** REP

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For

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

## Rexel SA

**Meeting Date:** 04/29/2025

**Country:** France

**Ticker:** RXL

**Meeting Type:** Annual/Special

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

2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Agnès Touraine, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Guillaume Texier, CEO	Mgmt	For	For
11	Reelect Marcus Alexanderson as Director	Mgmt	For	For
12	Reelect Guillaume Texier as Director	Mgmt	For	For
13	Reelect Agnès Touraine as Director	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For

21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	Mgmt	For	For
23	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
24	Amend Article 17 of Bylaws Re: Board Deliberation	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Ricoh Co., Ltd.

Meeting Date: 06/24/2025

Country: Japan

Ticker: 7752

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For
2.1	Elect Director Yamashita, Yoshinori	Mgmt	For	For
2.2	Elect Director Oyama, Akira	Mgmt	For	Against
2.3	Elect Director Kawaguchi, Takashi	Mgmt	For	For
2.4	Elect Director Yoko, Keisuke	Mgmt	For	For
2.5	Elect Director Tani, Sadafumi	Mgmt	For	For
2.6	Elect Director Ishimura, Kazuhiko	Mgmt	For	For
2.7	Elect Director Ishiguro, Shigenao	Mgmt	For	For
2.8	Elect Director Takeda, Yoko	Mgmt	For	For
3.1	Appoint Statutory Auditor Sato, Shinji	Mgmt	For	For
3.2	Appoint Statutory Auditor Ota, Yo	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For

## Rivian Automotive, Inc.

**Meeting Date:** 06/18/2025

**Country:** USA

**Ticker:** RIVN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert J. Scaringe	Mgmt	For	For
1b	Elect Director Peter Krawiec	Mgmt	For	Withhold
1c	Elect Director Sanford Schwartz	Mgmt	For	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Issuance of Shares for a Private Placement	Mgmt	For	For
5	Increase Authorized Class A Common Stock	Mgmt	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
7	Amend Certificate of Incorporation to Clarify Voting Standard to Amend Authorized Shares of Common Stock and Preferred Stock	Mgmt	For	For
8	Adjourn Meeting	Mgmt	For	For

## Rockwell Automation, Inc.

**Meeting Date:** 02/04/2025

**Country:** USA

**Ticker:** ROK

**Meeting Type:** Annual

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

## ROCKWOOL A/S

Meeting Date: 04/02/2025

Country: Denmark

Ticker: ROCK.B

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Receive Annual Report and Auditor's Report	Mgmt		
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
5	Approve Remuneration of Directors for 2025/2026	Mgmt	For	For
6	Approve Allocation of Income and Dividends of DKK 63 Per Share	Mgmt	For	For
7.1	Reelect Ilse Irene Henne as Director	Mgmt	For	For
7.2	Reelect Rebekka Glasser Herlofsen as Director	Mgmt	For	For
7.3	Reelect Carsten Kahler as Director	Mgmt	For	For

7.4	Reelect Thomas Kahler (Chair) as Director	Mgmt	For	Abstain
7.5	Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	Mgmt	For	For
7.6	Elect Claes Westerlind as New Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
9.a	Authorize Share Repurchase Program	Mgmt	For	For
9.b	Approve 1:10 Stock Split	Mgmt	For	For
9.c	Approve Reduction in Share Capital via Share Cancellation	Mgmt	For	For
9.d	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	Mgmt	For	For
10	Other Business	Mgmt		

## Royal Caribbean Cruises Ltd.

**Meeting Date:** 05/28/2025

**Country:** Liberia

**Ticker:** RCL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For
1d	Elect Director Michael O. Leavitt	Mgmt	For	For
1e	Elect Director Jason T. Liberty	Mgmt	For	For
1f	Elect Director Amy McPherson	Mgmt	For	For
1g	Elect Director Maritza G. Montiel	Mgmt	For	For
1h	Elect Director Ann S. Moore	Mgmt	For	For
1i	Elect Director Eyal M. Ofer	Mgmt	For	For
1j	Elect Director Vagn O. Sørensen	Mgmt	For	For

1k	Elect Director Donald Thompson	Mgmt	For	For
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For
1m	Elect Director Rebecca Yeung	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Royal KPN NV

**Meeting Date:** 04/16/2025

**Country:** Netherlands

**Ticker:** KPN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Report of Management Board (Non-Voting)	Mgmt		
3	Adopt Financial Statements	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
6	Approve Dividends	Mgmt	For	For
7	Approve Discharge of Management Board	Mgmt	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Amend Articles Re: Board Related	Mgmt	For	For
10	Opportunity to Make Recommendations	Mgmt		
11	Reelect G.J.A. van de Aast to Supervisory Board	Mgmt	For	For
12	Reelect J.C.M. Sap to Supervisory Board	Mgmt	For	For
13	Announce Vacancies on the Supervisory Board	Mgmt		

14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
15	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
18	Other Business (Non-Voting)	Mgmt		
19	Close Meeting	Mgmt		

## Sampo Oyj

Meeting Date: 04/23/2025

Country: Finland

Ticker: SAMPO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Finnish Shares	Mgmt		
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.34 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For

11	Approve Remuneration of Directors in the Amount of EUR 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	Mgmt	For	Against
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Close Meeting	Mgmt		

## Sandvik Aktiebolag

Meeting Date: 04/29/2025

Country: Sweden

Ticker: SAND

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	Elect Patrik Marcellius as Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For

10.1	Approve Discharge of Johan Molin	Mgmt	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For
10.6	Approve Discharge of Susanna Schneeberger	Mgmt	For	For
10.7	Approve Discharge of Helena Stjernholm	Mgmt	For	For
10.8	Approve Discharge of Stefan Widing	Mgmt	For	For
10.9	Approve Discharge of Kai Warn	Mgmt	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For
10.12	Approve Discharge of Thomas Lilja	Mgmt	For	For
10.13	Approve Discharge of Erik Knebel	Mgmt	For	For
10.14	Approve Discharge of Carl-Ake Jansson	Mgmt	For	For
10.15	Approve Discharge of Jessica Smedjegard	Mgmt	For	For
10.16	Approve Discharge of CEO Stefan Widing	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.75 Per Share	Mgmt	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For
14.1	Reelect Claes Boustedt as Director	Mgmt	For	For
14.2	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.3	Reelect Johan Molin as Director	Mgmt	For	For
14.4	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For

14.6	Reelect Helena Stjernholm as Director	Mgmt	For	Against
14.7	Reelect Stefan Widing as Director	Mgmt	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For
15.1	Reelect Johan Molin as Board Chair	Mgmt	For	For
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	Against
19	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposals Submitted by Kent Eklund	Mgmt		
20	Approve Contribution to the Cost of Saving Edske Masung	SH	Against	Against
21	Close Meeting	Mgmt		

## SBA Communications Corporation

**Meeting Date:** 05/23/2025

**Country:** USA

**Ticker:** SBAC

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin L. Beebe	Mgmt	For	Against
1.2	Elect Director Jack Langer	Mgmt	For	Against
1.3	Elect Director Jeffrey A. Stoops	Mgmt	For	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Schlumberger N.V.

Meeting Date: 04/02/2025

Country: Curacao

Ticker: SLB

Meeting Type: Annual

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

## Schneider Electric SE

Meeting Date: 05/07/2025

Country: France

Ticker: SU

Meeting Type: Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	Mgmt	For	Against
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Mgmt	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Mgmt	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	Against
13	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
B	Elect François Durif as Representative of Employee Shareholders to the Board	Mgmt	Against	Against

C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Mgmt	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For
21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	Mgmt	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Schroders Plc

**Meeting Date:** 05/01/2025

**Country:** United Kingdom

**Ticker:** SDR

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Meagen Burnett as Director	Mgmt	For	For
5	Elect Johanna Kyrklund as Director	Mgmt	For	For
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
7	Re-elect Richard Oldfield as Director	Mgmt	For	For
8	Re-elect Ian King as Director	Mgmt	For	For
9	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For
10	Re-elect Iain Mackay as Director	Mgmt	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For
12	Re-elect Frederic Wakeman as Director	Mgmt	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For

16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Scout24 SE

**Meeting Date:** 06/05/2025

**Country:** Germany

**Ticker:** G24

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.32 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	Do Not Vote
5b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Elect Lutz Finger to the Supervisory Board	Mgmt	For	Do Not Vote
8	Approve Remuneration Policy	Mgmt	For	Do Not Vote
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
10a	Approve Creation of EUR 15 Million Pool of Authorized Capital 2025/1 with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote

10b	Approve Creation of EUR 7.5 Million Pool of Authorized Capital 2025/2 with Preemptive Rights	Mgmt	For	Do Not Vote
11	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote

## SECOM Co., Ltd.

**Meeting Date:** 06/26/2025

**Country:** Japan

**Ticker:** 9735

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For
2.1	Elect Director Yoshida, Yasuyuki	Mgmt	For	Against
2.2	Elect Director Fuse, Tatsuro	Mgmt	For	For
2.3	Elect Director Yamanaka, Yoshinori	Mgmt	For	For
2.4	Elect Director Nagao, Seiya	Mgmt	For	For
2.5	Elect Director Nakada, Takashi	Mgmt	For	For
2.6	Elect Director Inaba, Makoto	Mgmt	For	For
2.7	Elect Director Watanabe, Hajime	Mgmt	For	For
2.8	Elect Director Hara, Miri	Mgmt	For	For
2.9	Elect Director Matsuzaki, Kosuke	Mgmt	For	For
2.10	Elect Director Suzuki, Yukari	Mgmt	For	For
3	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	SH	Against	Against

## SEGRO PLC

**Meeting Date:** 04/30/2025

**Country:** United Kingdom

**Ticker:** SGRO

**Meeting Type:** Annual

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Re-elect Andy Harrison as Director	Mgmt	For	For
6	Re-elect Mary Barnard as Director	Mgmt	For	For
7	Re-elect Sue Clayton as Director	Mgmt	For	For
8	Re-elect Soumen Das as Director	Mgmt	For	For
9	Re-elect Carol Fairweather as Director	Mgmt	For	For
10	Re-elect Simon Fraser as Director	Mgmt	For	For
11	Re-elect David Sleath as Director	Mgmt	For	For
12	Re-elect Linda Yueh as Director	Mgmt	For	For
13	Elect Marcus Sperber as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Amend Long Term Incentive Plan	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

22 Authorise the Company to Call General Meeting with  
Two Weeks' Notice

Mgmt

For

For

## Seiko Epson Corp.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 6724

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For
2.1	Elect Director Ogawa, Yasunori	Mgmt	For	For
2.2	Elect Director Yoshida, Junkichi	Mgmt	For	Abstain
2.3	Elect Director Yoshino, Yasunori	Mgmt	For	For
2.4	Elect Director Fukaishi, Akihiro	Mgmt	For	For
2.5	Elect Director Shimamoto, Tadashi	Mgmt	For	For
2.6	Elect Director Yamauchi, Masaki	Mgmt	For	For
2.7	Elect Director Miyake, Kahori	Mgmt	For	For
3	Approve Annual Bonus	Mgmt	For	For

## Sekisui Chemical Co., Ltd.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 4204

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For
2.1	Elect Director Koge, Teiji	Mgmt	For	For

2.2	Elect Director Kato, Keita	Mgmt	For	Against
2.3	Elect Director Shimizu, Ikusuke	Mgmt	For	For
2.4	Elect Director Hirai, Yoshiyuki	Mgmt	For	For
2.5	Elect Director Yoshida, Masahide	Mgmt	For	For
2.6	Elect Director Asano, Akira	Mgmt	For	For
2.7	Elect Director Murakami, Kazuya	Mgmt	For	For
2.8	Elect Director Oeda, Hiroshi	Mgmt	For	For
2.9	Elect Director Nozaki, Haruko	Mgmt	For	For
2.10	Elect Director Koezuka, Miharuru	Mgmt	For	For
2.11	Elect Director Miyai, Machiko	Mgmt	For	For
2.12	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For
3	Appoint Statutory Auditor Sakai, Michio	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Sekisui House, Ltd.

Meeting Date: 04/23/2025

Country: Japan

Ticker: 1928

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 71	Mgmt	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	Against
2.2	Elect Director Tanaka, Satoshi	Mgmt	For	For
2.3	Elect Director Ishii, Toru	Mgmt	For	For
2.4	Elect Director Shinozaki, Hiroshi	Mgmt	For	For
2.5	Elect Director Omura, Yasushi	Mgmt	For	For
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For

2.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For
2.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For
2.9	Elect Director Abe, Shinichi	Mgmt	For	For
2.10	Elect Director Kuroda, Yukiko	Mgmt	For	For
3.1	Appoint Statutory Auditor Minagawa, Osamu	Mgmt	For	For
3.2	Appoint Statutory Auditor Tamai, Yuko	Mgmt	For	For

## Sembcorp Industries Ltd.

**Meeting Date:** 04/25/2025

**Country:** Singapore

**Ticker:** U96

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Tow Heng Tan as Director	Mgmt	For	For
4	Elect Yap Chee Keong as Director	Mgmt	For	For
5	Elect Manu Bhaskaran as Director	Mgmt	For	For
6	Elect Uwe Krueger as Director	Mgmt	For	For
7	Approve Directors' Fees	Mgmt	For	For
8	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
10	Authorize Directors to Grant of Awards and Issuance of Shares Under the Sembcorp Industries Share Plans	Mgmt	For	For
11	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For

## Sempra

Meeting Date: 05/13/2025

Country: USA

Ticker: SRE

Meeting Type: Annual

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

## ServiceNow, Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: NOW

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	For
1b	Elect Director Teresa Briggs	Mgmt	For	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	For
1g	Elect Director William R. McDermott	Mgmt	For	For
1h	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For
1i	Elect Director Anita M. Sands	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	For
6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	SH	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against

## Seven & i Holdings Co., Ltd.

Meeting Date: 05/27/2025

Country: Japan

Ticker: 3382

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2	Approve Accounting Transfers	Mgmt	For	For
3	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For
4.1	Elect Director Ito, Junro	Mgmt	For	For
4.2	Elect Director Stephen Hayes Dacus	Mgmt	For	Against
4.3	Elect Director Kimura, Shigeki	Mgmt	For	For
4.4	Elect Director Maruyama, Yoshimichi	Mgmt	For	For
4.5	Elect Director Wakita, Tamaki	Mgmt	For	For
4.6	Elect Director Hachiuma, Fuminao	Mgmt	For	For
4.7	Elect Director Izawa, Yoshiyuki	Mgmt	For	For
4.8	Elect Director Yamada, Meyumi	Mgmt	For	For
4.9	Elect Director Paul Yonamine	Mgmt	For	For
4.10	Elect Director Sawada, Takashi	Mgmt	For	For
4.11	Elect Director Akita, Masaki	Mgmt	For	For
4.12	Elect Director Terazawa, Tatsuya	Mgmt	For	For
4.13	Elect Director Christine Edman	Mgmt	For	For
5	Appoint Statutory Auditor Ishii, Shinya	Mgmt	For	For
6	Approve Compensation Ceiling for Directors	Mgmt	For	For
7	Approve Restricted Stock Plan	Mgmt	For	For

## SG Holdings Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 9143

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	Mgmt	For	For
1.2	Elect Director Matsumoto, Hidekazu	Mgmt	For	Against
1.3	Elect Director Motomura, Masahide	Mgmt	For	For
1.4	Elect Director Takagaki, Koji	Mgmt	For	For
1.5	Elect Director Sasamori, Kimiaki	Mgmt	For	For
1.6	Elect Director Takaoka, Mika	Mgmt	For	For
1.7	Elect Director Sagisaka, Osami	Mgmt	For	For
1.8	Elect Director Akiyama, Masato	Mgmt	For	For
2.1	Appoint Statutory Auditor Tajima, Satoshi	Mgmt	For	For
2.2	Appoint Statutory Auditor Niimoto, Tomonari	Mgmt	For	For
2.3	Appoint Statutory Auditor Oshima, Yoshitaka	Mgmt	For	For
2.4	Appoint Statutory Auditor Tada, Tomoko	Mgmt	For	For
3	Approve Donation of Treasury Shares to SGH Disaster Prevention Support Foundation	Mgmt	For	Against

## SGS SA

**Meeting Date:** 03/26/2025

**Country:** Switzerland

**Ticker:** SGSN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Non-Financial Report	Mgmt	For	Do Not Vote

1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	Do Not Vote
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	Do Not Vote
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	Do Not Vote
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	Do Not Vote
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	Do Not Vote
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For	Do Not Vote
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	Do Not Vote
4.1.8	Elect Patrick Kron as Director	Mgmt	For	Do Not Vote
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	Do Not Vote
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	Do Not Vote
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Do Not Vote
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	Do Not Vote
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	Do Not Vote
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	Do Not Vote
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	Do Not Vote

6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	Do Not Vote
7	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Shimadzu Corp.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 7701

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Ueda, Teruhisa	Mgmt	For	For
2.2	Elect Director Yamamoto, Yasunori	Mgmt	For	For
2.3	Elect Director Watanabe, Akira	Mgmt	For	For
2.4	Elect Director Hanai, Nobuo	Mgmt	For	For
2.5	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For
2.6	Elect Director Hamada, Nami	Mgmt	For	For
2.7	Elect Director Kitano, Mie	Mgmt	For	For
3	Appoint Statutory Auditor Yamada, Yoichi	Mgmt	For	For

## Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 4063

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 53	Mgmt	For	For

2.1	Elect Director Akiya, Fumio	Mgmt	For	For
2.2	Elect Director Saito, Yasuhiko	Mgmt	For	Abstain
2.3	Elect Director Ueno, Susumu	Mgmt	For	For
2.4	Elect Director Todoroki, Masahiko	Mgmt	For	For
2.5	Elect Director Komiyama, Hiroshi	Mgmt	For	For
2.6	Elect Director Nakamura, Kuniharu	Mgmt	For	For
2.7	Elect Director Michael H. McGarry	Mgmt	For	For
2.8	Elect Director Hasegawa, Mariko	Mgmt	For	For
2.9	Elect Director Hibino, Takashi	Mgmt	For	For
3.1	Appoint Statutory Auditor Kagami, Mitsuko	Mgmt	For	For
3.2	Appoint Statutory Auditor Takahashi, Yoshimitsu	Mgmt	For	For
4	Approve Stock Option Plan	Mgmt	For	For

## Shiseido Co., Ltd.

**Meeting Date:** 03/26/2025

**Country:** Japan

**Ticker:** 4911

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For
2.1	Elect Director Fujiwara, Kentaro	Mgmt	For	Against
2.2	Elect Director Hirofuji, Ayako	Mgmt	For	For
2.3	Elect Director Anno, Hiromi	Mgmt	For	For
2.4	Elect Director Yoshida, Takeshi	Mgmt	For	For
2.5	Elect Director Oishi, Kanoko	Mgmt	For	For
2.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For
2.7	Elect Director Tokuno, Mariko	Mgmt	For	For

2.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For
2.9	Elect Director Goto, Yasuko	Mgmt	For	For
2.10	Elect Director Nonomiya, Ritsuko	Mgmt	For	For
2.11	Elect Director Nakajima, Yasuhiro	Mgmt	For	For

## Shopify Inc.

**Meeting Date:** 06/17/2025

**Country:** Canada

**Ticker:** SHOP

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Tobias Lutke	Mgmt	For	For
1B	Elect Director Lulu Cheng Meservey	Mgmt	For	For
1C	Elect Director Gail Goodman	Mgmt	For	Against
1D	Elect Director David Heinemeier Hansson	Mgmt	For	For
1E	Elect Director Jeremy Levine	Mgmt	For	For
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	For	For
1G	Elect Director Joe Natale	Mgmt	For	Against
1H	Elect Director Kevin Scott	Mgmt	For	For
1I	Elect Director Toby Shannan	Mgmt	For	For
1J	Elect Director Fidji Simo	Mgmt	For	Against
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against

## Sika AG

**Meeting Date:** 03/25/2025

**Country:** Switzerland

**Ticker:** SIKA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	Do Not Vote
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	Do Not Vote
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	Do Not Vote
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	Do Not Vote
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	Do Not Vote
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	Do Not Vote
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	Do Not Vote
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	Do Not Vote
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.5	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	Do Not Vote
5	Approve Sustainability Report	Mgmt	For	Do Not Vote
6.1	Approve Remuneration Report	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	Do Not Vote

6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	Do Not Vote
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## SKF AB

**Meeting Date:** 04/01/2025

**Country:** Sweden

**Ticker:** SKF.B

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For

11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For
12	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 990,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
14.2	Reelect Hock Goh as Director	Mgmt	For	Against
14.3	Reelect Geert Follens as Director	Mgmt	For	Against
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	Against
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	Against
14.8	Reelect Therese Friberg as Director	Mgmt	For	Against
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against
14.10	Reelect Niko Pakalen as Director	Mgmt	For	Against
14.11	Elect Mats Rahmstrom as New Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against

16	Amend Articles	Mgmt	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For
19	Ratify Deloitte AB as Auditors	Mgmt	For	For
20	Approve Remuneration Report	Mgmt	For	For
21	Approve Performance Share Plan for Key Employees	Mgmt	For	For

## SoftBank Corp.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 9434

Meeting Type: Annual

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

## SoftBank Group Corp.

**Meeting Date:** 06/27/2025

**Country:** Japan

**Ticker:** 9984

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For
2.1	Elect Director Son, Masayoshi	Mgmt	For	Against
2.2	Elect Director Goto, Yoshimitsu	Mgmt	For	For
2.3	Elect Director Miyauchi, Ken	Mgmt	For	For
2.4	Elect Director Rene Haas	Mgmt	For	For
2.5	Elect Director Iijima, Masami	Mgmt	For	For
2.6	Elect Director Matsuo, Yutaka	Mgmt	For	For
2.7	Elect Director Erikawa, Keiko	Mgmt	For	For
2.8	Elect Director Kenneth A. Siegel	Mgmt	For	For
2.9	Elect Director David Chao	Mgmt	For	For
3.1	Appoint Statutory Auditor Nakata, Yuji	Mgmt	For	Against
3.2	Appoint Statutory Auditor Nishibashi, Kuniko	Mgmt	For	For
3.3	Appoint Statutory Auditor Kanamaru, Yuko	Mgmt	For	For
4	Approve Stock Option Plan and Deep Discount Stock Option Plan	Mgmt	For	Against

## Solventum Corp.

**Meeting Date:** 04/30/2025

**Country:** USA

**Ticker:** SOLV

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Glenn A. Eisenberg	Mgmt	For	For
1b	Elect Director Elizabeth A. Mily	Mgmt	For	For
1c	Elect Director John H. Weiland	Mgmt	For	For
1d	Elect Director Amy A. Wendell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Sompo Holdings, Inc.

Meeting Date: 06/23/2025

Country: Japan

Ticker: 8630

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 76	Mgmt	For	For
2.1	Elect Director Okumura, Mikio	Mgmt	For	Against
2.2	Elect Director Hamada, Masahiro	Mgmt	For	For
2.3	Elect Director Hara, Shinichi	Mgmt	For	For
2.4	Elect Director Scott Trevor Davis	Mgmt	For	For
2.5	Elect Director Endo, Isao	Mgmt	For	For
2.6	Elect Director Higashi, Kazuhiro	Mgmt	For	For
2.7	Elect Director Shibata, Misuzu	Mgmt	For	For

2.8	Elect Director Nawa, Takashi	Mgmt	For	For
2.9	Elect Director Yamada, Meyumi	Mgmt	For	For
2.10	Elect Director Waga, Masayuki	Mgmt	For	For
2.11	Elect Director Kajikawa, Toru	Mgmt	For	For
2.12	Elect Director Kawauchi, Yuji	Mgmt	For	For
2.13	Elect Director Imamura, Shinobu	Mgmt	For	For
3	Amend Articles to Change Company Name	SH	Against	Against
4	Amend Articles to Add Provision on Business Transparency, Fairness, and Appropriateness	SH	Against	Against
5	Amend Articles to Change Location of Head Office	SH	Against	Against
6	Amend Articles to Require Two-Thirds Majority Outsider Board	SH	Against	Against
7	Amend Articles to Limit Total Tenure of Directors to Five Terms	SH	Against	Against
8	Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair	SH	Against	For
9	Amend Articles to Remove Provisions on Director and Executive Officer Indemnification	SH	Against	Against
10	Amend Articles to Require Shareholder Approval for Portion of Compensation for Directors and Executive Officers Exceeding JPY 100 Million	SH	Against	Against
11	Amend Articles to Limit Total Tenure of External Audit Firm to Five Terms	SH	Against	Against

## Sonova Holding AG

**Meeting Date:** 06/10/2025

**Country:** Switzerland

**Ticker:** SOON

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote

1.2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	Do Not Vote
4.1.2	Reelect Gregory Behar as Director	Mgmt	For	Do Not Vote
4.1.3	Reelect Lynn Bleil as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Roland Diggelmann as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Julie Tay as Director	Mgmt	For	Do Not Vote
4.1.6	Reelect Ronald van der Vis as Director	Mgmt	For	Do Not Vote
4.1.7	Reelect Adrian Widmer as Director	Mgmt	For	Do Not Vote
4.2	Elect Laura Stoltenberg as Director	Mgmt	For	Do Not Vote
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.3.2	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4	Appoint Gregory Behar as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	Do Not Vote
4.6	Designate Keller AG as Independent Proxy	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	Mgmt	For	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.3 Million	Mgmt	For	Do Not Vote
6	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Sony Group Corp.

**Meeting Date:** 06/24/2025

**Country:** Japan

**Ticker:** 6758

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Accounting Transfers	Mgmt	For	For
2.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For
2.2	Elect Director Totoki, Hiroki	Mgmt	For	For
2.3	Elect Director Wendy Becker	Mgmt	For	For
2.4	Elect Director Kishigami, Keiko	Mgmt	For	For
2.5	Elect Director Joseph A. Kraft Jr	Mgmt	For	For
2.6	Elect Director Neil Hunt	Mgmt	For	For
2.7	Elect Director William Morrow	Mgmt	For	For
2.8	Elect Director Konomoto, Shingo	Mgmt	For	For
2.9	Elect Director Goto, Yoriko	Mgmt	For	For
2.10	Elect Director Nora Denzel	Mgmt	For	For
2.11	Elect Director Hyodo, Masayuki	Mgmt	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Spirax Group Plc

**Meeting Date:** 05/14/2025

**Country:** United Kingdom

**Ticker:** SPX

**Meeting Type:** Annual

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

3	Approve Increase in the Maximum Aggregate Amount of Fees Payable to Directors	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Elect Tim Cobbold as Director	Mgmt	For	For
8	Elect Louisa Burdett as Director	Mgmt	For	For
9	Re-elect Nimesh Patel as Director	Mgmt	For	For
10	Re-elect Angela Archon as Director	Mgmt	For	For
11	Re-elect Constance Baroudele as Director	Mgmt	For	For
12	Re-elect Peter France as Director	Mgmt	For	For
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For
14	Re-elect Caroline Johnstone as Director	Mgmt	For	For
15	Re-elect Jane Kingston as Director	Mgmt	For	For
16	Re-elect Kevin Thompson as Director	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Approve Scrip Dividend Program	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Stantec Inc.

Meeting Date: 05/15/2025

Country: Canada

Ticker: STN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	For	Against
1.2	Elect Director Martin A. a Porta	Mgmt	For	For
1.3	Elect Director Shelley A. M. Brown	Mgmt	For	For
1.4	Elect Director Angeline G. Chen	Mgmt	For	For
1.5	Elect Director Richard (Rick) A. Eng	Mgmt	For	For
1.6	Elect Director Gordon (Gord) A. Johnston	Mgmt	For	For
1.7	Elect Director Christopher F. Lopez	Mgmt	For	For
1.8	Elect Director Marie-Lucie Morin	Mgmt	For	For
1.9	Elect Director Celina J. Wang Doka	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## State Street Corporation

Meeting Date: 05/14/2025

Country: USA

Ticker: STT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marie A. Chandoha	Mgmt	For	For
1b	Elect Director DonnaLee A. DeMaio	Mgmt	For	For
1c	Elect Director Amelia C. Fawcett	Mgmt	For	For
1d	Elect Director William C. Freda	Mgmt	For	For

1e	Elect Director Patricia M. Halliday	Mgmt	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For
1i	Elect Director Sean P. O'Sullivan	Mgmt	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	Against
5	Report on "Just Transition"	SH	Against	Against

## Steel Dynamics, Inc.

Meeting Date: 04/25/2025

Country: USA

Ticker: STLD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	For
1D	Elect Director Traci M. Dolan	Mgmt	For	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	For
1F	Elect Director Bradley S. Seaman	Mgmt	For	For
1G	Elect Director Gabriel L. Shaheen	Mgmt	For	For
1H	Elect Director Luis M. Sierra	Mgmt	For	For

1I	Elect Director Richard P. Teets, Jr.	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against

## STMicroelectronics NV

**Meeting Date:** 05/28/2025

**Country:** Netherlands

**Ticker:** STMMI

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.	Receive Report of Management Board (Non-Voting)	Mgmt		
2.	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
3.	Approve Remuneration Report	Mgmt	For	For
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5.	Approve Dividends	Mgmt	For	For
6.	Approve Discharge of Management Board	Mgmt	For	For
7.	Approve Discharge of Supervisory Board	Mgmt	For	For
8.	Approve Remuneration of Supervisory Board	Mgmt	For	For
9.	Approve Stock-Based Portion of the Compensation of the President and CEO	Mgmt	For	For
10.	Approve Stock-Based Portion of the Compensation of the President and CFO	Mgmt	For	For
11.a.	Elect Werner Lieberherr to Supervisory Board	Mgmt	For	For
11.b.	Elect Simonetta Acri to Supervisory Board	Mgmt	For	For
12.	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For
13.	Reelect Helene Vletter van Dort to Supervisory Board	Mgmt	For	For

14.	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
15.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For
16.	Authorize Repurchase of Shares	Mgmt	For	For
17.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For
18.	Allow Questions	Mgmt		

## Subaru Corp.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 7270

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67	Mgmt	For	For
2.1	Elect Director Osaki, Atsushi	Mgmt	For	Against
2.2	Elect Director Hayata, Fumiaki	Mgmt	For	For
2.3	Elect Director Nakamura, Tomomi	Mgmt	For	For
2.4	Elect Director Fujinuki, Tetsuo	Mgmt	For	For
2.5	Elect Director Toda, Shinsuke	Mgmt	For	For
2.6	Elect Director Doi, Miwako	Mgmt	For	For
2.7	Elect Director Hachiuma, Fuminao	Mgmt	For	For
2.8	Elect Director Yamashita, Shigeru	Mgmt	For	For
3	Appoint Statutory Auditor Shoji, Jinya	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Ryu, Hirohisa	Mgmt	For	For

# Sumitomo Electric Industries Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 5802

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 61	Mgmt	For	For
2.1	Elect Director Matsumoto, Masayoshi	Mgmt	For	For
2.2	Elect Director Inoue, Osamu	Mgmt	For	Against
2.3	Elect Director Hato, Hideo	Mgmt	For	For
2.4	Elect Director Shirayama, Masaki	Mgmt	For	For
2.5	Elect Director Miyata, Yasuhiro	Mgmt	For	For
2.6	Elect Director Sahashi, Toshiyuki	Mgmt	For	For
2.7	Elect Director Ogata, Yoshiyuki	Mgmt	For	For
2.8	Elect Director Sato, Hiroshi	Mgmt	For	For
2.9	Elect Director Tsuchiya, Michihiro	Mgmt	For	For
2.10	Elect Director Watanabe, Katsuaki	Mgmt	For	For
2.11	Elect Director Horiba, Atsushi	Mgmt	For	For
2.12	Elect Director Kawamata, Kyoko	Mgmt	For	For
2.13	Elect Director Hayami, Hiroshi	Mgmt	For	For
2.14	Elect Director Togawa, Hisashi	Mgmt	For	For
2.15	Elect Director Asli M. Colpan	Mgmt	For	For
3	Appoint Statutory Auditor Kijima, Tatsuo	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For

## Sumitomo Metal Mining Co. Ltd.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 5713

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For
2.1	Elect Director Nozaki, Akira	Mgmt	For	For
2.2	Elect Director Matsumoto, Nobuhiro	Mgmt	For	Against
2.3	Elect Director Takebayashi, Masaru	Mgmt	For	For
2.4	Elect Director Yoshida, Hiroshi	Mgmt	For	For
2.5	Elect Director Ishii, Taeko	Mgmt	For	For
2.6	Elect Director Kinoshita, Manabu	Mgmt	For	For
2.7	Elect Director Takeuchi, Koji	Mgmt	For	For
2.8	Elect Director Sawaki Nicola Michele	Mgmt	For	For
3.1	Appoint Statutory Auditor Matsushita, Hirohiko	Mgmt	For	For
3.2	Appoint Statutory Auditor Wakamatsu, Shoji	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Mishina, Kazuhiro	Mgmt	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For

## Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 8316

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For
2.1	Elect Director Takashima, Makoto	Mgmt	For	For
2.2	Elect Director Nakashima, Toru	Mgmt	For	Against
2.3	Elect Director Kudo, Teiko	Mgmt	For	For
2.4	Elect Director Anchi, Kazuyuki	Mgmt	For	For
2.5	Elect Director Isshiki, Toshihiro	Mgmt	For	For
2.6	Elect Director Matsugasaki, Honami	Mgmt	For	For
2.7	Elect Director Kadonaga, Sonosuke	Mgmt	For	For
2.8	Elect Director Sawada, Jun	Mgmt	For	For
2.9	Elect Director Goto, Yoriko	Mgmt	For	For
2.10	Elect Director Teshirogi, Isao	Mgmt	For	For
2.11	Elect Director Takashima, Norimitsu	Mgmt	For	For
2.12	Elect Director Charles D. Lake II	Mgmt	For	For
2.13	Elect Director Jenifer Rogers	Mgmt	For	For
3	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	SH	Against	Against
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	Against
5	Approve Alternate Final Dividend of JPY 70 per Share	SH	Against	Against

## Sumitomo Mitsui Trust Group, Inc.

Meeting Date: 06/20/2025

Country: Japan

Ticker: 8309

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 82.5	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors	Mgmt	For	For
3.1	Elect Director Takakura, Toru	Mgmt	For	Against
3.2	Elect Director Sato, Masakatsu	Mgmt	For	For
3.3	Elect Director Matsumoto, Chikako	Mgmt	For	For
3.4	Elect Director Okubo, Tetsuo	Mgmt	For	Against
3.5	Elect Director Kato, Koichi	Mgmt	For	For
3.6	Elect Director Matsushita, Isao	Mgmt	For	For
3.7	Elect Director Kawamoto, Hiroko	Mgmt	For	For
3.8	Elect Director Kato, Nobuaki	Mgmt	For	For
3.9	Elect Director Kashima, Kaoru	Mgmt	For	For
3.10	Elect Director Ito, Tomonori	Mgmt	For	For
3.11	Elect Director Watanabe, Hajime	Mgmt	For	For
3.12	Elect Director Fujita, Hirokazu	Mgmt	For	For
3.13	Elect Director Sakakibara, Kazuo	Mgmt	For	For

## Sun Life Financial Inc.

Meeting Date: 05/08/2025

Country: Canada

Ticker: SLF

Meeting Type: Annual

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

## Svenska Cellulosa AB SCA

**Meeting Date:** 04/04/2025

**Country:** Sweden

**Ticker:** SCA.B

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For

3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For
8c.1	Approve Discharge of Asa Bergman	Mgmt	For	For
8c.2	Approve Discharge of Par Boman	Mgmt	For	For
8c.3	Approve Discharge of Lennart Evrell	Mgmt	For	For
8c.4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8c.5	Approve Discharge of Carina Hakansson	Mgmt	For	For
8c.6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For
8c.7	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For
8c.9	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8c.10	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8c.11	Approve Discharge of Karl Aberg	Mgmt	For	For
8c.12	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8c.13	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8c.14	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8c.15	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8c.16	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8c.17	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For

8c.18	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	Against
12.2	Reelect Lennart Evrel as Director	Mgmt	For	Against
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	Against
12.4	Reelect Carina Hakansson as Director	Mgmt	For	Against
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	Against
12.7	Reelect Helena Stjernholm as Director	Mgmt	For	Against
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	Against
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

## Svenska Handelsbanken AB

**Meeting Date:** 03/26/2025

**Country:** Sweden

**Ticker:** SHB.A

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Approve Discharge of Par Boman	Mgmt	For	For
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For
11.4	Approve Discharge of Jon Fredrik Baksaa	Mgmt	For	For
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For

11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For
11.15	Approve Discharge of CEO Michael Green	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Determine Number of Directors (9)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
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
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
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For
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
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against

23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against
	Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt		
24	Change Dividend Policy	SH	Against	Against
25	Close Meeting	Mgmt		

## Swire Pacific Limited

**Meeting Date:** 05/15/2025

**Country:** Hong Kong

**Ticker:** 19

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Bradley, Guy Martin Coutts as Director	Mgmt	For	For
1b	Elect Healy, Patrick as Director	Mgmt	For	For
1c	Elect Orr, Gordon Robert Halyburton as Director	Mgmt	For	Against
1d	Elect Xu, Ying as Director	Mgmt	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against

## Swiss Life Holding AG

**Meeting Date:** 05/14/2025

**Country:** Switzerland

**Ticker:** SLHN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	For	Do Not Vote
1.3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 35.00 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	Do Not Vote
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	Do Not Vote
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	Do Not Vote
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	Do Not Vote
5.2	Reelect Thomas Buess as Director	Mgmt	For	Do Not Vote
5.3	Reelect Monika Buetler as Director	Mgmt	For	Do Not Vote
5.4	Reelect Philomena Colatrella as Director	Mgmt	For	Do Not Vote
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For	Do Not Vote
5.6	Reelect Damir Filipovic as Director	Mgmt	For	Do Not Vote
5.7	Reelect Stefan Loacker as Director	Mgmt	For	Do Not Vote
5.8	Reelect Severin Moser as Director	Mgmt	For	Do Not Vote
5.9	Reelect Henry Peter as Director	Mgmt	For	Do Not Vote
5.10	Reelect Martin Schmid as Director	Mgmt	For	Do Not Vote
5.11	Reelect Franziska Sauber as Director	Mgmt	For	Do Not Vote
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	Do Not Vote
5.13	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	Do Not Vote

5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	Do Not Vote
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	Do Not Vote
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Swiss Prime Site AG

**Meeting Date:** 03/13/2025

**Country:** Switzerland

**Ticker:** SPSN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	Mgmt	For	Do Not Vote
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	Do Not Vote
7.1.1	Reelect Ton Buechner as Director	Mgmt	For	Do Not Vote
7.1.2	Reelect Thomas Studhalter as Director	Mgmt	For	Do Not Vote
7.1.3	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	Do Not Vote

7.1.4	Reelect Barbara Knoflach as Director	Mgmt	For	Do Not Vote
7.1.5	Reelect Brigitte Walter as Director	Mgmt	For	Do Not Vote
7.1.6	Reelect Reto Conrad as Director	Mgmt	For	Do Not Vote
7.1.7	Reelect Detlef Trefzger as Director	Mgmt	For	Do Not Vote
7.2	Reelect Ton Buechner as Board Chair	Mgmt	For	Do Not Vote
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
7.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	Do Not Vote
7.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Swiss Re AG

**Meeting Date:** 04/11/2025

**Country:** Switzerland

**Ticker:** SREN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
1.3	Approve Sustainability Report (Non-Binding)	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
4.1.a	Reelect Jacques de Vauleroy as Director and Board Chair	Mgmt	For	Do Not Vote
4.1.b	Reelect Karen Gavan as Director	Mgmt	For	Do Not Vote

4.1.c	Reelect Vanessa Lau as Director	Mgmt	For	Do Not Vote
4.1.d	Reelect Geraldine Matchett as Director	Mgmt	For	Do Not Vote
4.1.e	Reelect Joachim Oechslin as Director	Mgmt	For	Do Not Vote
4.1.f	Reelect Deanna Ong as Director	Mgmt	For	Do Not Vote
4.1.g	Reelect Jay Ralph as Director	Mgmt	For	Do Not Vote
4.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	Do Not Vote
4.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	Do Not Vote
4.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	Do Not Vote
4.1.k	Elect Morten Huebbe as Director	Mgmt	For	Do Not Vote
4.1.l	Elect George Quinn as Director	Mgmt	For	Do Not Vote
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	Do Not Vote
4.4	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	Do Not Vote
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	Do Not Vote
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	Do Not Vote
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
7	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
1.3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	Do Not Vote
4.2	Reelect Roland Abt as Director	Mgmt	For	Do Not Vote
4.3	Reelect Monique Bourquin as Director	Mgmt	For	Do Not Vote
4.4	Elect Laura Cioli as Director	Mgmt	For	Do Not Vote
4.5	Reelect Guus Dekkers as Director	Mgmt	For	Do Not Vote
4.6	Reelect Frank Esser as Director	Mgmt	For	Do Not Vote
4.7	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	Do Not Vote
4.8	Reelect Anna Mossberg as Director	Mgmt	For	Do Not Vote
4.9	Reelect Daniel Muenger as Director	Mgmt	For	Do Not Vote
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	Do Not Vote
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	Do Not Vote
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	Do Not Vote
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	Do Not Vote

5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	Mgmt	For	Do Not Vote
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	Do Not Vote
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	Mgmt	For	Do Not Vote
7	Reelect Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	Do Not Vote
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Symrise AG

**Meeting Date:** 05/20/2025

**Country:** Germany

**Ticker:** SY1

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7.1	Reelect Michael Koenig to the Supervisory Board	Mgmt	For	Do Not Vote

7.2	Reelect Ursula Buck to the Supervisory Board	Mgmt	For	Do Not Vote
7.3	Reelect Bernd Hirsch to the Supervisory Board	Mgmt	For	Do Not Vote
7.4	Reelect Andrea Pfeifer to the Supervisory Board	Mgmt	For	Do Not Vote
7.5	Reelect Peter Vanacker to the Supervisory Board	Mgmt	For	Do Not Vote
7.6	Reelect Jan Zijdeveld to the Supervisory Board	Mgmt	For	Do Not Vote
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	Do Not Vote

## Synchrony Financial

Meeting Date: 06/17/2025

Country: USA

Ticker: SYF

Meeting Type: Annual

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

3 Advisory Vote to Ratify Named Executive Officers' Compensation

Mgmt

For

For

## Synopsys, Inc.

Meeting Date: 04/10/2025

Country: USA

Ticker: SNPS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For
1b	Elect Director John G. Schwarz	Mgmt	For	For
1c	Elect Director Sassine Ghazi	Mgmt	For	For
1d	Elect Director Luis Borgen	Mgmt	For	For
1e	Elect Director Janice D. Chaffin	Mgmt	For	For
1f	Elect Director Bruce R. Chizen	Mgmt	For	For
1g	Elect Director Mercedes Johnson	Mgmt	For	For
1h	Elect Director Robert G. Painter	Mgmt	For	For
1i	Elect Director Jeannine P. Sargent	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

## Sysmex Corp.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 6869

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For
2.1	Elect Director Ietsugu, Hisashi	Mgmt	For	For
2.2	Elect Director Asano, Kaoru	Mgmt	For	Against
2.3	Elect Director Tachibana, Kenji	Mgmt	For	For
2.4	Elect Director Matsui, Iwane	Mgmt	For	For
2.5	Elect Director Yoshida, Tomokazu	Mgmt	For	For
2.6	Elect Director Ono, Takashi	Mgmt	For	For
2.7	Elect Director Ota, Kazuo	Mgmt	For	For
2.8	Elect Director Inoue, Haruo	Mgmt	For	For
2.9	Elect Director Fujioka, Yuka	Mgmt	For	For
2.10	Elect Director Oshima, Mari	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Fukumoto, Hidekazu	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## T&D Holdings, Inc.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 8795

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Uehara, Hirohisa	Mgmt	For	For

2.2	Elect Director Moriyama, Masahiko	Mgmt	For	Against
2.3	Elect Director Nagai, Hotaka	Mgmt	For	For
2.4	Elect Director Futami, Yoko	Mgmt	For	For
2.5	Elect Director Watanabe, Kensaku	Mgmt	For	For
2.6	Elect Director Kato, Masazumi	Mgmt	For	For
2.7	Elect Director Fuma, Kenji	Mgmt	For	For
2.8	Elect Director Tamura, Yasuro	Mgmt	For	For
2.9	Elect Director Kitahara, Mutsuro	Mgmt	For	For
3.1	Appoint Shareholder Director Nominee Ken Mohan	SH	Against	Against
3.2	Appoint Shareholder Director Nominee Ina Kegler	SH	Against	Against

## T. Rowe Price Group, Inc.

**Meeting Date:** 05/08/2025

**Country:** USA

**Ticker:** TROW

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Glenn R. August	Mgmt	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For
1c	Elect Director William P. Donnelly	Mgmt	For	For
1d	Elect Director Dina Dublon	Mgmt	For	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	For
1f	Elect Director Eileen P. Rominger	Mgmt	For	For
1g	Elect Director Robert W. Sharps	Mgmt	For	For
1h	Elect Director Cynthia F. Smith	Mgmt	For	For
1i	Elect Director Robert J. Stevens	Mgmt	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For

1k	Elect Director Alan D. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For

## Targa Resources Corp.

**Meeting Date:** 05/20/2025

**Country:** USA

**Ticker:** TRGP

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Waters S. Davis, IV	Mgmt	For	Against
1.2	Elect Director Rene R. Joyce	Mgmt	For	Against
1.3	Elect Director Caron A. Lawhorn	Mgmt	For	Against
1.4	Elect Director Matthew J. Meloy	Mgmt	For	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## TDK Corp.

**Meeting Date:** 06/20/2025

**Country:** Japan

**Ticker:** 6762

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For
2.1	Elect Director Saito, Noboru	Mgmt	For	Against

2.2	Elect Director Yamanishi, Tetsuji	Mgmt	For	For
2.3	Elect Director Hashiyama, Shuichi	Mgmt	For	For
2.4	Elect Director Nakayama, Kozue	Mgmt	For	For
2.5	Elect Director Iwai, Mutsuo	Mgmt	For	For
2.6	Elect Director Yamana, Shoei	Mgmt	For	For
2.7	Elect Director Katsumoto, Toru	Mgmt	For	For

## Tele2 AB

**Meeting Date:** 05/13/2025

**Country:** Sweden

**Ticker:** TEL2.B

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Chair's Report	Mgmt		
8	Receive CEO's Report	Mgmt		
9	Receive Financial Statements and Statutory Reports	Mgmt		
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.35 Per Share	Mgmt	For	For
12(a)	Approve Discharge of Thomas Reynaud	Mgmt	For	For
12(b)	Approve Discharge of Stina Bergfors	Mgmt	For	For

12(c)	Approve Discharge of Aude Durand	Mgmt	For	For
12(d)	Approve Discharge of CEO Jean Marc Harion	Mgmt	For	For
12(e)	Approve Discharge of Nicholas Hogberg	Mgmt	For	For
12(f)	Approve Discharge of Sam Kini	Mgmt	For	For
12(g)	Approve Discharge of Eva Lindqvist	Mgmt	For	For
12(h)	Approve Discharge of Lars-Ake Norling	Mgmt	For	For
12(i)	Approve Discharge of Former CEO Kjell Johnsen	Mgmt	For	For
12(j)	Approve Discharge of Andrew Barron	Mgmt	For	For
12(k)	Approve Discharge of Georgi Ganev	Mgmt	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For
14(a)	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For
14(b)	Approve Remuneration of Auditors	Mgmt	For	For
15(a)	Reelect Thomas Reynaud as Director	Mgmt	For	Against
15(b)	Reelect Stina Bergfors as Director	Mgmt	For	Against
15(c)	Reelect Aude Durand as Director	Mgmt	For	Against
15(d)	Reelect Jean Marc Harion as Director	Mgmt	For	For
15(e)	Reelect Nicholas Hogberg as Director	Mgmt	For	Against
15(f)	Reelect Sam Kini as Director	Mgmt	For	Against
15(g)	Elect Mathias Hermansson as New Director	Mgmt	For	For
15(h)	Elect Maxime Lombardini as New Director	Mgmt	For	Against
16	Elect Thomas Reynaud as Board Chair	Mgmt	For	Against
17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditors	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	For
20(a)	Approve Performance Incentive Plan LTI 2025	Mgmt	For	For

20(b)	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For
20(c)	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For
20(d)	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For
20(e)	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For
20(f)	Authorize Share Swap Agreement	Mgmt	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For
	Shareholder Proposals Submitted by Martin Green	Mgmt		
22(a)	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	None	Against
22(b)	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	None	Against
22(c)	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	SH	None	Against
23	Close Meeting	Mgmt		

## Telenor ASA

**Meeting Date:** 05/21/2025

**Country:** Norway

**Ticker:** TEL

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Registration of Attending Shareholders and Proxies	Mgmt		
3	Approve Notice of Meeting and Agenda	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For

5	Receive Chairman's Report	Mgmt		
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.60 Per Share	Mgmt	For	For
7	Approve Group Contributions to Telenor Asia Holding AS	Mgmt	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For
9	Approve Company's Corporate Governance Statement	Mgmt		
10.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
10.2	Approve Remuneration Statement	Mgmt	For	Against
11	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For
13	Amend Articles Re: Share Capital	Mgmt	For	For
14	Ratify Deloitte AS as Auditors	Mgmt	For	For
15.1	Elect Nils Bastiansen as Member of Corporate Assembly	Mgmt	For	For
15.2	Elect Hanne Nordgaard as Member of Corporate Assembly	Mgmt	For	For
15.3	Elect Kurt Kristoffersen as Member of Corporate Assembly	Mgmt	For	For
15.4	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For	For
15.5	Elect Heidi Finskas as Member of Corporate Assembly	Mgmt	For	For
15.6	Elect Widar Salbuvik as Member of Corporate Assembly	Mgmt	For	For
15.7	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For	For
15.8	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For	For
15.9	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For	For
15.10	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For	For

15.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For	For
15.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For	For
15.13	Elect Anette Hjerto as Deputy Member of Corporate Assembly	Mgmt	For	For
16.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For
16.2	Elect Anette Hjerto as Member of Nominating Committee	Mgmt	For	For
17	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For
18	Close Meeting	Mgmt		

## Telia Co. AB

**Meeting Date:** 04/09/2025

**Country:** Sweden

**Ticker:** TELIA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For

10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For
10.4	Approve Discharge of Sarah Eccleston	Mgmt	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.11	Approve Discharge of Par Axelsson	Mgmt	For	For
10.12	Approve Discharge of Stefan Carlsson	Mgmt	For	For
10.13	Approve Discharge of Martin Saaf	Mgmt	For	For
10.14	Approve Discharge of Rickard Wast	Mgmt	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For
10.16	Approve Discharge of Patrik Hofbauer (CEO)	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For
12	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 705,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For
14.2	Reelect Luisa Delgado as Director	Mgmt	For	For
14.3	Reelect Sarah Eccleston as Director	Mgmt	For	For
14.4	Reelect Tomas Eliasson as Director	Mgmt	For	For
14.5	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.6	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For
14.7	Reelect Jeanette Jager as Director	Mgmt	For	For

15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For
19	Approve Nomination Committee Procedures	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
21.a	Approve Performance Share Program 2025/2028 for Key Employees	Mgmt	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Cease Delivery of SIM Cards with SMS Functionality for Retail Customers' Routers	SH	None	Against
23	Remove the Advertisement About Mobile Coverage in Space and Replace Its Avertising Agency	SH	None	Against
24	Close Meeting	Mgmt		

## TELUS Corporation

**Meeting Date:** 05/09/2025

**Country:** Canada

**Ticker:** T

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Raymond T. Chan	Mgmt	For	For
1.2	Elect Director Hazel Claxton	Mgmt	For	For
1.3	Elect Director Lisa de Wilde	Mgmt	For	For
1.4	Elect Director Victor Dodig	Mgmt	For	For
1.5	Elect Director Darren Entwistle	Mgmt	For	For

1.6	Elect Director Martha Hall Findlay	Mgmt	For	For
1.7	Elect Director Thomas E. Flynn	Mgmt	For	For
1.8	Elect Director Mary Jo Haddad	Mgmt	For	For
1.9	Elect Director Christine Magee	Mgmt	For	For
1.10	Elect Director John Manley	Mgmt	For	For
1.11	Elect Director David Mowat	Mgmt	For	For
1.12	Elect Director Marc Parent	Mgmt	For	For
1.13	Elect Director Denise Pickett	Mgmt	For	For
1.14	Elect Director W. Sean Willy	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For

## Temenos AG

**Meeting Date:** 05/13/2025

**Country:** Switzerland

**Ticker:** TEMN

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1	Approve Remuneration of Directors in the Amount of USD 2.2 Million	Mgmt	For	Do Not Vote

4.2	Approve Remuneration of Executive Committee in the Amount of USD 37 Million	Mgmt	For	Do Not Vote
5.1	Approve CHF 16.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 382.1 Million and the Lower Limit of CHF 337 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
6	Amend Articles of Association	Mgmt	For	Do Not Vote
7.1	Elect Felicia Alvaro as Director	Mgmt	For	Do Not Vote
7.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	Do Not Vote
7.2.2	Reelect Maurizio Carli as Director	Mgmt	For	Do Not Vote
7.2.3	Reelect Cecilia Hulten as Director	Mgmt	For	Do Not Vote
7.2.4	Reelect Xavier Cauchois as Director	Mgmt	For	Do Not Vote
7.2.5	Reelect Laurie Readhead as Director	Mgmt	For	Do Not Vote
7.2.6	Reelect Michael Gorriz as Director	Mgmt	For	Do Not Vote
8.1	Reappoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	Do Not Vote
8.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	Do Not Vote
8.3	Reappoint Michael Gorriz as Member of the Compensation Committee	Mgmt	For	Do Not Vote
9	Designate KBLex S.A. as Independent Proxy	Mgmt	For	Do Not Vote
10	Ratify PricewaterhouseCoopers S.A. as Auditors	Mgmt	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

## Texas Instruments Incorporated

Meeting Date: 04/17/2025

Country: USA

Ticker: TXN

Meeting Type: Annual

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

## The Allstate Corporation

Meeting Date: 05/29/2025

Country: USA

Ticker: ALL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For
1f	Elect Director Maria R. Morris	Mgmt	For	For
1g	Elect Director Jacques P. Perold	Mgmt	For	For
1h	Elect Director Andrea Redmond	Mgmt	For	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For
1l	Elect Director Monica J. Turner	Mgmt	For	For
1m	Elect Director Thomas J. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## The Bank of New York Mellon Corporation

Meeting Date: 04/15/2025

Country: USA

Ticker: BK

Meeting Type: Annual

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

## The Bank of Nova Scotia

Meeting Date: 04/08/2025

Country: Canada

Ticker: BNS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	For	For
1.2	Elect Director Guillermo E. Babatz	Mgmt	For	For

1.3	Elect Director Daniel (Don) H. Callahan	Mgmt	For	For
1.4	Elect Director W. Dave Dowrich	Mgmt	For	For
1.5	Elect Director Michael B. Medline	Mgmt	For	For
1.6	Elect Director Lynn K. Patterson	Mgmt	For	For
1.7	Elect Director Una M. Power	Mgmt	For	For
1.8	Elect Director Aaron W. Regent	Mgmt	For	For
1.9	Elect Director Sandra J. Stuart	Mgmt	For	For
1.10	Elect Director L. Scott Thomson	Mgmt	For	For
1.11	Elect Director Steven C. Van Wyk	Mgmt	For	For
1.12	Elect Director Benita M. Warmbold	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	SP 1: Publish a Third-Party Racial Equity Audit	SH	Against	Against
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Against
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against

## The Charles Schwab Corporation

**Meeting Date:** 05/22/2025

**Country:** USA

**Ticker:** SCHW

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John K. Adams, Jr.	Mgmt	For	For

1.2	Elect Director Stephen A. Ellis	Mgmt	For	Against
1.3	Elect Director Arun Sarin	Mgmt	For	Against
1.4	Elect Director Charles R. Schwab	Mgmt	For	For
1.5	Elect Director Paula A. Sneed	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Declassify the Board of Directors	SH	Against	For

## The Coca-Cola Company

Meeting Date: 04/30/2025

Country: USA

Ticker: KO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For
1.2	Elect Director Bela Bajaria	Mgmt	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For
1.5	Elect Director Carolyn Everson	Mgmt	For	For
1.6	Elect Director Thomas S. Gayner	Mgmt	For	Against
1.7	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.8	Elect Director Amity Millhiser	Mgmt	For	For
1.9	Elect Director James Quincey	Mgmt	For	For
1.10	Elect Director Caroline J. Tsay	Mgmt	For	For
1.11	Elect Director David B. Weinberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	For
6	Establish a Board Committee on Improper Influence	SH	Against	Against
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

## The Cooper Companies, Inc.

**Meeting Date:** 04/02/2025

**Country:** USA

**Ticker:** COO

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Robert S. Weiss	Mgmt	For	For
1b	Elect Director Colleen E. Jay	Mgmt	For	For
1c	Elect Director Lawrence E. Kurzius	Mgmt	For	For
1d	Elect Director Cynthia L. Lucchese	Mgmt	For	For
1e	Elect Director Teresa S. Madden	Mgmt	For	Against
1f	Elect Director Maria Rivas	Mgmt	For	For
1g	Elect Director Albert G. White, III	Mgmt	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## The GPT Group

Meeting Date: 05/01/2025

Country: Australia

Ticker: GPT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Anne Brennan as Director	Mgmt	For	For
2	Elect Tracey Horton as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Grant of Performance Rights to Russell Prutt	Mgmt	For	For

## The Hartford Insurance Group, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: HIG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	For	For
1b	Elect Director Carlos Dominguez	Mgmt	For	For
1c	Elect Director Trevor Fetter	Mgmt	For	For
1d	Elect Director Donna A. James	Mgmt	For	For
1e	Elect Director Annette Rippert	Mgmt	For	For
1f	Elect Director Teresa Wynn Roseborough	Mgmt	For	For
1g	Elect Director Virginia P. Rueterholz	Mgmt	For	For
1h	Elect Director Christopher J. Swift	Mgmt	For	For
1i	Elect Director Matthew E. Winter	Mgmt	For	For

1j	Elect Director Kathleen Winters	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## The Home Depot, Inc.

**Meeting Date:** 05/22/2025

**Country:** USA

**Ticker:** HD

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Gerard J. Arpey	Mgmt	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For
1j	Elect Director Paula A. Santilli	Mgmt	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For
1l	Elect Director Asha Sharma	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

4	Require Independent Board Chair	SH	Against	Against
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Against
6	Report on Efforts to Reduce Plastic Use	SH	Against	For

## The Hong Kong and China Gas Company Limited

Meeting Date: 06/04/2025

Country: Hong Kong

Ticker: 3

Meeting Type: Annual

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

## The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025

Country: USA

Ticker: IPG

Meeting Type: Special

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

## The Kroger Co.

Meeting Date: 06/26/2025

Country: USA

Ticker: KR

Meeting Type: Annual

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

4	Report on Educating Customers on Tobacco Waste	SH	Against	Against
5	Report on Implementing Worker-Driven Social Responsibility Principles	SH	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	SH	Against	Abstain

## The PNC Financial Services Group, Inc.

Meeting Date: 04/23/2025

Country: USA

Ticker: PNC

Meeting Type: Annual

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

## The Progressive Corporation

Meeting Date: 05/09/2025

Country: USA

Ticker: PGR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	For	For
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For
1d	Elect Director Charles A. Davis	Mgmt	For	For
1e	Elect Director Roger N. Farah	Mgmt	For	For
1f	Elect Director Lawton W. Fitt	Mgmt	For	For
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For
1h	Elect Director Devin C. Johnson	Mgmt	For	For
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	For
1j	Elect Director Barbara R. Snyder	Mgmt	For	For
1k	Elect Director Kahina Van Dyke	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## The Sage Group plc.

Meeting Date: 02/06/2025

Country: United Kingdom

Ticker: SGE

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect John Bates as Director	Mgmt	For	For
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For
10	Re-elect Roisin Donnelly as Director	Mgmt	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For
14	Appoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Approve Long Term Incentive Plan	Mgmt	For	For
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For

22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## The TJX Companies, Inc.

**Meeting Date:** 06/10/2025

**Country:** USA

**Ticker:** TJX

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For
1d	Elect Director David T. Ching	Mgmt	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## The Toro Company

**Meeting Date:** 03/18/2025

**Country:** USA

**Ticker:** TTC

**Meeting Type:** Annual

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

## The Toronto-Dominion Bank

Meeting Date: 04/10/2025

Country: Canada

Ticker: TD

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For
1.2	Elect Director Ana Arsov	Mgmt	For	For
1.3	Elect Director Cherie L. Brant	Mgmt	For	Withhold
1.4	Elect Director Raymond Chun	Mgmt	For	For
1.5	Elect Director Elio R. Luongo	Mgmt	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	Withhold
1.7	Elect Director John B. MacIntyre	Mgmt	For	For
1.8	Elect Director Keith G. Martell	Mgmt	For	For
1.9	Elect Director Nathalie M. Palladitcheff	Mgmt	For	For

1.10	Elect Director S. Jane Rowe	Mgmt	For	Withhold
1.11	Elect Director Nancy G. Tower	Mgmt	For	For
1.12	Elect Director Ajay K. Virmani	Mgmt	For	For
1.13	Elect Director Mary A. Winston	Mgmt	For	Withhold
1.14	Elect Director Paul C. Wirth	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposals	Mgmt		
4	SP 1: Annual Energy Supply Ratio Disclosure	SH	Against	For
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Against
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against
10	SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	SH	Against	Against
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Against	Against
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Against	Against

## The Travelers Companies, Inc.

**Meeting Date:** 05/21/2025

**Country:** USA

**Ticker:** TRV

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For
1b	Elect Director Thomas B. Leonardi	Mgmt	For	For
1c	Elect Director Clarence Otis, Jr.	Mgmt	For	For
1d	Elect Director Elizabeth E. Robinson	Mgmt	For	For
1e	Elect Director Rafael Santana	Mgmt	For	For
1f	Elect Director Todd C. Schermerhorn	Mgmt	For	For
1g	Elect Director Alan D. Schnitzer	Mgmt	For	For
1h	Elect Director Laurie J. Thomsen	Mgmt	For	For
1i	Elect Director Bridget van Kralingen	Mgmt	For	For
1j	Elect Director David S. Williams	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report on Climate-Related Pricing and Coverage Decisions	SH	Against	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	For

## The Walt Disney Company

Meeting Date: 03/20/2025

Country: USA

Ticker: DIS

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For
1b	Elect Director Amy L. Chang	Mgmt	For	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For
1f	Elect Director James P. Gorman	Mgmt	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For
1j	Elect Director Derica W. Rice	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against

## The Williams Companies, Inc.

Meeting Date: 04/29/2025

Country: USA

Ticker: WMB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	For
1.3	Elect Director Michael A. Creel	Mgmt	For	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	For
1.7	Elect Director Peter A. Ragauss	Mgmt	For	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	For
1.10	Elect Director William H. Spence	Mgmt	For	For
1.11	Elect Director Jesse J. Tyson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## TIS, Inc. (Japan)

Meeting Date: 06/24/2025

Country: Japan

Ticker: 3626

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For
2.1	Elect Director Kuwano, Toru	Mgmt	For	For

2.2	Elect Director Okamoto, Yasushi	Mgmt	For	Against
2.3	Elect Director Horiguchi, Shinichi	Mgmt	For	For
2.4	Elect Director Nakamura, Kiyotaka	Mgmt	For	For
2.5	Elect Director Hikida, Shuzo	Mgmt	For	For
2.6	Elect Director Makado, Akira	Mgmt	For	For
2.7	Elect Director Mizukoshi, Naoko	Mgmt	For	For
2.8	Elect Director Sunaga, Junko	Mgmt	For	For
2.9	Elect Director Furusawa, Mitsuhiro	Mgmt	For	For

## Tokio Marine Holdings, Inc.

Meeting Date: 06/23/2025

Country: Japan

Ticker: 8766

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 91	Mgmt	For	For
2.1	Elect Director Komiya, Satoru	Mgmt	For	Against
2.2	Elect Director Okada, Kenji	Mgmt	For	For
2.3	Elect Director Yamamoto, Kichiichiro	Mgmt	For	For
2.4	Elect Director Fujita, Keiko	Mgmt	For	For
2.5	Elect Director Shirota, Hiroaki	Mgmt	For	For
2.6	Elect Director Mitachi, Takashi	Mgmt	For	For
2.7	Elect Director Endo, Nobuhiro	Mgmt	For	For
2.8	Elect Director Katanozaka, Shinya	Mgmt	For	For
2.9	Elect Director Osono, Emi	Mgmt	For	For
2.10	Elect Director Shindo, Kosei	Mgmt	For	For
2.11	Elect Director Robert Alan Feldman	Mgmt	For	For

2.12	Elect Director Matsuyama, Haruka	Mgmt	For	For
2.13	Elect Director Koike, Masahiro	Mgmt	For	For

## Tokyo Electron Ltd.

**Meeting Date:** 06/17/2025

**Country:** Japan

**Ticker:** 8035

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For
1.3	Elect Director Tahara, Kazushi	Mgmt	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For
1.5	Elect Director Ichikawa, Sachiko	Mgmt	For	For
1.6	Elect Director Joseph A. Kraft Jr	Mgmt	For	For
1.7	Elect Director Suzuki, Yukari	Mgmt	For	For
1.8	Elect Director Shinohara, Yukihiro	Mgmt	For	For
2.1	Appoint Statutory Auditor Matsura, Tsuguhiko	Mgmt	For	For
2.2	Appoint Statutory Auditor Makino, Ayako	Mgmt	For	For
3	Approve Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

## Tokyo Gas Co., Ltd.

**Meeting Date:** 06/27/2025

**Country:** Japan

**Ticker:** 9531

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Uchida, Takashi	Mgmt	For	For
1.2	Elect Director Sasayama, Shinichi	Mgmt	For	For
1.3	Elect Director Higo, Takashi	Mgmt	For	For
1.4	Elect Director Sekiguchi, Hiroyuki	Mgmt	For	For
1.5	Elect Director Tannowa, Tsutomu	Mgmt	For	For
1.6	Elect Director Yamamura, Masayuki	Mgmt	For	For
1.7	Elect Director Yoshitaka, Mari	Mgmt	For	For
1.8	Elect Director Komatsu, Yuriya	Mgmt	For	For
1.9	Elect Director Fukasawa, Yuji	Mgmt	For	For

## Tokyu Corp.

Meeting Date: 06/27/2025

Country: Japan

Ticker: 9005

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For
2.1	Elect Director Nomoto, Hirofumi	Mgmt	For	For
2.2	Elect Director Horie, Masahiro	Mgmt	For	Against
2.3	Elect Director Fujiwara, Hirohisa	Mgmt	For	For
2.4	Elect Director Takahashi, Toshiyuki	Mgmt	For	For
2.5	Elect Director Fukuta, Seiichi	Mgmt	For	For
2.6	Elect Director Shimada, Kunio	Mgmt	For	For

2.7	Elect Director Miyazaki, Midori	Mgmt	For	For
2.8	Elect Director Shimizu, Hiroshi	Mgmt	For	For
2.9	Elect Director Sugiyama, Ryoko	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Matsumoto, Taku	Mgmt	For	For

## Toray Industries, Inc.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 3402

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9	Mgmt	For	For
2.1	Elect Director Nikkaku, Akihiro	Mgmt	For	For
2.2	Elect Director Oya, Mitsuo	Mgmt	For	Against
2.3	Elect Director Shuto, Kazuhiko	Mgmt	For	For
2.4	Elect Director Tsunekawa, Tetsuya	Mgmt	For	For
2.5	Elect Director Terada, Shigeki	Mgmt	For	For
2.6	Elect Director Kato, Yuichiro	Mgmt	For	For
2.7	Elect Director Ito, Kunio	Mgmt	For	For
2.8	Elect Director Kaminaga, Susumu	Mgmt	For	For
2.9	Elect Director Harayama, Yuko	Mgmt	For	For
2.10	Elect Director Innes-Taylor, Akiko	Mgmt	For	For
3.1	Appoint Statutory Auditor Mano, Mitsuharu	Mgmt	For	For
3.2	Appoint Statutory Auditor Inoue, Masahiko	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For
5	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For

## TotalEnergies SE

Meeting Date: 05/23/2025

Country: France

Ticker: TTE

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.22 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
6	Reelect Lise Croteau as Director	Mgmt	For	For
7	Elect Helen Lee Bouygues as Director	Mgmt	For	For
8	Elect Laurent Mignon as Director	Mgmt	For	Against
9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	Mgmt	For	For
A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Mgmt	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 2.15 Million	Mgmt	For	For
12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	Mgmt	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For

	Extraordinary Business	Mgmt		
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

## Tractor Supply Company

**Meeting Date:** 05/15/2025

**Country:** USA

**Ticker:** TSCO

**Meeting Type:** Annual

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

# Trane Technologies Plc

Meeting Date: 06/05/2025

Country: Ireland

Ticker: TT

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For
1b	Elect Director Ana P. Assis	Mgmt	For	For
1c	Elect Director Ann C. Berzin	Mgmt	For	For
1d	Elect Director April Miller Boise	Mgmt	For	For
1e	Elect Director Mark R. George	Mgmt	For	For
1f	Elect Director John A. Hayes	Mgmt	For	For
1g	Elect Director Linda P. Hudson	Mgmt	For	For
1h	Elect Director Myles P. Lee	Mgmt	For	For
1i	Elect Director Matthew F. Pine	Mgmt	For	For
1j	Elect Director David S. Regnery	Mgmt	For	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	For
1l	Elect Director John P. Surma	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For
4	Authorize Issue of Equity	Mgmt	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	For

## Trimble Inc.

Meeting Date: 06/17/2025

Country: USA

Ticker: TRMB

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James C. Dalton	Mgmt	For	For
1.2	Elect Director Borje Ekholm	Mgmt	For	For
1.3	Elect Director Kaigham (Ken) Gabriel	Mgmt	For	Withhold
1.4	Elect Director Meaghan Lloyd	Mgmt	For	For
1.5	Elect Director Ronald S. Nersesian	Mgmt	For	For
1.6	Elect Director Robert G. Painter	Mgmt	For	For
1.7	Elect Director Mark S. Peek	Mgmt	For	Withhold
1.8	Elect Director Kara Sprague	Mgmt	For	Withhold
1.9	Elect Director Thomas Sweet	Mgmt	For	Withhold
1.10	Elect Director Johan Wibergh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Truist Financial Corporation

Meeting Date: 04/29/2025

Country: USA

Ticker: TFC

Meeting Type: Annual

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

1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For
1d	Elect Director Dallas S. Clement	Mgmt	For	For
1e	Elect Director Linnie M. Haynesworth	Mgmt	For	For
1f	Elect Director Donna S. Morea	Mgmt	For	For
1g	Elect Director Charles A. Patton	Mgmt	For	For
1h	Elect Director William H. Rogers, Jr.	Mgmt	For	For
1i	Elect Director Thomas E. Skains	Mgmt	For	For
1j	Elect Director Laurence Stein	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For
1l	Elect Director Steven C. Voorhees	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

## Tryg A/S

**Meeting Date:** 03/26/2025

**Country:** Denmark

**Ticker:** TRYG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For

5	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
6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Approve Director Indemnification Scheme	Mgmt	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against
6.f	Amend Articles Re: Number of Members of the Supervisory Board	Mgmt	For	For
7.a	Reelect Jukka Pertola as Member of Board	Mgmt	For	For
7.b	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.c	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.d	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7.e	Reelect Steffen Kragh as Director	Mgmt	For	For
7.f	Reelect Benedicte Bakke Agerup as Director	Mgmt	For	For
8.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## Twilio Inc.

Meeting Date: 06/10/2025

Country: USA

Ticker: TWLO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Donna Dubinsky	Mgmt	For	For
1.2	Elect Director Deval Patrick	Mgmt	For	For
1.3	Elect Director Miyuki Suzuki	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	For
6	Amend Certificate of Incorporation to Remove Inoperative Provisions, and Update Certain Other Miscellaneous Provisions	Mgmt	For	For

## U.S. Bancorp

Meeting Date: 04/15/2025

Country: USA

Ticker: USB

Meeting Type: Annual

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

1g	Elect Director Aleem Gillani	Mgmt	For	For
1h	Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt		
1i	Elect Director Roland A. Hernandez	Mgmt	For	For
1j	Elect Director Gunjan Kedia	Mgmt	For	For
1k	Elect Director Richard P. McKenney	Mgmt	For	For
1l	Elect Director Yusuf I. Mehdi	Mgmt	For	For
1m	Elect Director Loretta E. Reynolds	Mgmt	For	For
1n	Elect Director John P. Wiehoff	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against

## Unicharm Corp.

**Meeting Date:** 03/19/2025

**Country:** Japan

**Ticker:** 8113

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	Against
1.2	Elect Director Takaku, Kenji	Mgmt	For	For
1.3	Elect Director Shite, Tetsuya	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Noriko Rzonca	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Asada, Shigeru	Mgmt	For	For

3 Approve Donation of Treasury Shares to Shinagawa  
Joshi Gakuin School

Mgmt

For

Against

## Unilever Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: ULVR

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Elect Benoit Potier as Director	Mgmt	For	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	For
11	Re-elect Nelson Peltz as Director	Mgmt	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against

18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Union Pacific Corporation

**Meeting Date:** 05/08/2025

**Country:** USA

**Ticker:** UNP

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David B. Dillon	Mgmt	For	For
1b	Elect Director Sheri H. Edison	Mgmt	For	For
1c	Elect Director Teresa M. Finley	Mgmt	For	For
1d	Elect Director Deborah C. Hopkins	Mgmt	For	For
1e	Elect Director Jane H. Lute	Mgmt	For	For
1f	Elect Director Michael R. McCarthy	Mgmt	For	For
1g	Elect Director Doyle R. Simons	Mgmt	For	For
1h	Elect Director John K. Tien, Jr.	Mgmt	For	For
1i	Elect Director V. James Vena	Mgmt	For	For
1j	Elect Director John P. Wiehoff	Mgmt	For	For
1k	Elect Director Christopher J. Williams	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	Against

## United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2025

Country: Singapore

Ticker: U11

Meeting Type: Annual

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

## Universal Music Group NV

Meeting Date: 05/14/2025

Country: Netherlands

Ticker: UMG

Meeting Type: Annual

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

2.	Receive Annual Report	Mgmt		
3.	Approve Remuneration Report	Mgmt	For	Against
4	Adopt Financial Statements	Mgmt	For	For
5.a.	Receive Explanation on Company's Dividend Policy	Mgmt		
5.b	Approve Dividends	Mgmt	For	For
6.a.	Approve Discharge of Executive Directors	Mgmt	For	For
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
7.	Reelect Vincent Vallejo as Executive Director	Mgmt	For	For
8.a.	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	Against
8.b.	Reelect Haim Saban as Non-Executive Director	Mgmt	For	For
8.c.	Reelect Luc van Os as Non-Executive Director	Mgmt	For	For
9.	Approve Remuneration Policy of Executive Board	Mgmt	For	Against
10.a.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10.b.	Approve Cancellation of Shares	Mgmt	For	For
11.	Other Business (Non-Voting)	Mgmt		
12	Close Meeting	Mgmt		

## UPM-Kymmene Oyj

**Meeting Date:** 03/27/2025

**Country:** Finland

**Ticker:** UPM

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		

4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
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
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
21	Authorize Charitable Donations	Mgmt	For	For
22	Close Meeting	Mgmt		

## Veralto Corp.

Meeting Date: 05/14/2025

Country: USA

Ticker: VLTO

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel L. Comas	Mgmt	For	For
1b	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For
1c	Elect Director John T. Schwieters	Mgmt	For	For
1d	Elect Director Cindy L. Wallis-Lage	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4a	Declassify the Board of Directors	Mgmt	For	For
4b	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For

## VERBUND AG

Meeting Date: 04/29/2025

Country: Austria

Ticker: VER

Meeting Type: Annual

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

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

## Verizon Communications Inc.

**Meeting Date:** 05/22/2025

**Country:** USA

**Ticker:** VZ

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Shellye Archambeau	Mgmt	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For
1.5	Elect Director Caroline Litchfield	Mgmt	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

4	Report on Climate Lobbying	SH	Against	Against
5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	SH	Against	Against
6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against

## Vestas Wind Systems A/S

**Meeting Date:** 04/08/2025

**Country:** Denmark

**Ticker:** VWS

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 0.55 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Anders Erik Runevad as Director	Mgmt	For	For
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For
6.d	Reelect Henriette Hallberg Thygesen as Director	Mgmt	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For
6.f	Reelect Lena Marie Olving as Director	Mgmt	For	For
6.g	Elect Bruno Stephane Emmanuel Bensasson as New Director	Mgmt	For	For
6.h	Elect Claudio Facchin as New Director	Mgmt	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For

8.1	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

## Visa Inc.

Meeting Date: 01/28/2025

Country: USA

Ticker: V

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against

## Volvo AB

**Meeting Date:** 04/02/2025

**Country:** Sweden

**Ticker:** VOLV.B

**Meeting Type:** Annual

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

11.4	Approve Discharge of Jan Carlson	Mgmt	For	For
11.5	Approve Discharge of Eric Elzvik	Mgmt	For	For
11.6	Approve Discharge of Martha Finn Brooks	Mgmt	For	For
11.7	Approve Discharge of Kurt Jofs	Mgmt	For	For
11.8	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For
11.9	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For
11.10	Approve Discharge of Martina Merz	Mgmt	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For
11.14	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For
11.15	Approve Discharge of Urban Spannar (Employee Representative)	Mgmt	For	For
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair and SEK 1.28 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	Against
14.2	Reelect Bo Annvik as Director	Mgmt	For	Against

14.3	Reelect Par Boman as Director	Mgmt	For	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	Against
14.5	Reelect Eric Elzvik as Director	Mgmt	For	Against
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	Against
14.7	Reelect Kurt Jofs as Director	Mgmt	For	Against
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	Against
14.10	Reelect Martina Merz as Director	Mgmt	For	Against
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For
18.1	Elect Fredrik Persson as Member of Nominating Committee	Mgmt	For	Against
18.2	Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	For	Against
18.3	Elect Carina Silberg as Member of Nominating Committee	Mgmt	For	Against
18.4	Elect Anders Algotsson as Member of Nominating Committee	Mgmt	For	Against
18.5	Elect Chair of the Board as Member of Nominating Committee	Mgmt	For	Against
19	Approve Remuneration Report	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
20	Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	SH	None	Against

## Vonovia SE

**Meeting Date:** 05/28/2025

**Country:** Germany

**Ticker:** VNA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.22 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and for the First Quarter of Fiscal Year 2026	Mgmt	For	Do Not Vote
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Do Not Vote
8.1	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	Do Not Vote
8.2	Elect Marcus Schenck to the Supervisory Board	Mgmt	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
10	Approve Creation of EUR 246.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 164.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote

## W.W. Grainger, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: GWW

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For
1b	Elect Director George S. Davis	Mgmt	For	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	For
1d	Elect Director Christopher J. Klein	Mgmt	For	For
1e	Elect Director D.G. Macpherson	Mgmt	For	For
1f	Elect Director Cindy J. Miller	Mgmt	For	For
1g	Elect Director Neil S. Novich	Mgmt	For	For
1h	Elect Director Beatriz R. Perez	Mgmt	For	For
1i	Elect Director E. Scott Santi	Mgmt	For	For
1j	Elect Director Susan Slavik Williams	Mgmt	For	For
1k	Elect Director Lucas E. Watson	Mgmt	For	For
1l	Elect Director Steven A. White	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Eliminate Cumulative Voting	Mgmt	For	For

## Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025

Country: USA

Ticker: WBA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For
1k	Elect Director William H. Shrank	Mgmt	For	For
1l	Elect Director Timothy C. Wentworth	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For
7	Report on Cigarette Waste	SH	Against	Against

## Wartsila Oyj Abp

Meeting Date: 03/13/2025

Country: Finland

Ticker: WRT1V

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
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
8	Approve Allocation of Income and Dividends of EUR 0.44 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
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
13	Fix Number of Directors at Eight	Mgmt	For	For
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
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For

19	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

## Waters Corporation

**Meeting Date:** 05/22/2025

**Country:** USA

**Ticker:** WAT

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Flemming Ornskov	Mgmt	For	For
1.2	Elect Director Linda Baddour	Mgmt	For	For
1.3	Elect Director Udit Batra	Mgmt	For	For
1.4	Elect Director Dan Brennan	Mgmt	For	For
1.5	Elect Director Richard Fearon	Mgmt	For	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	For
1.7	Elect Director Wei Jiang	Mgmt	For	For
1.8	Elect Director Heather Knight	Mgmt	For	For
1.9	Elect Director Christopher A. Kuebler	Mgmt	For	For
1.10	Elect Director Mark Vergnano	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Welltower Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: WELL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	For
1b	Elect Director Karen B. DeSalvo	Mgmt	For	For
1c	Elect Director Andrew Gundlach	Mgmt	For	For
1d	Elect Director Dennis G. Lopez	Mgmt	For	For
1e	Elect Director Shankh Mitra	Mgmt	For	For
1f	Elect Director Ade J. Patton	Mgmt	For	For
1g	Elect Director Sergio D. Rivera	Mgmt	For	For
1h	Elect Director Johnese M. Spisso	Mgmt	For	For
1i	Elect Director Kathryn M. Sullivan	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

## West Fraser Timber Co. Ltd.

Meeting Date: 04/23/2025

Country: Canada

Ticker: WFG

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Common and Class B Shares	Mgmt		

1	Fix Number of Directors at Twelve	Mgmt	For	For
2.1	Elect Director Henry H. (Hank) Ketcham	Mgmt	For	For
2.2	Elect Director Doyle N. Beneby	Mgmt	For	For
2.3	Elect Director Eric L. Butler	Mgmt	For	For
2.4	Elect Director Reid E. Carter	Mgmt	For	For
2.5	Elect Director John N. Floren	Mgmt	For	For
2.6	Elect Director Ellis Ketcham Johnson	Mgmt	For	For
2.7	Elect Director Brian G. Kenning	Mgmt	For	For
2.8	Elect Director Marian Lawson	Mgmt	For	For
2.9	Elect Director Sean P. McLaren	Mgmt	For	For
2.10	Elect Director Colleen M. McMorrow	Mgmt	For	For
2.11	Elect Director Janice G. Rennie	Mgmt	For	For
2.12	Elect Director Gillian D. Winckler	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## West Japan Railway Co.

Meeting Date: 06/18/2025

Country: Japan

Ticker: 9021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47.5	Mgmt	For	For
2.1	Elect Director Hasegawa, Kazuaki	Mgmt	For	For
2.2	Elect Director Nozaki, Haruko	Mgmt	For	For
2.3	Elect Director Iino, Kenji	Mgmt	For	For

2.4	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For
2.5	Elect Director Kanai, Yutaka	Mgmt	For	For
2.6	Elect Director Kurasaka, Shoji	Mgmt	For	Against
2.7	Elect Director Haruna, Koichi	Mgmt	For	For
2.8	Elect Director Inoue, Akira	Mgmt	For	For
2.9	Elect Director Okuda, Hideo	Mgmt	For	For
2.10	Elect Director Urushihara, Takeshi	Mgmt	For	For
2.11	Elect Director Umetani, Yasuo	Mgmt	For	For

## West Pharmaceutical Services, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: WST

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For
1b	Elect Director William F. Feehery	Mgmt	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For
1e	Elect Director Janet B. Haugen	Mgmt	For	For
1f	Elect Director Thomas W. Hofmann	Mgmt	For	For
1g	Elect Director Molly E. Joseph	Mgmt	For	For
1h	Elect Director Deborah L. V. Keller	Mgmt	For	For
1i	Elect Director Myla P. Lai-Goldman	Mgmt	For	For
1j	Elect Director Stephen H. Lockhart	Mgmt	For	For
1k	Elect Director Douglas A. Michels	Mgmt	For	For
1l	Elect Director Paolo Pucci	Mgmt	For	For

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Weyerhaeuser Company

Meeting Date: 05/09/2025

Country: USA

Ticker: WY

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For
1b	Elect Director Rick R. Holley	Mgmt	For	For
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For
1e	Elect Director Al Monaco	Mgmt	For	For
1f	Elect Director James C. O'Rourke	Mgmt	For	For
1g	Elect Director Nicole W. Piasecki	Mgmt	For	For
1h	Elect Director Lawrence A. Selzer	Mgmt	For	For
1i	Elect Director Devin W. Stockfish	Mgmt	For	For
1j	Elect Director Kim Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Wheaton Precious Metals Corp.

Meeting Date: 05/09/2025

Country: Canada

Ticker: WPM

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
a1	Elect Director George L. Brack	Mgmt	For	For
a2	Elect Director Jaimie Donovan	Mgmt	For	For
a3	Elect Director Chantal Gosselin	Mgmt	For	For
a4	Elect Director Jeane Hull	Mgmt	For	For
a5	Elect Director Glenn Ives	Mgmt	For	For
a6	Elect Director Charles A. Jeannes	Mgmt	For	For
a7	Elect Director Marilyn Schonberner	Mgmt	For	For
a8	Elect Director Randy V.J. Smallwood	Mgmt	For	For
a9	Elect Director Srinivasan Venkatakrishnan	Mgmt	For	For
b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
c	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Wolters Kluwer NV

Meeting Date: 05/15/2025

Country: Netherlands

Ticker: WKL

Meeting Type: Annual

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

2.a.	Receive Report of Executive Board	Mgmt		
2.b.	Receive Report of Supervisory Board	Mgmt		
2.c.	Approve Remuneration Report	Mgmt	For	For
3.a.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b.	Receive Explanation on Company's Dividend Policy	Mgmt		
3.c.	Approve Dividends	Mgmt	For	For
4.a.	Approve Discharge of Executive Board	Mgmt	For	For
4.b.	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a.	Reelect Kevin Entricken to Executive Board	Mgmt	For	For
5.b.	Elect Stacey Caywood to Executive Board	Mgmt	For	For
6.	Elect Ann Ziegler to Supervisory Board	Mgmt	For	For
7.	Approve Remuneration Policy of Executive Board	Mgmt	For	For
8.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10.	Approve Cancellation of Shares	Mgmt	For	For
11.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For
12.	Other Business (Non-Voting)	Mgmt		
13.	Close Meeting	Mgmt		

## Woodside Energy Group Ltd.

**Meeting Date:** 05/08/2025

**Country:** Australia

**Ticker:** WDS

**Meeting Type:** Annual

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

## Workday, Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: WDAY

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carl M. Eschenbach	Mgmt	For	Against
1b	Elect Director Michael M. McNamara	Mgmt	For	Against
1c	Elect Director Michael L. Speiser	Mgmt	For	Against
1d	Elect Director Jerry Yang	Mgmt	For	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Compensation Committee Report	Mgmt	For	For
4	Elect Philip Jansen as Director	Mgmt	For	For
5	Re-elect Angela Ahrendts as Director	Mgmt	For	For
6	Re-elect Simon Dingemans as Director	Mgmt	For	For
7	Re-elect Sandrine Dufour as Director	Mgmt	For	For
8	Re-elect Tom Ilube as Director	Mgmt	For	For
9	Re-elect Mark Read as Director	Mgmt	For	For
10	Re-elect Cindy Rose as Director	Mgmt	For	For
11	Re-elect Andrew Scott as Director	Mgmt	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For
13	Re-elect Jasmine Whitbread as Director	Mgmt	For	For
14	Re-elect Joanne Wilson as Director	Mgmt	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Approve Share Option Plan	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For

## WSP Global Inc.

Meeting Date: 05/08/2025

Country: Canada

Ticker: WSP

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher Cole	Mgmt	For	For
1.2	Elect Director Martine Ferland	Mgmt	For	For
1.3	Elect Director Eric Lamarre	Mgmt	For	For
1.4	Elect Director Alexandre L'Heureux	Mgmt	For	For
1.5	Elect Director Suzanne Rancourt	Mgmt	For	For
1.6	Elect Director Linda Smith-Galipeau	Mgmt	For	For
1.7	Elect Director Macky Tall	Mgmt	For	For
1.8	Elect Director Claude Tessier	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Xylem Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: XYL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Earl R. Ellis	Mgmt	For	For
1b	Elect Director Robert F. Friel	Mgmt	For	For
1c	Elect Director Lisa Glatch	Mgmt	For	For
1d	Elect Director Victoria D. Harker	Mgmt	For	For
1e	Elect Director Mark D. Morelli	Mgmt	For	For
1f	Elect Director Jerome A. Peribere	Mgmt	For	For
1g	Elect Director Matthew F. Pine	Mgmt	For	For
1h	Elect Director Lila Tretikov	Mgmt	For	For
1i	Elect Director Uday Yadav	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Yamaha Motor Co., Ltd.

Meeting Date: 03/25/2025

Country: Japan

Ticker: 7272

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	Mgmt	For	For

3.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For
3.2	Elect Director Shitara, Motofumi	Mgmt	For	Against
3.3	Elect Director Maruyama, Heiji	Mgmt	For	For
3.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For
3.5	Elect Director Tashiro, Yuko	Mgmt	For	For
3.6	Elect Director Ohashi, Tetsuji	Mgmt	For	For
3.7	Elect Director Jin Song Montesano	Mgmt	For	For
3.8	Elect Director Masui, Keiji	Mgmt	For	For
3.9	Elect Director Sarah L. Casanova	Mgmt	For	For
4.1	Appoint Statutory Auditor Noda, Takeo	Mgmt	For	For
4.2	Appoint Statutory Auditor Kawai, Eriko	Mgmt	For	For

## Yara International ASA

**Meeting Date:** 05/28/2025

**Country:** Norway

**Ticker:** YAR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
3	Approve Remuneration of Auditor	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Dividends of NOK 5.00 Per Share	Mgmt	For	For
6	Approve Remuneration Statement	Mgmt	For	For
7	Approve Company's Corporate Governance Statement	Mgmt	For	For
8.1	Reelect Harald Lauritz Thorstein as Director	Mgmt	For	Against

8.2	Reelect Tina Elizabeth Lawton as Director	Mgmt	For	For
8.3	Elect Jais Valeur as New Director	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of NOK 993,800 for Chair, NOK 517,900 for Vice Chair, and NOK 456,500 for the Other Directors; Approve Committee Fees	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For
11	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For

## Yokogawa Electric Corp.

Meeting Date: 06/19/2025

Country: Japan

Ticker: 6841

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For
2.1	Elect Director Nara, Hitoshi	Mgmt	For	For
2.2	Elect Director Shigeno, Kunimasa	Mgmt	For	For
2.3	Elect Director Kikkawa, Hikaru	Mgmt	For	For
2.4	Elect Director Nakajima, Michiko	Mgmt	For	For
2.5	Elect Director Uchida, Akira	Mgmt	For	For
2.6	Elect Director Urano, Kuniko	Mgmt	For	For
2.7	Elect Director Hirano, Takuya	Mgmt	For	For
2.8	Elect Director Goto, Yujiro	Mgmt	For	For
2.9	Elect Director Osawa, Makoto	Mgmt	For	For
2.10	Elect Director Ono, Masaru	Mgmt	For	For
2.11	Elect Director Maruyama, Hisashi	Mgmt	For	For
2.12	Elect Director Christina Ahmadjian	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Paget L. Alves	Mgmt	For	For
1b	Elect Director Keith Barr	Mgmt	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For
1d	Elect Director Christopher M. Connor	Mgmt	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For
1h	Elect Director David W. Gibbs	Mgmt	For	For
1i	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against
6	Report on Risks Related to Religious Discrimination Against Employees	SH	Against	Against
7	Commission a Third Party Audit on Working Conditions	SH	Against	Against

Meeting Date: 05/27/2025

Country: Germany

Ticker: ZAL

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.a	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	Do Not Vote
5.b	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	Do Not Vote
5.c	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	Do Not Vote
7.a.a	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	Do Not Vote
7.a.b	Elect Alice Delahunt to the Supervisory Board	Mgmt	For	Do Not Vote
7.a.c	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	Do Not Vote
7.a.d	Elect Anders Holch Povlsen to the Supervisory Board	Mgmt	For	Do Not Vote
7.a.e	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	Do Not Vote
7.a.f	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	Do Not Vote
7.b.a	Elect Zbigniew Laskowski, Rose Reynolds and Maggie Sloan as Employee Representatives to the Supervisory Board	Mgmt	For	Do Not Vote

7.b.b	Elect Surbhi Marwah, Klaus Møller-Arentoft and Andrea Ricciarelli to the Supervisory Board as Substitutes to Employee Representatives	Mgmt	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Do Not Vote
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Do Not Vote
11	Approve Creation of EUR 79.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Billion; Approve Creation of EUR 48.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote
13	Approve Partial Cancellation of Conditional Capital 2014 and 2016	Mgmt	For	Do Not Vote

## Zensho Holdings Co., Ltd.

**Meeting Date:** 06/27/2025

**Country:** Japan

**Ticker:** 7550

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Create Bond-type Class Shares	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	Mgmt	For	For
3.1	Elect Director Ogawa, Kentaro	Mgmt	For	For
3.2	Elect Director Ogawa, Yohei	Mgmt	For	Against
3.3	Elect Director Nonoshita, Shinya	Mgmt	For	For
3.4	Elect Director Hirano, Makoto	Mgmt	For	For

3.5	Elect Director Ogawa, Kazumasa	Mgmt	For	For
3.6	Elect Director Ito, Chiaki	Mgmt	For	For
3.7	Elect Director Ando, Takaharu	Mgmt	For	For
3.8	Elect Director Yamana, Shoei	Mgmt	For	For
3.9	Elect Director Nagatsuma, Reiko	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Watanabe, Hideo	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Miyajima, Yukio	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Kaneko, Kenichi	Mgmt	For	Against
4.4	Elect Director and Audit Committee Member Maruyama, Hisashi	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For

## Zimmer Biomet Holdings, Inc.

**Meeting Date:** 05/29/2025

**Country:** USA

**Ticker:** ZBH

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Betsy J. Bernard	Mgmt	For	For
1b	Elect Director Michael J. Farrell	Mgmt	For	For
1c	Elect Director Robert A. Hagemann	Mgmt	For	For
1d	Elect Director Arthur J. Higgins	Mgmt	For	For
1e	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For
1f	Elect Director Syed Jafry	Mgmt	For	For

1g	Elect Director Sreelakshmi Kolli	Mgmt	For	For
1h	Elect Director Devdatt (Dev) Kurdikar	Mgmt	For	For
1i	Elect Director Louis A. Shapiro	Mgmt	For	For
1j	Elect Director Ivan Tornos	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For

## ZOZO, Inc.

Meeting Date: 06/26/2025

Country: Japan

Ticker: 3092

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sawada, Kotaro	Mgmt	For	For
1.2	Elect Director Yanagisawa, Koji	Mgmt	For	For
1.3	Elect Director Hirose, Fuminori	Mgmt	For	For
1.4	Elect Director Hide, Makoto	Mgmt	For	For
1.5	Elect Director Nagata, Yuko	Mgmt	For	For
1.6	Elect Director Saito, Taro	Mgmt	For	For
1.7	Elect Director Kansai, Takako	Mgmt	For	For
1.8	Elect Director Oikawa, Takuya	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Igarashi, Hiroko	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Utsunomiya, Junko	Mgmt	For	For

2.3	Elect Director and Audit Committee Member Nishiyama, Kumiko	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Motai, Junichi	Mgmt	For	For

## Zscaler, Inc.

Meeting Date: 01/10/2025

Country: USA

Ticker: ZS

Meeting Type: Annual

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
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against

## Zurich Insurance Group AG

Meeting Date: 04/09/2025

Country: Switzerland

Ticker: ZURN

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	For	Do Not Vote
1.3	Approve Sustainability Report	Mgmt	For	Do Not Vote

2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	Do Not Vote
4.1.b	Reelect Joan Amble as Director	Mgmt	For	Do Not Vote
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	Do Not Vote
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	Do Not Vote
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	Do Not Vote
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	Do Not Vote
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For	Do Not Vote
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	Do Not Vote
4.1.k	Reelect John Rafter as Director	Mgmt	For	Do Not Vote
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	Do Not Vote
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	Do Not Vote
4.1.n	Elect Thomas Jordan as Director	Mgmt	For	Do Not Vote
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	Do Not Vote
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	Do Not Vote

