

VOTE SUMMARY REPORT

Date range covered : 04/01/2024 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER GBAL

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024

Record Date: 04/16/2024

Primary Security ID: F58485115

Country: France

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 12,980

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	Mgmt	For	For
5	Reelect Antoine Arnault as Director	Mgmt	For	For
6	Elect Henri de Castries as Director	Mgmt	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	For
8	Elect Frederic Arnault as Director	Mgmt	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
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	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
	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

Nestle SA

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: H57312649

Country: Switzerland

Meeting Type: Annual

Ticker: NESN

Shares Voted: 113,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Remuneration Report	Mgmt	For	Against
1.2	Approve Non-Financial Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	Against
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	Against
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	Against
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	Against
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	Against
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
	Shareholder Proposal	Mgmt		
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against
	Management Proposal	Mgmt		
8	Transact Other Business (Voting)	Mgmt	Against	Abstain

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 1,275,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6 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	Elect Bengt Arve Rem as New Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For
8.1	Elect Anders Christian Stray Ryssdal as Members of Nominating Committee	Mgmt	For	For
8.2	Elect Kjetil Houg as Members of Nominating Committee	Mgmt	For	For
8.3	Elect Rebekka Glasser Herlofsen as Members of Nominating Committee	Mgmt	For	For
9	Elect Anders Christian Stray Ryssdal as Chair of Nominating Committee	Mgmt	For	For

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration of Directors	Mgmt	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For

De'Longhi SpA

Meeting Date: 04/19/2024	Country: Italy	Ticker: DLG
Record Date: 04/10/2024	Meeting Type: Annual/Special	
Primary Security ID: T3508H102		

Shares Voted: 197,782

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
4	Approve 2024-2026 Performance Shares Plan	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Articles 5-bis and 7	Mgmt	For	Against
2	Authorize Board to Increase Capital to Service 2024-2026 Performance Shares Plan	Mgmt	For	For

Brembo SpA

Meeting Date: 04/23/2024	Country: Netherlands	Ticker: BRE
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: N1R19A100		

Brembo SpA

Shares Voted: 20,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For
	Extraordinary Business	Mgmt		
1.1	Amend Company Bylaws Re: Article 4	Mgmt	For	For
1.2	Amend Company Bylaws Re: Article 5	Mgmt	For	Against
1.3	Amend Company Bylaws Re: New Article 45	Mgmt	For	Against

Bunzl Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: BNZL

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G16968110

Shares Voted: 404,971

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 Lloyd Pitchford as Director	Mgmt	For	For

Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Stephan Nanninga as Director	Mgmt	For	For
8	Re-elect Vin Murria as Director	Mgmt	For	For
9	Re-elect Pam Kirby as Director	Mgmt	For	For
10	Re-elect Jacky Simmonds as Director	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Approve Remuneration Policy	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Long Term Incentive Plan	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

Admiral Group Plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G0110T106

Country: United Kingdom

Meeting Type: Annual

Ticker: ADM

Shares Voted: 462,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Michael Rogers as Director	Mgmt	For	For

## Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Milena Mondini-de-Focatiis as Director	Mgmt	For	For
7	Re-elect Geraint Jones as Director	Mgmt	For	For
8	Re-elect Evelyn Bourke as Director	Mgmt	For	For
9	Re-elect Michael Brierley as Director	Mgmt	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For
11	Re-elect Karen Green as Director	Mgmt	For	For
12	Elect Fiona Muldoon as Director	Mgmt	For	For
13	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For
14	Re-elect Justine Roberts as Director	Mgmt	For	For
15	Re-elect William Roberts as Director	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	Against
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against
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

## Eurofins Scientific SE

Meeting Date: 04/25/2024	Country: Luxembourg	Ticker: ERF
Record Date: 04/11/2024	Meeting Type: Annual/Special	
Primary Security ID: L31839134		



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 Gilles Martin as Executive Director	Mgmt	For	For
12	Reelect Yves-Loic Martin as Non-Executive Director	Mgmt	For	Against
13	Reelect Valerie Hanote as Executive Director	Mgmt	For	Against
14	Reelect Pascal Rakovsky as Non-Executive Director	Mgmt	For	For
15	Reelect Patrizia Luchetta as Non-Executive Director	Mgmt	For	For
16	Reelect Evie Roos as Non-Executive Director	Mgmt	For	For
17	Elect Erica Monfardini as Non-Executive Director	Mgmt	For	For
18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For
19	Approve Attendance Fees of Directors	Mgmt	For	For
20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For
21	Approve Share Repurchase Program	Mgmt	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	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	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Heineken Holding NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N39338194

Country: Netherlands

Meeting Type: Annual

Ticker: HEIO

Shares Voted: 86,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Receive Report of Management Board (Non-Voting)	Mgmt		
	Discussion on Company's Corporate Governance Structure	Mgmt		
2	Discussion on Company's Corporate Governance Structure	Mgmt		
3	Approve Remuneration Report	Mgmt	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5	Discussion on Allocation of Income	Mgmt		
6	Approve Discharge of Directors	Mgmt	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Reelect J.F.M.L. van Boxmeer as Director	Mgmt	For	For

Heineken Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For

Johnson & Johnson

Meeting Date: 04/25/2024	Country: USA	Ticker: JNJ
Record Date: 02/27/2024	Meeting Type: Annual	
Primary Security ID: 478160104		

Shares Voted: 75,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For
1m	Elect Director Eugene A. Woods	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 Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH		

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: REL
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G7493L105		

Shares Voted: 217,015

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	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Bianca Tetteroo 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 Robert MacLeod as Director	Mgmt	For	For
14	Re-elect Andrew Sukawaty 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

S&P Global Inc.

Meeting Date: 05/01/2024

Record Date: 03/11/2024

Primary Security ID: 78409V104

Country: USA

Meeting Type: Annual

Ticker: SPGI

Shares Voted: 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Moderna, Inc.

Meeting Date: 05/06/2024

Record Date: 03/07/2024

Primary Security ID: 60770K107

Country: USA

Meeting Type: Annual

Ticker: MRNA

Shares Voted: 56,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	For	For
1b	Elect Director Elizabeth Nabel	Mgmt	For	For
1c	Elect Director Elizabeth Tallett	Mgmt	For	For

Moderna, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For

Bravida Holding AB

Meeting Date: 05/07/2024

Record Date: 04/26/2024

Primary Security ID: W2R16Z106

Country: Sweden

Meeting Type: Annual

Ticker: BRAV

Shares Voted: 476,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive CEO's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.50 Per Ordinary Share	Mgmt	For	For
11.1	Approve Discharge of Fredrik Arp	Mgmt	For	For
11.2	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For
11.3	Approve Discharge of Jan Johansson	Mgmt	For	For
11.4	Approve Discharge of Marie Nygren	Mgmt	For	For

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.5	Approve Discharge of Staffan Pahlsson	Mgmt	For	For
11.6	Approve Discharge of Karin Stahlhandske	Mgmt	For	For
11.7	Approve Discharge of Jan Ericson	Mgmt	For	For
11.8	Approve Discharge of Geir Gjestad	Mgmt	For	For
11.9	Approve Discharge of Christoffer Lindal Strand	Mgmt	For	For
11.10	Approve Discharge of Ornulf Thorsen	Mgmt	For	For
11.11	Approve Discharge of Kaj Levisen	Mgmt	For	For
11.12	Approve Discharge of Mattias Johansson	Mgmt	For	For
12.a	Determine Number of Members (7) and Deputy Members (0) of Board	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 SEK 1.39 Million to Chairman and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.b	Approve Remuneration of Auditors	Mgmt	For	For
14.a	Reelect Fredrik Arp as Director	Mgmt	For	For
14.b	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	For
14.c	Reelect Jan Johansson as Director	Mgmt	For	For
14.d	Reelect Marie Nygren as Director	Mgmt	For	For
14.e	Reelect Staffan Pahlsson as Director	Mgmt	For	For
14.f	Reelect Karin Stahlhandske as Director	Mgmt	For	For
14.g	Elect Tero Kiviniemi as New Director	Mgmt	For	For
15	Reelect Fredrik Arp as Board Chair	Mgmt	For	For
16	Ratify KPMG as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
20	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
21.a	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	For
21.b1	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For
21.b2	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For
21.b3	Approve Equity Plan Financing Through Transfer of Own Shares	Mgmt	For	For
21.c	Approve Alternative Equity Plan Financing	Mgmt	For	For
22	Close Meeting	Mgmt		

FUCHS SE

Meeting Date: 05/08/2024

Record Date: 04/30/2024

Primary Security ID: D27462379

Country: Germany

Meeting Type: Annual

Ticker: FPE3

Shares Voted: 69,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 per Ordinary Share and EUR 1.11 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For



FUCHS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For

Wolters Kluwer NV

Meeting Date: 05/08/2024	Country: Netherlands	Ticker: WKL
Record Date: 04/10/2024	Meeting Type: Annual	
Primary Security ID: N9643A197		

Shares Voted: 171,336

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	Discussion on Company's Corporate Governance Structure	Mgmt		
2.c	Receive Report of Supervisory Board	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 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	Elect David Sides to Supervisory Board	Mgmt	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Approve Cancellation of Shares	Mgmt	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For
11	Other Business	Mgmt		
12	Close Meeting	Mgmt		

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024Country: GermanyTicker: BMW

Record Date: 04/23/2024Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 180,901

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	Mgmt	For	For
6.2	Elect Stefan Quandt to the Supervisory Board	Mgmt	For	For
6.3	Elect Vishal Sikka to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For

Robert Half Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: RHI
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 770323103		

Shares Voted: 64,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	Mgmt	For	For
1b	Elect Director Julia L. Coronado	Mgmt	For	For
1c	Elect Director Dirk A. Kempthorne	Mgmt	For	For
1d	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For
1e	Elect Director Marc H. Morial	Mgmt	For	For
1f	Elect Director Robert J. Pace	Mgmt	For	For
1g	Elect Director Frederick A. Richman	Mgmt	For	For
1h	Elect Director M. Keith Waddell	Mgmt	For	For
1i	Elect Director Marnie H. Wilking	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Amphenol Corporation

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 032095101

Country: USA

Meeting Type: Annual

Ticker: APH

Shares Voted: 159,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	Against
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 571748102

Country: USA

Meeting Type: Annual

Ticker: MMC

Shares Voted: 175,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director John Q. Doyle	Mgmt	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For
1j	Elect Director Morton O. Schapiro	Mgmt	For	For
1k	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	Provide Right to Act by Written Consent	SH	Against	For

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024

Country: USA

Ticker: ICE

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 45866F104

Shares Voted: 111,500

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

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For

CDW Corporation

Meeting Date: 05/21/2024

Record Date: 03/25/2024

Primary Security ID: 12514G108

Country: USA

Meeting Type: Annual

Ticker: CDW

Shares Voted: 91,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For
1b	Elect Director James A. Bell	Mgmt	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For
1e	Elect Director Kelly J. Grier	Mgmt	For	For
1f	Elect Director Marc E. Jones	Mgmt	For	For
1g	Elect Director Christine A. Leahy	Mgmt	For	For
1h	Elect Director Sanjay Mehrotra	Mgmt	For	For
1i	Elect Director David W. Nelms	Mgmt	For	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	For
1k	Elect Director Donna F. Zarcone	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 Political Contributions	SH	Against	Against

Insperty, Inc.

Meeting Date: 05/21/2024

Record Date: 04/04/2024

Primary Security ID: 45778Q107

Country: USA

Meeting Type: Annual

Ticker: NSP

Shares Voted: 125,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carol R. Kaufman	Mgmt	For	For
1.2	Elect Director John L. Lumelleau	Mgmt	For	For
1.3	Elect Director Paul J. Sarvadi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Amazon.com, Inc.

Meeting Date: 05/22/2024

Record Date: 03/28/2024

Primary Security ID: 023135106

Country: USA

Meeting Type: Annual

Ticker: AMZN

Shares Voted: 76,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For



Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Wendell P. Weeks	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	Establish a Public Policy Committee	SH	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
6	Report on Customer Due Diligence	SH	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against
9	Report on Viewpoint Discrimination	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Against
11	Report on Efforts to Reduce Plastic Use	SH	Against	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Against
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	Against
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against
17	Commission a Third Party Audit on Working Conditions	SH	Against	Against

TriNet Group, Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: TNET
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 896288107		

Shares Voted: 100,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ralph A. Clark	Mgmt	For	For
1.2	Elect Director Maria Contreras-Sweet	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

Intertek Group Plc

Meeting Date: 05/24/2024Country: United KingdomTicker: ITRK

Record Date: 05/22/2024Meeting Type: Annual

Primary Security ID: G4911B108

Shares Voted: 54,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
3	Approve Remuneration Report	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5	Elect Apurvi Sheth as Director	Mgmt	For	Against
6	Re-elect Andrew Martin as Director	Mgmt	For	Against
7	Re-elect Andre Lacroix as Director	Mgmt	For	Against
8	Re-elect Colm Deasy as Director	Mgmt	For	Against
9	Re-elect Graham Allan as Director	Mgmt	For	Against
10	Re-elect Gurnek Bains as Director	Mgmt	For	Against
11	Re-elect Lynda Clarizio as Director	Mgmt	For	Against
12	Re-elect Tamara Ingram as Director	Mgmt	For	Against
13	Re-elect Jez Maiden as Director	Mgmt	For	Against
14	Re-elect Kawal Preet as Director	Mgmt	For	Against

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Re-elect Jean-Michel Valette as Director	Mgmt	For	Against
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	Authorise UK Political Donations and Expenditure	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

XP Inc.

Meeting Date: 05/24/2024	Country: Cayman Islands	Ticker: XP
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G98239109		

Shares Voted: 577,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Elect Director Jose Luiz Acar Pedro	Mgmt	For	For
3	Elect Director Oscar Rodriguez Herrero	Mgmt	For	For
4	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For
5	Elect Director Melissa Werneck	Mgmt	For	For
6	Elect Director Guilherme Dias Fernandes Benchimol	Mgmt	For	For
7	Elect Director Bruno Constantino Alexandre dos Santos	Mgmt	For	For
8	Elect Director Bernardo Amaral Botelho	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Elect Director Martin Emiliano Escobari Lifchitz	Mgmt	For	For
10	Elect Director Gabriel Klas da Rocha Leal	Mgmt	For	For

Publicis Groupe SA

Meeting Date: 05/29/2024	Country: France	Ticker: PUB
Record Date: 05/27/2024	Meeting Type: Annual/Special	
Primary Security ID: F7607Z165		

Shares Voted: 375,394

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 3.40 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 Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For

## Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 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 Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For
	Ordinary Business	Mgmt		
30	Elect Arthur Sadoun as Director	Mgmt	For	For
31	Elect Elisabeth Badinter as Director	Mgmt	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For
33	Elect Jean Charest as Director	Mgmt	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For
37	Elect André Kudelski as Director	Mgmt	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For
46	Reelect André Kudelski as Supervisory Board Member	Mgmt	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 05/30/2024

Record Date: 05/02/2024

Primary Security ID: N44664105

Country: Netherlands

Meeting Type: Annual

Ticker: JDEP

Shares Voted: 492,922

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	Discussion on Company's Corporate Governance Structure	Mgmt		
2.c	Approve Remuneration Report	Mgmt	For	Against
2.d	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	Reelect Vandevelde as Non-Executive Director	Mgmt	For	For
5.b	Reelect Richards as Non-Executive Director	Mgmt	For	For
5.c	Reelect Hennequin as Non-Executive Director	Mgmt	For	For
5.d	Reelect MacFarlane as Non-Executive Director	Mgmt	For	For
6.a	Approve Remuneration Policy	Mgmt	For	Against
6.b	Amend JDE Peet's Long-Term Incentive Plan	Mgmt	For	Against
7	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For
8.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
8.c	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		

JDE Peet's NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Close Meeting	Mgmt		

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024	Country: USA	Ticker: UNH
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: 91324P102		

Shares Voted: 55,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For
1j	Elect Director Andrew Witty	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 Congruency of Political Spending with Company Values and Priorities	SH	Against	Against

Booking Holdings Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: BKNG
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: 09857L108		

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For



Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.12	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	Amend Clawback Policy	SH	Against	Against
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against

FTI Consulting, Inc.

Meeting Date: 06/05/2024

Record Date: 03/07/2024

Primary Security ID: 302941109

Country: USA

Meeting Type: Annual

Ticker: FCN

Shares Voted: 101,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For
1c	Elect Director Elsy Boglioli	Mgmt	For	For
1d	Elect Director Claudio Costamagna	Mgmt	For	For
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For
1f	Elect Director Steven H. Gunby	Mgmt	For	For

FTI Consulting, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For
1h	Elect Director Stephen C. Robinson	Mgmt	For	For
1i	Elect Director Laureen E. Seeger	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Corpay, Inc.

Meeting Date: 06/06/2024

Record Date: 04/11/2024

Primary Security ID: 219948106

Country: USA

Meeting Type: Annual

Ticker: CPAY

Shares Voted: 34,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	Mgmt	For	For
1b	Elect Director Ronald F. Clarke	Mgmt	For	For
1c	Elect Director Joseph W. Farrelly	Mgmt	For	For
1d	Elect Director Rahul Gupta	Mgmt	For	For
1e	Elect Director Thomas M. Hagerty	Mgmt	For	For
1f	Elect Director Archie L. Jones, Jr.	Mgmt	For	For
1g	Elect Director Richard Macchia	Mgmt	For	For
1h	Elect Director Hala G. Modellmog	Mgmt	For	For
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For
1j	Elect Director Steven T. Stull	Mgmt	For	For
1k	Elect Director Gerald Throop	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
4	Require Independent Board Chair	SH	Against	For

Sonova Holding AG

Meeting Date: 06/11/2024Country: SwitzerlandTicker: SOON

Record Date:Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 20,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For
6	Transact Other Business (Voting)	Mgmt	For	For

Dun & Bradstreet Holdings, Inc.

Meeting Date: 06/12/2024	Country: USA	Ticker: DNB
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 26484T106		

Shares Voted: 56,433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For
1.2	Elect Director Douglas K. Ammerman	Mgmt	For	For
1.3	Elect Director Chinh E. Chu	Mgmt	For	For
1.4	Elect Director William P. Foley, II	Mgmt	For	For
1.5	Elect Director Thomas M. Hagerty	Mgmt	For	For
1.6	Elect Director Anthony M. Jabbour	Mgmt	For	For
1.7	Elect Director Keith J. Jackson	Mgmt	For	For
1.8	Elect Director Kirsten M. Kliphouse	Mgmt	For	For
1.9	Elect Director Richard N. Massey	Mgmt	For	For
1.10	Elect Director James A. Quella	Mgmt	For	For
1.11	Elect Director Ganesh B. Rao	Mgmt	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

KDDI Corp.

Meeting Date: 06/19/2024

Record Date: 03/31/2024

Primary Security ID: J31843105

Country: Japan

Meeting Type: Annual

Ticker: 9433

Shares Voted: 674,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Tanaka, Takashi	Mgmt	For	Against
2.2	Elect Director Takahashi, Makoto	Mgmt	For	Against
2.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	Against
2.4	Elect Director Matsuda, Hiromichi	Mgmt	For	Against
2.5	Elect Director Saishoji, Nanae	Mgmt	For	Against
2.6	Elect Director Takezawa, Hiroshi	Mgmt	For	Against
2.7	Elect Director Yamaguchi, Goro	Mgmt	For	Against
2.8	Elect Director Yamamoto, Keiji	Mgmt	For	Against
2.9	Elect Director Tannowa, Tsutomu	Mgmt	For	Against
2.10	Elect Director Okawa, Junko	Mgmt	For	Against
2.11	Elect Director Okumiya, Kyoko	Mgmt	For	Against
2.12	Elect Director Ando, Makoto	Mgmt	For	Against
3.1	Appoint Statutory Auditor Yamashita, Kazuyasu	Mgmt	For	For
3.2	Appoint Statutory Auditor Fukushima, Naoki	Mgmt	For	For
3.3	Appoint Statutory Auditor Kogure, Kazutoshi	Mgmt	For	For
3.4	Appoint Statutory Auditor Arima, Koji	Mgmt	For	For

Aon Plc

Meeting Date: 06/21/2024

Record Date: 04/12/2024

Primary Security ID: G0403H108

Country: Ireland

Meeting Type: Annual

Ticker: AON

Shares Voted: 75,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For

Aon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Gregory C. Case	Mgmt	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For
1.6	Elect Director Fulvio Conti	Mgmt	For	For
1.7	Elect Director Cheryl A. Francis	Mgmt	For	For
1.8	Elect Director Adriana Karaboutis	Mgmt	For	For
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For
1.10	Elect Director Gloria Santona	Mgmt	For	For
1.11	Elect Director Sarah E. Smith	Mgmt	For	For
1.12	Elect Director Byron O. Spruell	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	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

RS Group Plc

Meeting Date: 07/11/2024	Country: United Kingdom	Ticker: RS1
Record Date: 07/09/2024	Meeting Type: Annual	
Primary Security ID: G29848101		

Shares Voted: 505,539

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

RS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Alex Baldock as Director	Mgmt	For	For
5	Re-elect Louisa Burdett as Director	Mgmt	For	For
6	Re-elect Rona Fairhead as Director	Mgmt	For	For
7	Re-elect Navneet Kapoor as Director	Mgmt	For	For
8	Re-elect Bessie Lee as Director	Mgmt	For	For
9	Re-elect Simon Pryce as Director	Mgmt	For	For
10	Elect Kate Ringrose as Director	Mgmt	For	For
11	Re-elect David Sleath as Director	Mgmt	For	For
12	Re-elect Joan Wainwright as Director	Mgmt	For	For
13	Appoint Deloitte LLP as Auditors	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	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

Alimentation Couche-Tard Inc.

Meeting Date: 09/05/2024	Country: Canada	Ticker: ATD
Record Date: 07/10/2024	Meeting Type: Annual	
Primary Security ID: 01626P148		

Shares Voted: 439,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
2.1	Elect Director Alain Bouchard	Mgmt	For	For
2.2	Elect Director Louis Vachon	Mgmt	For	For
2.3	Elect Director Jean Bernier	Mgmt	For	For
2.4	Elect Director Karinne Bouchard	Mgmt	For	For
2.5	Elect Director Eric Boyko	Mgmt	For	For
2.6	Elect Director Marie-Eve D'mours	Mgmt	For	For
2.7	Elect Director Janice L. Fields	Mgmt	For	For
2.8	Elect Director Eric Fortin	Mgmt	For	For
2.9	Elect Director Richard Fortin	Mgmt	For	For
2.10	Elect Director Stephen J. Harper	Mgmt	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	For
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For
2.13	Elect Director Monique F. Leroux	Mgmt	For	For
2.14	Elect Director Alex Miller	Mgmt	For	For
2.15	Elect Director Real Plourde	Mgmt	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against
	Shareholder Proposals	Mgmt		
4	SP 1: Approve Incentive Compensation for All Employees Based on ESG Objectives	SH	Against	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For
6	SP 3: Disclose Language Fluency of Executives	SH	Against	Against
7	SP 4: Advisory Vote on Environmental Policies	SH	Against	For
8	SP 5: Disclose Decarbonization Action Plan	SH	Against	Against



Meeting Date: 09/23/2024

Record Date: 07/29/2024

Primary Security ID: 31428X106

Country: USA

Meeting Type: Annual

Ticker: FDX

Shares Voted: 56,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Silvia Davila	Mgmt	For	For
1b	Elect Director Marvin R. Ellison	Mgmt	For	For
1c	Elect Director Stephen E. Gorman	Mgmt	For	For
1d	Elect Director Susan Patricia Griffith	Mgmt	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For
1k	Elect Director Frederick W. Smith	Mgmt	For	For
1l	Elect Director David P. Steiner	Mgmt	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For
1n	Elect Director Paul S. Walsh	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
5	Amend Certificate of Incorporation to Remove Pass-Through Voting Provision	Mgmt	For	For
6	Report on "Just Transition"	SH	Against	Against
7	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	Against

# The Procter & Gamble Company

Meeting Date: 10/08/2024

Record Date: 08/09/2024

Primary Security ID: 742718109

Country: USA

Meeting Type: Annual

Ticker: PG

Shares Voted: 38,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For
1f	Elect Director Christopher Kempczinski	Mgmt	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For
1h	Elect Director Terry J. Lundgren	Mgmt	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For
1j	Elect Director Ashley McEvoy	Mgmt	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For
1n	Elect Director Patricia A. Woertz	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 Median Gender/Racial Pay Gap	SH	Against	Against

# Wolters Kluwer NV

Meeting Date: 10/28/2024

Record Date: 09/30/2024

Primary Security ID: N9643A197

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: WKL

Shares Voted: 120,336

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

Softcat Plc

Meeting Date: 12/09/2024Country: United KingdomTicker: SCT

Record Date: 12/05/2024Meeting Type: Annual

Primary Security ID: G8251T108

Shares Voted: 199,590

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	Approve Special Dividend	Mgmt	For	For
5	Re-elect Graeme Watt as Director	Mgmt	For	For
6	Re-elect Graham Charlton as Director	Mgmt	For	For
7	Re-elect Katy Mecklenburgh as Director	Mgmt	For	For
8	Elect Jacqui Ferguson as Director	Mgmt	For	For
9	Re-elect Mayank Prakash as Director	Mgmt	For	For
10	Re-elect Lynne Weedall as Director	Mgmt	For	For
11	Re-elect Robyn Perriss as Director	Mgmt	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For

Softcat Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Long Term Incentive Plan	Mgmt	For	For
16	Approve Annual and Deferred Bonus Plan	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

Microsoft Corporation

Meeting Date: 12/10/2024

Record Date: 09/30/2024

Primary Security ID: 594918104

Country: USA

Meeting Type: Annual

Ticker: MSFT

Shares Voted: 62,400

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

Microsoft Corporation

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

Visa Inc.

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

Shares Voted: 28,000

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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
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

CGI Inc.

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

Shares Voted: 167,800

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	For
1.3	Elect Director George A. Cope	Mgmt	For	For
1.4	Elect Director Jacynthe Cote	Mgmt	For	For
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	For
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For
1.11	Elect Director Alison C. Reed	Mgmt	For	For
1.12	Elect Director George D. Schindler	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.13	Elect Director Kathy N. Waller	Mgmt	For	For
1.14	Elect Director Frank Witter	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For

Accenture plc

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

**Country:** Ireland

**Ticker:** ACN

**Record Date:** 12/09/2024

**Meeting Type:** Annual

**Primary Security ID:** G1151C101

Shares Voted: 11,900

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

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Deere & Company

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

Shares Voted: 14,700

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



Warner Music Group Corp.

Meeting Date: 03/04/2025

Record Date: 01/06/2025

Primary Security ID: 934550203

Country: USA

Meeting Type: Annual

Ticker: WMG

Shares Voted: 195,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Kyncl	Mgmt	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	Against
1c	Elect Director Len Blavatnik	Mgmt	For	Against
1d	Elect Director Valentin (Val) Blavatnik	Mgmt	For	Against
1e	Elect Director Mathias Dopfner	Mgmt	For	For
1f	Elect Director Nancy Dubuc	Mgmt	For	For
1g	Elect Director Noreena Hertz	Mgmt	For	Against
1h	Elect Director Ynon Kreiz	Mgmt	For	Against
1i	Elect Director Ceci Kurzman	Mgmt	For	Against
1j	Elect Director Michael Lynton	Mgmt	For	For
1k	Elect Director Donald A. Wagner	Mgmt	For	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

Novo Nordisk A/S

Meeting Date: 03/27/2025

Record Date: 03/20/2025

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 157,804

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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		