

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER GBAL

RS Group Plc

Meeting Date: 07/11/2024Country: United KingdomTicker: RS1

Record Date: 07/09/2024Meeting 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
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

RS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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		

Alimentation Couche-Tard Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

FedEx Corporation

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

FedEx Corporation

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	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	Country: USA	Ticker: PG
Record Date: 08/09/2024	Meeting Type: Annual	
Primary Security ID: 742718109		

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

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Country: Netherlands	Ticker: WKL
Record Date: 09/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N9643A197		

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: 12/09/2024	Country: United Kingdom	Ticker: SCT
Record Date: 12/05/2024	Meeting 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

Softcat Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
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
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

Meeting Date: 01/29/2025Country: CanadaTicker: GIB.A

Record Date: 12/02/2024Meeting 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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
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

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

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

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

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Country: USA

Ticker: WMG

Record Date: 01/06/2025

Meeting Type: Annual

Primary Security ID: 934550203

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

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
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		

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

Nestle SA

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 78,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
1.3	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 3.05 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For
4.1.b	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For
4.2	Elect Laurent Freixe as Director	Mgmt	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For
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 70 Million	Mgmt	For	Against
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	Against	For

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/17/2025

Record Date: 04/15/2025

Primary Security ID: F58485115

Country: France

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 14,780

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

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
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	For
8	Reelect Clara Gaymard as Director	Mgmt	For	For
9	Reelect Hubert Védrine as Director	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	Against
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
16	Extraordinary Business	Mgmt		
	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	Against

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
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

Bunzl Plc

Meeting Date: 04/23/2025

Record Date: 04/17/2025

Primary Security ID: G16968110

Country: United Kingdom

Meeting Type: Annual

Ticker: BNZL

Shares Voted: 237,076

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

Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Avanza Bank Holding AB

Meeting Date: 04/24/2025	Country: Sweden	Ticker: AZA
Record Date: 04/14/2025	Meeting Type: Annual	
Primary Security ID: W1R78Z269		

Shares Voted: 26,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Resolution Regarding Video Recording of the General Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
7	Acknowledge Proper Convening of Meeting	Mgmt	For	For
8	Receive President's Report	Mgmt		
9	Receive Financial Statements and Statutory Reports	Mgmt		
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10.b	Approve Allocation of Income and Dividends of SEK 11.75 Per Share	Mgmt	For	For
10c1	Approve Discharge of Magnus Dybeck	Mgmt	For	For
10c2	Approve Discharge of Julia Haglind	Mgmt	For	For
10c3	Approve Discharge of Jonas Hagstromer	Mgmt	For	For
10c4	Approve Discharge of Sven Hagstromer	Mgmt	For	For
10c5	Approve Discharge of John Hedberg	Mgmt	For	For
10c6	Approve Discharge of Linda Hellstrom	Mgmt	For	For
10c7	Approve Discharge of Johan Roos	Mgmt	For	For
10c8	Approve Discharge of Leemon Wu	Mgmt	For	For
10c9	Approve Discharge of Lisa Aberg	Mgmt	For	For
10c10	Approve Discharge of Catharina Eklof	Mgmt	For	For
10c11	Approve Discharge of Sofia Sundstrom	Mgmt	For	For
10c12	Approve Discharge of Hans Toll	Mgmt	For	For
10c13	Approve Discharge of CEO Gustaf Unger	Mgmt	For	For
10c14	Approve Discharge of Former CEO Gunnar Olsson	Mgmt	For	For

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 531,000 For Each Director Except Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg (Vice Chair) and Magnus Dybeck	Mgmt	For	For
12.2	Approve Remuneration of Directors in the Amount of SEK 425,000 For Each Director Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg (Vice Chair) and Magnus Dybeck	Mgmt	For	For
12.3	Approve Remuneration for Chair of the Audit, Risk and Capital Committee	Mgmt	For	For
12.4	Approve Remuneration for the Audit, Risk and Capital Committee	Mgmt	For	For
12.5	Approve Remuneration for the Credit Committee	Mgmt	For	For
12.6	Approve Remuneration for the Remuneration Committee	Mgmt	For	For
12.7	Approve Remuneration for the IT Committee	Mgmt	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For
14.1	Reelect Magnus Dybeck as Director	Mgmt	For	For
14.2	Reelect Julia Haglind as Director	Mgmt	For	For
14.3	Reelect Jonas Hagstromer as Director	Mgmt	For	For
14.4	Reelect Sven Hagstromer as Director	Mgmt	For	For
14.5	Reelect John Hedberg as Director	Mgmt	For	For
14.6	Reelect Linda Hellstrom as Director	Mgmt	For	For
14.7	Reelect Johan Roos as Director	Mgmt	For	For
14.8	Reelect Leemon Wu as Director	Mgmt	For	For
14.9	Reelect Lisa Aberg as Director	Mgmt	For	For
15.1	Reelect Sven Hagstromer as Board Chair	Mgmt	For	For
15.2	Reelect John Hedberg as Vice Chair	Mgmt	For	For

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Ratify KPMG as Auditor	Mgmt	For	For
17.a	Authorize Share Repurchase Program	Mgmt	For	For
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For
19.a	Approve Repurchase of Warrants	Mgmt	For	For
19.b	Approve Creation of SEK 300,000 Pool of Capital without Preemptive Rights	Mgmt	For	For
20	Approve Incentive Program 2025/2028 for Employees	Mgmt	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
22	Approve Remuneration Report	Mgmt	For	For
23	Close Meeting	Mgmt		

Orkla ASA

Meeting Date: 04/24/2025

Record Date: 04/14/2025

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 911,209

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

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
11	Approve Remuneration of Auditors	Mgmt	For	For

RELX Plc

Meeting Date: 04/24/2025	Country: United Kingdom	Ticker: REL
Record Date: 04/22/2025	Meeting Type: Annual	
Primary Security ID: G7493L105		

Shares Voted: 124,522

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Snap-on Incorporated

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 833034101

Country: USA

Meeting Type: Annual

Ticker: SNA

Shares Voted: 17,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	Against
1.2	Elect Director Karen L. Daniel	Mgmt	For	Against

Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For
1.4	Elect Director James P. Holden	Mgmt	For	Against
1.5	Elect Director Nathan J. Jones	Mgmt	For	Against
1.6	Elect Director Henry W. Knueppel	Mgmt	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	Against
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Bravida Holding AB

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W2R16Z106

Country: Sweden

Meeting Type: Annual

Ticker: BRAV

Shares Voted: 272,670

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		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.75 Per Ordinary Share	Mgmt	For	For

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
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 Tero Kiviniemi	Mgmt	For	For
11.8	Approve Discharge of Jan Ericson	Mgmt	For	For
11.9	Approve Discharge of Geir Gjestad	Mgmt	For	For
11.10	Approve Discharge of Christoffer Lindahl Strand	Mgmt	For	For
11.11	Approve Discharge of Ornulf Thorsen	Mgmt	For	For
11.12	Approve Discharge of Kaj Levisen	Mgmt	For	For
11.13	Approve Discharge of CEO Mattias Johansson	Mgmt	For	For
12a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 1.46 Million to Chair and SEK 575,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For
14a	Reelect Fredrik Arp as Director	Mgmt	For	For
14b	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	For
14c	Reelect Jan Johansson as Director	Mgmt	For	For
14d	Reelect Marie Nygren as Director	Mgmt	For	For
14e	Reelect Karin Stahlhandske as Director	Mgmt	For	For
14f	Reelect Tero Kiviniemi as Director	Mgmt	For	For

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
20a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For
20b.1	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For
20b.2	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For
20b.3	Approve Equity Plan Financing Through Transfer of Own Shares	Mgmt	For	For
20c	Approve Alternative Equity Plan Financing	Mgmt	For	For
21	Amend Performance Conditions for LTIP 2022, LTIP 2023 and LTIP 2024	Mgmt	For	For
22	Close Meeting	Mgmt		

L'Oreal SA

Meeting Date: 04/29/2025	Country: France	Ticker: OR
Record Date: 04/25/2025	Meeting Type: Annual/Special	
Primary Security ID: F58149133		

Shares Voted: 23,800

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Elect Téthys 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	For
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

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

De'Longhi SpA

Meeting Date: 04/30/2025	Country: Italy	Ticker: DLG
Record Date: 04/17/2025	Meeting Type: Annual/Special	
Primary Security ID: T3508H102		

Shares Voted: 130,202

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
3.1	Approve Remuneration Policy	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
	Shareholder Proposals Submitted by De Longhi Industrial SA	Mgmt		
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.3.1	Slate 1 Submitted by De Longhi Industrial SA	SH	None	For
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposals Submitted by De Longhi Industrial SA	Mgmt		
4.4	Elect Fabio de' Longhi as Board Chair	SH	None	For
4.5	Approve Remuneration of Directors	SH	None	For

De'Longhi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1.1	Slate 1 Submitted by De Longhi Industrial SA	SH	None	For
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposal Submitted by De Longhi Industrial SA	Mgmt		
5.2	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Amend Regulations on General Meetings	Mgmt	For	Against
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 11	Mgmt	For	For
2	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 5 and 5-quarter	Mgmt	For	For

Pool Corporation

Meeting Date: 04/30/2025

Record Date: 03/12/2025

Primary Security ID: 73278L105

Country: USA

Meeting Type: Annual

Ticker: POOL

Shares Voted: 12,800

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

Pool Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Admiral Group Plc

Meeting Date: 05/09/2025	Country: United Kingdom	Ticker: ADM
Record Date: 05/07/2025	Meeting Type: Annual	
Primary Security ID: G0110T106		

Shares Voted: 296,080

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 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

Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	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

Bayerische Motoren Werke AG (BMW)

Meeting Date: 05/14/2025

Record Date: 04/22/2025

Primary Security ID: D12096109

Country: Germany

Meeting Type: Annual

Ticker: BMW

Shares Voted: 172,901

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 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	Mgmt	For	For

Bayerische Motoren Werke AG (BMW)

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

Bayerische Motoren Werke AG (BMW)

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

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Supervisory Board	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Robert Half Inc.

Meeting Date: 05/14/2025	Country: USA	Ticker: RHI
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 770323103		

Shares Voted: 187,989

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: 05/15/2025	Country: USA	Ticker: APH
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 032095101		

Amphenol Corporation

Shares Voted: 113,700

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 Rita S. Lane	Mgmt	For	For
1.4	Elect Director Robert A. Livingston	Mgmt	For	For
1.5	Elect Director Martin H. Loeffler	Mgmt	For	For
1.6	Elect Director R. Adam Norwitt	Mgmt	For	For
1.7	Elect Director Prahlad Singh	Mgmt	For	For
1.8	Elect Director Anne Clarke Wolff	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	Increase Authorized Common Stock	Mgmt	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against

Marsh & McLennan Companies, Inc.

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

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

Primary Security ID: 571748102

Shares Voted: 114,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For
1c	Elect Director H. Edward Hanway	Mgmt	For	For
1d	Elect Director Judith Hartmann	Mgmt	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For
1f	Elect Director Tamara Ingram	Mgmt	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Steven A. Mills	Mgmt	For	Against
1i	Elect Director Morton O. Schapiro	Mgmt	For	For
1j	Elect Director Jan Siegmund	Mgmt	For	For
1k	Elect Director Lloyd M. Yates	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	Amend Omnibus Stock Plan	Mgmt	For	For

Wolters Kluwer NV

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

Shares Voted: 100,728

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

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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		

Intercontinental Exchange, Inc.

Meeting Date: 05/16/2025Country: USATicker: ICE

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

Primary Security ID: 45866F104

Shares Voted: 16,700

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

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Medpace Holdings, Inc.

Meeting Date: 05/16/2025	Country: USA	Ticker: MEDP
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: 58506Q109		

Shares Voted: 16,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director August J. Troendle	Mgmt	For	For
1.2	Elect Director Dani S. Zander	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	Adopt Simple Majority Vote	SH	Against	For

CDW Corporation

Meeting Date: 05/20/2025	Country: USA	Ticker: CDW
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: 12514G108		

Shares Voted: 65,800

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	Against
1d	Elect Director Anthony R. Foxx	Mgmt	For	Against
1e	Elect Director Kelly J. Grier	Mgmt	For	Against

CDW Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Marc E. Jones	Mgmt	For	For
1g	Elect Director Christine A. Leahy	Mgmt	For	Abstain
1h	Elect Director Sanjay Mehrotra	Mgmt	For	Against
1i	Elect Director David W. Nelms	Mgmt	For	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	Against
1k	Elect Director Donna F. Zarcone	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	Provide Right to Act by Written Consent	SH	Against	For

Insperty, Inc.

Meeting Date: 05/20/2025	Country: USA	Ticker: NSP
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: 45778Q107		

Shares Voted: 98,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eli Jones	Mgmt	For	For
1.2	Elect Director Randall Mehl	Mgmt	For	For
1.3	Elect Director John M. Morphy	Mgmt	For	For
1.4	Elect Director Richard G. Rawson	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

Amazon.com, Inc.

Meeting Date: 05/21/2025	Country: USA	Ticker: AMZN
Record Date: 03/27/2025	Meeting Type: Annual	
Primary Security ID: 023135106		

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
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	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	Against
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against
6	Disclose All Material Scope 3 Emissions	SH	Against	Against
7	Report on Impact of Data Centers on Climate Commitments	SH	Against	Against
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	Against	Against
9	Report on Efforts to Reduce Plastic Packaging	SH	Against	Against
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Report on Unethical Use of External Data in Development of AI Products	SH	Against	Against

TriNet Group, Inc.

Meeting Date: 05/22/2025	Country: USA	Ticker: TNET
Record Date: 03/28/2025	Meeting Type: Annual	
Primary Security ID: 896288107		

Shares Voted: 70,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul Chamberlain	Mgmt	For	For
1.2	Elect Director Wayne B. Lowell	Mgmt	For	For
1.3	Elect Director Myrna Soto	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

Yum China Holdings, Inc.

Meeting Date: 05/23/2025	Country: USA	Ticker: YUMC
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 98850P109		

Shares Voted: 101,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Fred Hu	Mgmt	For	Against
1b	Elect Director Joey Wat	Mgmt	For	For
1c	Elect Director Robert B. Aiken	Mgmt	For	For
1d	Elect Director Mikel A. Durham	Mgmt	For	For
1e	Elect Director Edouard Ettedgui	Mgmt	For	For
1f	Elect Director Grace Xin Ge	Mgmt	For	For
1g	Elect Director David Hoffmann	Mgmt	For	For
1h	Elect Director Ruby Lu	Mgmt	For	For
1i	Elect Director Zili Shao	Mgmt	For	For

Yum China Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director William Wang	Mgmt	For	For
1k	Elect Director Min (Jenny) Zhang	Mgmt	For	For
1l	Election Director Christina Xiaojing Zhu	Mgmt	For	For
2	Ratify KPMG Huazhen LLP and KPMG 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	Authorize Share Repurchase Program	Mgmt	For	For

Publicis Groupe SA

Meeting Date: 05/27/2025

Record Date: 05/23/2025

Primary Security ID: F7607Z165

Country: France

Meeting Type: Annual/Special

Ticker: PUB

Shares Voted: 276,569

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

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

UnitedHealth Group Incorporated

Meeting Date: 06/02/2025

Record Date: 04/04/2025

Primary Security ID: 91324P102

Country: USA

Meeting Type: Annual

Ticker: UNH

Shares Voted: 40,700

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 *Withdrawn Resolution*	Mgmt		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against

Booking Holdings Inc.

Meeting Date: 06/03/2025

Record Date: 04/08/2025

Primary Security ID: 09857L108

Country: USA

Meeting Type: Annual

Ticker: BKNG

Shares Voted: 4,030

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

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/03/2025

Country: Taiwan

Ticker: 2330

Record Date: 04/02/2025

Meeting Type: Annual

Primary Security ID: Y84629107

Shares Voted: 170,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For
2	Approve Amendments to Articles of Association	Mgmt	For	For

FTI Consulting, Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: FCN

Record Date: 03/06/2025

Meeting Type: Annual

Primary Security ID: 302941109

Shares Voted: 75,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	For	For
1b	Elect Director Elsy Boglioli	Mgmt	For	For

FTI Consulting, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Claudio Costamagna	Mgmt	For	For
1d	Elect Director Nicholas C. Fanandakis	Mgmt	For	For
1e	Elect Director Steven H. Gunby	Mgmt	For	For
1f	Elect Director Stephen C. Robinson	Mgmt	For	For
1g	Elect Director Laureen E. Seeger	Mgmt	For	For
1h	Elect Director Eric T. Steigerwalt	Mgmt	For	For
1i	Elect Director Janet H. Zelenka	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

Sonova Holding AG

Meeting Date: 06/10/2025

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 12,621

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	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Gregory Behar as Director	Mgmt	For	For
4.1.3	Reelect Lynn Bleil as Director	Mgmt	For	For
4.1.4	Reelect Roland Diggelmann as Director	Mgmt	For	For
4.1.5	Reelect Julie Tay as Director	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.6	Reelect Ronald van der Vis as Director	Mgmt	For	For
4.1.7	Reelect Adrian Widmer as Director	Mgmt	For	For
4.2	Elect Laura Stoltenberg 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 Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Appoint Gregory Behar as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.6	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.3 Million	Mgmt	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against

Corpay, Inc.

Meeting Date: 06/11/2025

Record Date: 04/16/2025

Primary Security ID: 219948106

Country: USA

Meeting Type: Annual

Ticker: CPAY

Shares Voted: 18,300

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

Corpay, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 C. 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

lululemon athletica inc.

Meeting Date: 06/11/2025

Record Date: 04/14/2025

Primary Security ID: 550021109

Country: USA

Meeting Type: Annual

Ticker: LULU

Shares Voted: 33,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathryn Henry	Mgmt	For	For
1b	Elect Director Alison Loehnis	Mgmt	For	For
1c	Elect Director Jon McNeill	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 Discrimination in Charitable Contributions	SH	Against	Against

KDDI Corp.

Meeting Date: 06/18/2025

Record Date: 03/31/2025

Primary Security ID: J31843105

Country: Japan

Meeting Type: Annual

Ticker: 9433

Shares Voted: 394,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For

KDDI Corp.

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

JDE Peet's NV

Meeting Date: 06/19/2025

Record Date: 05/22/2025

Primary Security ID: N44664105

Country: Netherlands

Meeting Type: Annual

Ticker: JDEP

Shares Voted: 322,610

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	Against
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

JDE Peet's NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	For
5.c.	Reelect Creus as Non-Executive Director	Mgmt	For	For
5.d.	Reelect Engelen as Non-Executive Director	Mgmt	For	For
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		

Aon Plc

Meeting Date: 06/27/2025	Country: Ireland	Ticker: AON
Record Date: 04/11/2025	Meeting Type: Annual	
Primary Security ID: G0403H108		

Shares Voted: 37,500

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Cheryl A. Francis	Mgmt	For	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For
1.12	Elect Director James G. Stavridis	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	Authorize 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
8	Amend Omnibus Stock Plan	Mgmt	For	For