

PROXY VOTING REPORT
2023



**Nanuk New
World Fund**



Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 01/01/2023 to 12/31/2023

Meeting Overview

Category	Number	Percentage
Number of votable meetings	65	
Number of meetings voted	65	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	20	30.77%

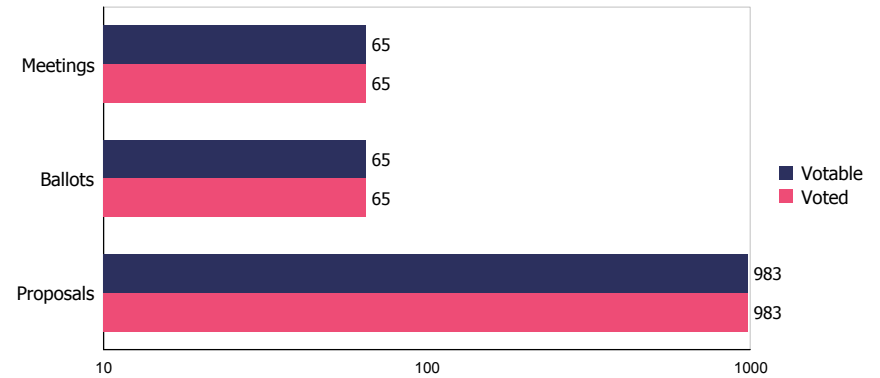
Ballot Overview

Category	Number	Percentage
Number of votable ballots	65	
Number of ballots voted	65	100.00%

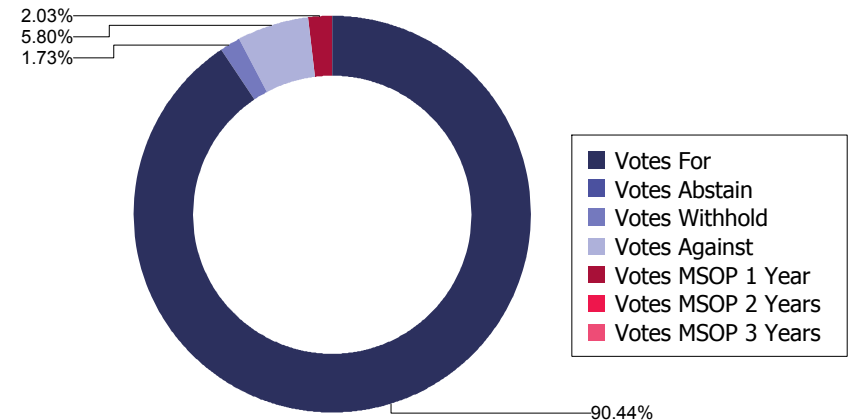
Proposal Overview

Category	Number	Percentage
Number of votable items	983	
Number of items voted	983	100.00%
Number of votes FOR	889	90.44%
Number of votes AGAINST	57	5.80%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	17	1.73%
Number of votes on MSOP Frequency 1 Year	20	2.03%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	974	99.08%
Number of votes Against Policy	9	0.92%
Number of votes With Mgmt	911	92.68%
Number of votes Against Mgmt	72	7.32%
Number of votes on MSOP (exclude frequency)	57	5.80%
Number of votes on Shareholder Proposals	37	3.76%

Voting Statistics

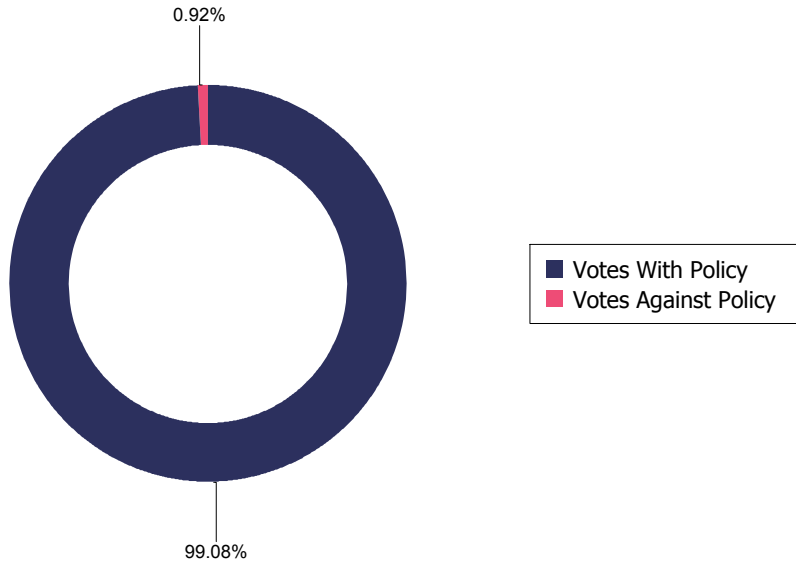


Vote Cast Statistics

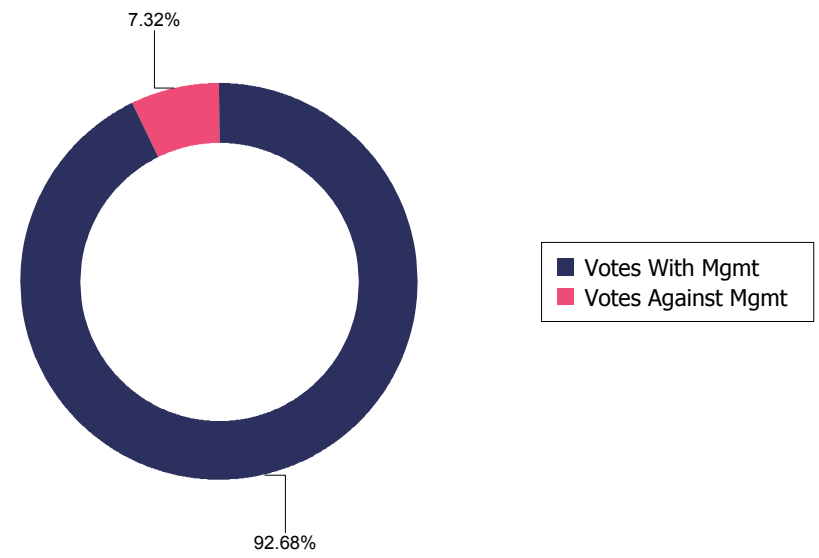


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy



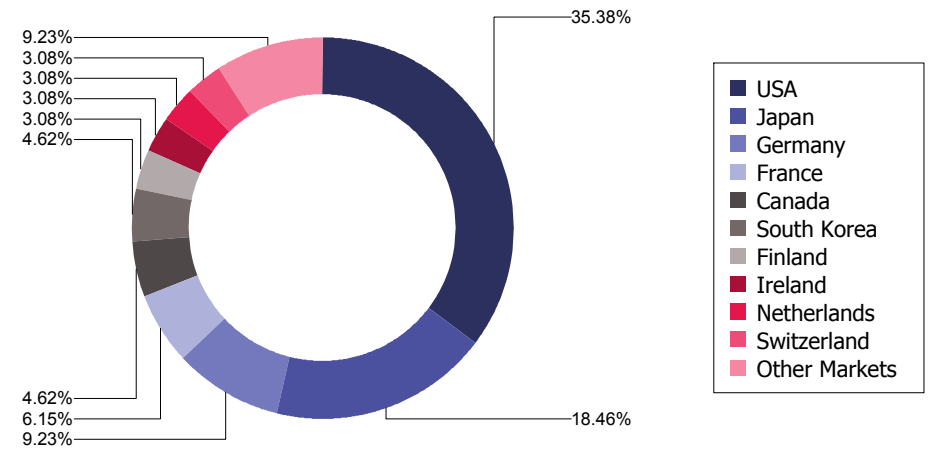
Vote Alignment with Management



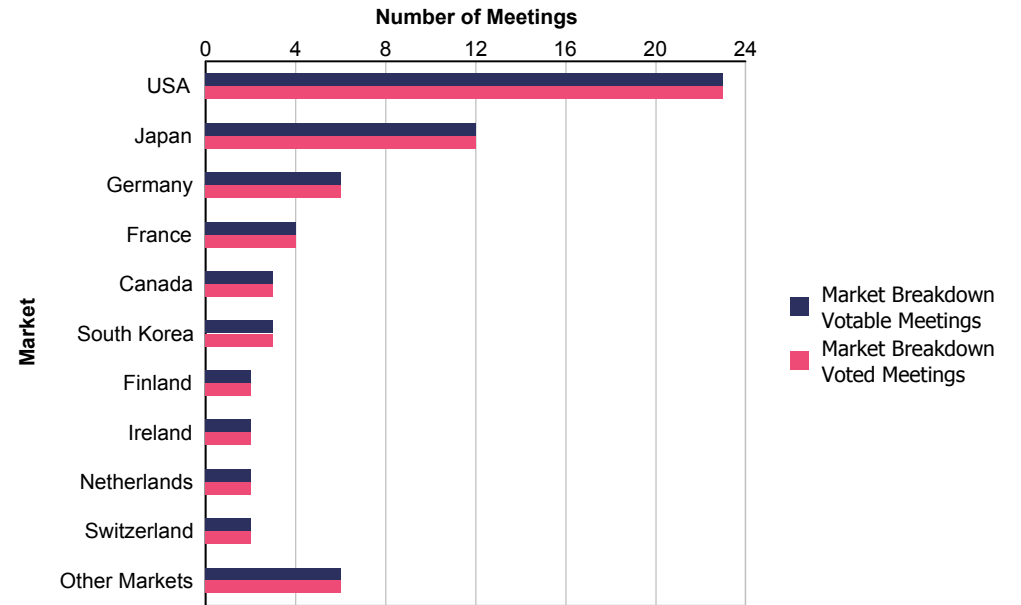
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	23	23	100.00%
Japan	12	12	100.00%
Germany	6	6	100.00%
France	4	4	100.00%
Canada	3	3	100.00%
South Korea	3	3	100.00%
Finland	2	2	100.00%
Ireland	2	2	100.00%
Netherlands	2	2	100.00%
Switzerland	2	2	100.00%
Taiwan	2	2	100.00%
United Kingdom	2	2	100.00%
Israel	1	1	100.00%
Sweden	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Kone Oyj	28-Feb-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.d. Reelect Antti Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Company Business; General Meeting Participation	Against
Valmet Corp.	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Valmet Corp.	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kemppainen, Per Lindberg, Monika Maurer, Mikael Mäkinen (Chair), and Eriikka Soderstrom as Directors	Against
TomTom NV	14-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Amend Remuneration Policy for Management Board	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Assa Abloy AB	26-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertansson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Against
Assa Abloy AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Performance Share Matching Plan LTI 2023	Against
Pearson Plc	28-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
SGL Carbon SE	09-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.1. Elect Ingeborg Neumann to the Supervisory Board	Against
SGL Carbon SE	09-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.2. Elect Frank Richter to the Supervisory Board	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	7. Amend Bylaws	Against
Cognizant Technology Solutions Corporation	06-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	8. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Nordex SE	06-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Management Advisory Vote on Climate Change	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
Central Japan Railway Co.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Ishizu, Hajime	Against
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Omar P. Abbosh	Withhold
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sarah R. Bond	Withhold
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kaneko, Hiroko	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Copart, Inc.	08-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Jeffrey P. Bezos	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	Against

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Peter Koerte to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	15-Feb-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	9. Approve Virtual-Only Shareholder Meetings Until 2028	Against
Kone Oyj	28-Feb-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.d. Reelect Antti Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Director Election - Director Election	Elect Director	13.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	28-Feb-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	17. Amend Articles Re: Company Business; General Meeting Participation	Against
Valmet Corp.	22-Mar-23	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Valmet Corp.	22-Mar-23	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kemppainen, Per Lindberg, Monika Maurer, Mikael Makinen (Chair), and Eriikka Soderstrom as Directors	Against
TomTom NV	14-Apr-23	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Amend Remuneration Policy for Management Board	Against
Carrier Global Corporation	20-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	4. Require Independent Board Chairman	For
Assa Abloy AB	26-Apr-23	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	12. Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Against
Assa Abloy AB	26-Apr-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	17. Approve Performance Share Matching Plan LTI 2023	Against
Global Payments Inc.	27-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For
Pearson Plc	28-Apr-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy	Against
SGL Carbon SE	09-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.1. Elect Ingeborg Neumann to the Supervisory Board	Against
SGL Carbon SE	09-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.2. Elect Frank Richter to the Supervisory Board	Against
Stericycle, Inc.	16-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions	For
Stericycle, Inc.	16-May-23	USA	G	Compensation - Compensation	Limit/Prohibit Accelerated Vesting of Awards	6. Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For
Fiserv, Inc.	17-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chairman	For
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Edith W. Cooper	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Daniel P. Huttenlocher	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Judith A. McGrath	Against
Amazon.com, Inc.	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. Report on Efforts to Reduce Plastic Use	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
Nordex SE	06-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
EMCOR Group, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	8. Require Independent Board Chair	For
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Management Advisory Vote on Climate Change	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Andreas Umbach as Director	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Director Related - Board Related	Elect Board Chairman/Vice-Chairman	5.3. Reelect Andreas Umbach as Board Chair	Against
Landis+Gyr Group AG	22-Jun-23	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Didier Michaud-Daniel, CEO	Against
Bureau Veritas SA	22-Jun-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO since June 22, 2023	Against
Central Japan Railway Co.	23-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Ishizu, Hajime	Against
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Omar P. Abbosh	Withhold
Zuora, Inc.	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Sarah R. Bond	Withhold

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shin-Etsu Chemical Co., Ltd.	29-Jun-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Kaneko, Hiroko	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Awo Ablo	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Michael J. Boskin	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.4. Elect Director Safra A. Catz	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.7. Elect Director Lawrence J. Ellison	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Rona A. Fairhead	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.9. Elect Director Jeffrey O. Henley	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.10. Elect Director Renee J. James	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.15. Elect Director Vishal Sikka	Withhold
Oracle Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Oracle Corporation	15-Nov-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median and Adjusted Gender/Racial Pay Gaps	For
Oracle Corporation	15-Nov-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	For
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Copart, Inc.	08-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against

Unvoted Meetings

There are no unvoted meetings.

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Micron Technology, Inc.

Meeting Date: 01/12/2023 **Country:** USA **Ticker:** MU
Record Date: 11/14/2022 **Meeting Type:** Annual
Primary Security ID: 595112103

Shares Voted: 175,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

WestRock Company

Meeting Date: 01/27/2023 **Country:** USA **Ticker:** WRK
Record Date: 12/05/2022 **Meeting Type:** Annual
Primary Security ID: 96145D105

Shares Voted: 276,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For	For
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
1c	Elect Director J. Powell Brown	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Russell M. Currey	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Gracia C. Martore	Mgmt	For	For	For
1h	Elect Director James E. Nevels	Mgmt	For	For	For

WestRock Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director E. Jean Savage	Mgmt	For	For	For
1j	Elect Director David B. Sewell	Mgmt	For	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1l	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Accenture Plc

Meeting Date: 02/01/2023 **Country:** Ireland **Ticker:** ACN
Record Date: 12/06/2022 **Meeting Type:** Annual
Primary Security ID: G1151C101

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Meeting Date: 02/09/2023

Country: Germany

Ticker: SIE

Record Date: 02/02/2023

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 132,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Siemens Healthineers AG

Meeting Date: 02/15/2023 **Country:** Germany **Ticker:** SHL
Record Date: 02/08/2023 **Meeting Type:** Annual
Primary Security ID: D6T479107

Shares Voted: 132,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For	For

Meeting Date: 02/16/2023

Country: Germany

Ticker: IFX

Record Date: 02/09/2023

Meeting Type: Annual

Primary Security ID: D35415104

Shares Voted: 126,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Herbert Diess to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Report	Mgmt	For	For	For

Kone Oyj

Meeting Date: 02/28/2023 **Country:** Finland **Ticker:** KNEBV
Record Date: 02/16/2023 **Meeting Type:** Annual
Primary Security ID: X4551T105

Shares Voted: 50,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
13.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.c	Elect Marika Fredriksson as New Director	Mgmt	For	For	For
13.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
13.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
13.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.g	Reelect Ravi Kant as Director	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.h	Elect Marcela Manubens as New Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	Mgmt	For	Against	Against
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

QUALCOMM Incorporated

Meeting Date: 03/08/2023 **Country:** USA **Ticker:** QCOM
Record Date: 01/09/2023 **Meeting Type:** Annual
Primary Security ID: 747525103

Shares Voted: 30,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023

Country: South Korea

Ticker: 005930

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y74718100

Shares Voted: 161,674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Han Jong-hui as Inside Director	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Hyundai Mobis Co., Ltd.

Meeting Date: 03/22/2023

Country: South Korea

Ticker: 012330

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y3849A109

Shares Voted: 81,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For	For
2	Approve Appropriation of Income	Mgmt	For	For	For
3.1	Elect Jang Young-woo as Outside Director	Mgmt	For	For	For
3.2	Elect James Woo Kim as Outside Director	Mgmt	For	For	For
3.3	Elect Jeong Ui-seon as Inside Director	Mgmt	For	For	For
4.1	Elect Jang Young-woo as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect James Woo Kim as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
6	Amend Articles of Incorporation	Mgmt	For	For	For

Valmet Corp.

Meeting Date: 03/22/2023

Country: Finland

Ticker: VALMT

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: X96478114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 145,000 for Chairman, EUR 80,000 for Vice Chairman and EUR 64,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Aaro Cantell, Jaakko Eskola (Vice-Chair), Anu Hamalainen, Pekka Kemppainen, Per Lindberg, Monika Maurer, Mikael Makinen (Chair), and Eriikka Soderstrom as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 18.5 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Nordex SE

Meeting Date: 03/27/2023

Country: Germany

Ticker: NDX1

Record Date: 03/03/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: D5736K135

Shares Voted: 162,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve EUR 29.3 Million Increase in Share Capital for Private Placement	Mgmt	For	For	For
2	Approve Creation of EUR 21.2 Million Pool of Authorized Capital I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
3	Approve Creation of EUR 42.4 Million Pool of Authorized Capital II with Preemptive Rights	Mgmt	For	For	For
4	Approve Creation of EUR 6.4 Million Pool of Authorized Capital III for Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 450 Million; Approve Creation of EUR 21.2 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

TomTom NV

Meeting Date: 04/14/2023

Country: Netherlands

Ticker: TOM2

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: N87695123

Shares Voted: 679,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Adopt Financial Statements	Mgmt	For	For	For
6	Approve Discharge of Management Board	Mgmt	For	For	For
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Amend Remuneration Policy for Management Board	Mgmt	For	Against	Against
9	Approve Management Board Investment Plan 2023	Mgmt	For	For	For
10	Reelect Taco Titulaer to Management Board	Mgmt	For	For	For

TomTom NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
15	Other Business (Non-Voting)	Mgmt			
16	Close Meeting	Mgmt			

West Fraser Timber Co. Ltd.

Meeting Date: 04/18/2023 **Country:** Canada **Ticker:** WFG
Record Date: 02/28/2023 **Meeting Type:** Annual/Special
Primary Security ID: 952845105

Shares Voted: 34,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Eleven	Mgmt	For	For	For
2.1	Elect Director Henry H. (Hank) Ketcham	Mgmt	For	For	For
2.2	Elect Director Doyle Beneby	Mgmt	For	For	For
2.3	Elect Director Reid E. Carter	Mgmt	For	For	For
2.4	Elect Director Raymond Ferris	Mgmt	For	For	For
2.5	Elect Director John N. Floren	Mgmt	For	For	For
2.6	Elect Director Ellis Ketcham Johnson	Mgmt	For	For	For
2.7	Elect Director Brian G. Kenning	Mgmt	For	For	For
2.8	Elect Director Marian Lawson	Mgmt	For	For	For
2.9	Elect Director Colleen M. McMorrow	Mgmt	For	For	For
2.10	Elect Director Janice G. Rennie	Mgmt	For	For	For
2.11	Elect Director Gillian D. Winckler	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Re-approve Shareholder Rights Plan	Mgmt	For	For	For

Carrier Global Corporation

Meeting Date: 04/20/2023

Country: USA

Ticker: CARR

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 14448C104

Shares Voted: 311,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
1h	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1i	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chairman	SH	Against	For	For

RELX Plc

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: REL

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 453,657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For	For
9	Re-elect June Felix as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
14	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Canadian National Railway Company

Meeting Date: 04/25/2023

Country: Canada

Ticker: CNR

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 136375102

Shares Voted: 15,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Shauneen Bruder	Mgmt	For	For	For
1B	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1C	Elect Director David Freeman	Mgmt	For	For	For
1D	Elect Director Denise Gray	Mgmt	For	For	For
1E	Elect Director Justin M. Howell	Mgmt	For	For	For
1F	Elect Director Susan C. Jones	Mgmt	For	For	For
1G	Elect Director Robert Knight	Mgmt	For	For	For

Canadian National Railway Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1H	Elect Director Michel Letellier	Mgmt	For	For	For
1I	Elect Director Margaret A. McKenzie	Mgmt	For	For	For
1J	Elect Director Al Monaco	Mgmt	For	For	For
1K	Elect Director Tracy Robinson	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Management Advisory Vote on Climate Change	Mgmt	For	For	For

Sekisui House, Ltd.

Meeting Date: 04/25/2023 **Country:** Japan **Ticker:** 1928
Record Date: 01/31/2023 **Meeting Type:** Annual
Primary Security ID: J70746136

Shares Voted: 220,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Horiuchi, Yosuke	Mgmt	For	For	For
2.3	Elect Director Tanaka, Satoshi	Mgmt	For	For	For
2.4	Elect Director Ishii, Toru	Mgmt	For	For	For
2.5	Elect Director Shinozaki, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For	For
2.9	Elect Director Takegawa, Keiko	Mgmt	For	For	For
2.10	Elect Director Abe, Shinichi	Mgmt	For	For	For

Assa Abloy AB

Meeting Date: 04/26/2023 **Country:** Sweden **Ticker:** ASSA.B
Record Date: 04/18/2023 **Meeting Type:** Annual
Primary Security ID: W0817X204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	Against	Against
18	Close Meeting	Mgmt			

Global Payments Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** GPN
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 37940X102

Shares Voted: 75,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director John G. Bruno	Mgmt	For	For	For
1d	Elect Director Joia M. Johnson	Mgmt	For	For	For
1e	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1f	Elect Director Connie D. McDaniel	Mgmt	For	For	For
1g	Elect Director Joseph H. Osness	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
1j	Elect Director John T. Turner	Mgmt	For	For	For
1k	Elect Director M. Troy Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Pearson Plc

Meeting Date: 04/28/2023 **Country:** United Kingdom **Ticker:** PSON
Record Date: 04/26/2023 **Meeting Type:** Annual
Primary Security ID: G69651100

Pearson Plc

Shares Voted: 1,267,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Andy Bird as Director	Mgmt	For	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
5	Re-elect Sally Johnson as Director	Mgmt	For	For	For
6	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
7	Re-elect Esther Lee as Director	Mgmt	For	For	For
8	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
9	Re-elect Tim Score as Director	Mgmt	For	For	For
10	Re-elect Annette Thomas as Director	Mgmt	For	For	For
11	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	Against	Against
13	Approve Remuneration Report	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Packaging Corporation of America

Meeting Date: 05/02/2023

Country: USA

Ticker: PKG

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 695156109

Shares Voted: 15,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	For	For

Packaging Corporation of America

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Donna A. Harman	Mgmt	For	For	For
1.4	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
1.5	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.6	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1.7	Elect Director Samuel M. Menco	Mgmt	For	For	For
1.8	Elect Director Roger B. Porter	Mgmt	For	For	For
1.9	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.10	Elect Director Paul T. Stecko	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

International Flavors & Fragrances Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: IFF

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 459506101

Shares Voted: 143,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Barry A. Bruno	Mgmt	For	For	For
1c	Elect Director Frank K. Clyburn, Jr.	Mgmt	For	For	For
1d	Elect Director Mark J. Costa	Mgmt	For	For	For
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1f	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1g	Elect Director John F. Ferraro	Mgmt	For	For	For
1h	Elect Director Christina Gold	Mgmt	For	For	For
1i	Elect Director Gary Hu	Mgmt	For	For	For
1j	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

SGL Carbon SE

Meeting Date: 05/09/2023 **Country:** Germany **Ticker:** SGL
Record Date: 04/17/2023 **Meeting Type:** Annual
Primary Security ID: D6949M108

Shares Voted: 227,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For	For
5.1	Elect Ingeborg Neumann to the Supervisory Board	Mgmt	For	Against	Against
5.2	Elect Frank Richter to the Supervisory Board	Mgmt	For	Against	Against
6	Approve Creation of EUR 125.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 250 Million; Approve Creation of EUR 31.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/10/2023

Country: Netherlands

Ticker: WKL

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 77,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Shares	Mgmt	For	For	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

Zebra Technologies Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: ZBRA

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 989207105

Shares Voted: 42,561

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	For	For	For

Zebra Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Linda M. Connly	Mgmt	For	For	For
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
1d	Elect Director Janice M. Roberts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Republic Services, Inc.

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** RSG
Record Date: 03/15/2023 **Meeting Type:** Annual
Primary Security ID: 760759100

Shares Voted: 75,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manuel Kadre	Mgmt	For	For	For
1b	Elect Director Tomago Collins	Mgmt	For	For	For
1c	Elect Director Michael A. Duffy	Mgmt	For	For	For
1d	Elect Director Thomas W. Handley	Mgmt	For	For	For
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director James P. Snee	Mgmt	For	For	For
1h	Elect Director Brian S. Tyler	Mgmt	For	For	For
1i	Elect Director Jon Vander Ark	Mgmt	For	For	For
1j	Elect Director Sandra M. Volpe	Mgmt	For	For	For
1k	Elect Director Katharine B. Weymouth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/16/2023 **Country:** France **Ticker:** CAP
Record Date: 05/12/2023 **Meeting Type:** Annual/Special
Primary Security ID: F4973Q101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Elect Megan Clarken as Director	Mgmt	For	For	For
12	Elect Ulrica Fearn as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Stericycle, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: SRCL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 858912108

Stericycle, Inc.

Shares Voted: 141,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert S. Murley	Mgmt	For	For	For
1b	Elect Director Cindy J. Miller	Mgmt	For	For	For
1c	Elect Director Brian P. Anderson	Mgmt	For	For	For
1d	Elect Director Lynn D. Bleil	Mgmt	For	For	For
1e	Elect Director Thomas F. Chen	Mgmt	For	For	For
1f	Elect Director Victoria L. Dolan	Mgmt	For	For	For
1g	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1h	Elect Director J. Joel Hackney, Jr.	Mgmt	For	For	For
1i	Elect Director Stephen C. Hooley	Mgmt	For	For	For
1j	Elect Director James L. Welch	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Political Contributions	SH	Against	For	For
6	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Against	For	For

Fiserv, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: FISV

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 26,886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1.5	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.6	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.7	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.8	Elect Director Kevin M. Warren	Mgmt	For	For	For

Fiserv, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chairman	SH	Against	For	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** WAB
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 929740108

Shares Voted: 45,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rafael Santana	Mgmt	For	For	For
1b	Elect Director Lee C. Banks	Mgmt	For	For	For
1c	Elect Director Byron S. Foster	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

CDW Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CDW
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 12514G108

Shares Voted: 72,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For	For
1b	Elect Director James A. Bell	Mgmt	For	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1e	Elect Director Marc E. Jones	Mgmt	For	For	For
1f	Elect Director Christine A. Leahy	Mgmt	For	For	For
1g	Elect Director Sanjay Mehrotra	Mgmt	For	For	For

CDW Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David W. Nelms	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Amazon.com, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AMZN
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 39,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Against	Against
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against	Against
1g	Elect Director Judith A. McGrath	Mgmt	For	Against	Against
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Customer Due Diligence	SH	Against	For	Against
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	For	Against
9	Report on Government Take Down Requests	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
11	Publish a Tax Transparency Report	SH	Against	For	Against
12	Report on Climate Lobbying	SH	Against	For	Against
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	Against
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	Against
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against	Against
19	Establish a Public Policy Committee	SH	Against	For	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For
21	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
22	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For

Graphic Packaging Holding Company

Meeting Date: 05/24/2023

Country: USA

Ticker: GPK

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 388689101

Graphic Packaging Holding Company

Shares Voted: 347,359

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael P. Doss	Mgmt	For	For	For
1.2	Elect Director Dean A. Scarborough	Mgmt	For	For	For
1.3	Elect Director Larry M. Venturelli	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Tandem Diabetes Care, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TNDM

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 875372203

Shares Voted: 75,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kim D. Blickenstaff	Mgmt	For	For	For
1b	Elect Director Myoungil Cha	Mgmt	For	For	For
1c	Elect Director Peyton R. Howell	Mgmt	For	For	For
1d	Elect Director Joao Paulo Falcao Malagueira	Mgmt	For	For	For
1e	Elect Director Kathleen McGroddy-Goetz	Mgmt	For	For	For
1f	Elect Director John F. Sheridan	Mgmt	For	For	For
1g	Elect Director Christopher J. Twomey	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Cognizant Technology Solutions Corporation

Meeting Date: 06/06/2023

Country: USA

Ticker: CTSH

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 192446102

Cognizant Technology Solutions Corporation

Shares Voted: 130,044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Nella Domenici	Mgmt	For	For	For
1g	Elect Director Ravi Kumar S	Mgmt	For	For	For
1h	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1i	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1j	Elect Director Stephen J. Rohleder	Mgmt	For	For	For
1k	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1l	Elect Director Joseph M. Velli	Mgmt	For	For	For
1m	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Amend Bylaws	SH	Against	Against	Against
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Nordex SE

Meeting Date: 06/06/2023

Country: Germany

Ticker: NDX1

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: D5736K135

Shares Voted: 207,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			

Nordex SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Creation of EUR 21.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	Against	Against
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For

Realtek Semiconductor Corp.

Meeting Date: 06/06/2023 **Country:** Taiwan **Ticker:** 2379
Record Date: 04/07/2023 **Meeting Type:** Annual
Primary Security ID: Y7220N101

Shares Voted: 334,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023 **Country:** Taiwan **Ticker:** 2330
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: Y84629107

Shares Voted: 154,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders Approve Business Operations Report and Financial Statements	Mgmt	For	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	Against
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/08/2023 **Country:** France **Ticker:** SGO
Record Date: 06/06/2023 **Meeting Type:** Annual/Special
Primary Security ID: F80343100

Shares Voted: 160,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
4	Reelect Dominique Leroy as Director	Mgmt	For	For	For
5	Elect Jana Revedin as Director	Mgmt	For	For	For
6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	Mgmt	For	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	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

EMCOR Group, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: EME

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 29084Q100

Shares Voted: 76,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John W. Altmeyer	Mgmt	For	For	For
1b	Elect Director Anthony J. Guzzi	Mgmt	For	For	For
1c	Elect Director Ronald L. Johnson	Mgmt	For	For	For
1d	Elect Director Carol P. Lowe	Mgmt	For	For	For

EMCOR Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director M. Kevin McEvoy	Mgmt	For	For	For
1f	Elect Director William P. Reid	Mgmt	For	For	For
1g	Elect Director Steven B. Schwarzwaelder	Mgmt	For	For	For
1h	Elect Director Robin Walker-Lee	Mgmt	For	For	For
1i	Elect Director Rebecca Ann Weyenberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Change Range for Size of the Board	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Claims	Mgmt	For	For	For
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
8	Require Independent Board Chair	SH	Against	For	For

Garmin Ltd.

Meeting Date: 06/09/2023

Country: Switzerland

Ticker: GRMN

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: H2906T109

Shares Voted: 162,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
5b	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
5c	Elect Director Min H. Kao	Mgmt	For	For	For
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5e	Elect Director Charles W. Peffer	Mgmt	For	For	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chairman	Mgmt	For	For	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For
7d	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
12	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	Mgmt	For	For	For
15	Cancel Repurchased Shares	Mgmt	For	For	For
16	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
17	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
18	Approve Reduction of Par Value	Mgmt	For	For	For
19	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
20	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	Mgmt	For	For	For
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 06/15/2023

Country: Canada

Ticker: CP

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 13646K108

Canadian Pacific Kansas City Limited

Shares Voted: 18,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Management Advisory Vote on Climate Change	Mgmt	For	Against	Against
4.1	Elect Director John Baird	Mgmt	For	For	For
4.2	Elect Director Isabelle Courville	Mgmt	For	For	For
4.3	Elect Director Keith E. Creel	Mgmt	For	For	For
4.4	Elect Director Gillian H. Denham	Mgmt	For	For	For
4.5	Elect Director Antonio Garza	Mgmt	For	For	For
4.6	Elect Director David Garza-Santos	Mgmt	For	For	For
4.7	Elect Director Edward R. Hamberger	Mgmt	For	For	For
4.8	Elect Director Janet H. Kennedy	Mgmt	For	For	For
4.9	Elect Director Henry J. Maier	Mgmt	For	For	For
4.10	Elect Director Matthew H. Paull	Mgmt	For	For	For
4.11	Elect Director Jane L. Peverett	Mgmt	For	For	For
4.12	Elect Director Andrea Robertson	Mgmt	For	For	For
4.13	Elect Director Gordon T. Trafton	Mgmt	For	For	For

DENSO Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 6902

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J12075107

Shares Voted: 61,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Ito, Kenichiro	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For

DENSO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Appoint Statutory Auditor Kuwamura, Shingo	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Kitamura, Haruo	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/22/2023

Country: France

Ticker: BVI

Record Date: 06/20/2023

Meeting Type: Annual/Special

Primary Security ID: F96888114

Shares Voted: 255,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Laurent Mignon as Director	Mgmt	For	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Aldo Cardoso, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO since June 22, 2023	Mgmt	For	Against	Against
14	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	Mgmt	For	For	For

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	Mgmt	For	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 06/22/2023

Country: Switzerland

Ticker: LAND

Record Date:

Meeting Type: Annual

Primary Security ID: H893NZ107

Shares Voted: 39,146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Treatment of Net Loss	Mgmt	For	For	For
2.2	Approve Dividends of CHF 2.20 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration Report	Mgmt	For	For	For
4.2	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
5.1.1	Reelect Andreas Umbach as Director	Mgmt	For	Against	Against
5.1.2	Reelect Eric Elzvik as Director	Mgmt	For	For	For
5.1.3	Reelect Peter Mainz as Director	Mgmt	For	For	For
5.1.4	Reelect Andreas Spreiter as Director	Mgmt	For	For	For
5.1.5	Reelect Christina Stercken as Director	Mgmt	For	For	For
5.1.6	Reelect Lauren Tolson as Director	Mgmt	For	For	For
5.2.1	Elect Peter Bason as Director	Mgmt	For	For	For
5.2.2	Elect Audrey Zibelman as Director	Mgmt	For	For	For
5.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	Against	Against
5.4.1	Reappoint Eric Elzvik as Member of the Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Peter Mainz as Member of the Compensation Committee	Mgmt	For	For	For
5.4.3	Reappoint Lauren Tolson as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.6	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2.1	Approve Cancellation of Authorized Capital	Mgmt	For	For	For

Landis+Gyr Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.2	Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.3.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
6.3.2	Amend Article Re: Location of General Meeting	Mgmt	For	For	For
6.4	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.5	Amend Articles of Association	Mgmt	For	For	For
7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Air Water, Inc.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 4088

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J00662114

Shares Voted: 406,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Kikuo	Mgmt	For	For	For
1.2	Elect Director Matsubayashi, Ryosuke	Mgmt	For	For	For
1.3	Elect Director Hara, Keita	Mgmt	For	For	For
1.4	Elect Director Onoe, Hidetoshi	Mgmt	For	For	For
1.5	Elect Director Otsuka, Shigeki	Mgmt	For	For	For
1.6	Elect Director Tanaka, Tsuyoshi	Mgmt	For	For	For
1.7	Elect Director Sakamoto, Yukiko	Mgmt	For	For	For
1.8	Elect Director Matsui, Takao	Mgmt	For	For	For
1.9	Elect Director Senzai, Yoshihiro	Mgmt	For	For	For

Central Japan Railway Co.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 9022

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J05523105

Central Japan Railway Co.

Shares Voted: 34,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Kaneko, Shin	Mgmt	For	For	For
2.2	Elect Director Niwa, Shunsuke	Mgmt	For	For	For
2.3	Elect Director Takeda, Kentaro	Mgmt	For	For	For
2.4	Elect Director Nakamura, Akihiko	Mgmt	For	For	For
2.5	Elect Director Uno, Mamoru	Mgmt	For	For	For
2.6	Elect Director Suzuki, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Mori, Atsuhito	Mgmt	For	For	For
2.8	Elect Director Tsuge, Koei	Mgmt	For	For	For
2.9	Elect Director Kasama, Haruo	Mgmt	For	For	For
2.10	Elect Director Oshima, Taku	Mgmt	For	For	For
2.11	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
2.12	Elect Director Kiba, Hiroko	Mgmt	For	For	For
2.13	Elect Director Joseph Schmelzeis	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamada, Tatsuhiko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ishizu, Hajime	Mgmt	For	Against	Against
3.3	Appoint Statutory Auditor Yamashita, Fumio	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Hayashi, Makoto	Mgmt	For	For	For

TIS, Inc. (Japan)

Meeting Date: 06/23/2023

Country: Japan

Ticker: 3626

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J8T622102

Shares Voted: 107,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For
2.1	Elect Director Kuwano, Toru	Mgmt	For	For	For
2.2	Elect Director Okamoto, Yasushi	Mgmt	For	For	For
2.3	Elect Director Yanai, Josaku	Mgmt	For	For	For
2.4	Elect Director Horiguchi, Shinichi	Mgmt	For	For	For

TIS, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Kitaoka, Takayuki	Mgmt	For	For	For
2.6	Elect Director Hikida, Shuzo	Mgmt	For	For	For
2.7	Elect Director Sano, Koichi	Mgmt	For	For	For
2.8	Elect Director Tsuchiya, Fumio	Mgmt	For	For	For
2.9	Elect Director Mizukoshi, Naoko	Mgmt	For	For	For
3	Appoint Statutory Auditor Tsujimoto, Makoto	Mgmt	For	For	For

Fujitsu Ltd.

Meeting Date: 06/26/2023 **Country:** Japan **Ticker:** 6702
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J15708159

Shares Voted: 15,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tokita, Takahito	Mgmt	For	For	For
1.2	Elect Director Furuta, Hidenori	Mgmt	For	For	For
1.3	Elect Director Isobe, Takeshi	Mgmt	For	For	For
1.4	Elect Director Yamamoto, Masami	Mgmt	For	For	For
1.5	Elect Director Mukai, Chiaki	Mgmt	For	For	For
1.6	Elect Director Abe, Atsushi	Mgmt	For	For	For
1.7	Elect Director Kojo, Yoshiko	Mgmt	For	For	For
1.8	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
1.9	Elect Director Byron Gill	Mgmt	For	For	For
2	Appoint Statutory Auditor Hatsukawa, Koji	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

Advantest Corp.

Meeting Date: 06/27/2023 **Country:** Japan **Ticker:** 6857
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J00210104

Shares Voted: 29,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Yoshiaki	Mgmt	For	For	For

Advantest Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Douglas Lefever	Mgmt	For	For	For
1.3	Elect Director Tsukui, Koichi	Mgmt	For	For	For
1.4	Elect Director Urabe, Toshimitsu	Mgmt	For	For	For
1.5	Elect Director Nicholas Benes	Mgmt	For	For	For
1.6	Elect Director Nishida, Naoto	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Kurita, Yuichi	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Nakada, Tomoko	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Nicholas Benes	Mgmt	For	For	For

Zuora, Inc.

Meeting Date: 06/27/2023 **Country:** USA **Ticker:** ZUO
Record Date: 05/08/2023 **Meeting Type:** Annual
Primary Security ID: 98983V106

Shares Voted: 419,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Omar P. Abbosh	Mgmt	For	Withhold	Withhold
1.2	Elect Director Sarah R. Bond	Mgmt	For	Withhold	Withhold
1.3	Elect Director Jason Pressman	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Kyudenko Corp.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 1959
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J38425104

Shares Voted: 73,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fujii, Ichiro	Mgmt	For	For	For
1.2	Elect Director Ishibashi, Kazuyuki	Mgmt	For	For	For
1.3	Elect Director Jono, Masaaki	Mgmt	For	For	For
1.4	Elect Director Fukui, Keizo	Mgmt	For	For	For

Kyudenko Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Oshima, Tomoyuki	Mgmt	For	For	For
1.6	Elect Director Kuratomi, Sumio	Mgmt	For	For	For
1.7	Elect Director Shibasaki, Hiroko	Mgmt	For	For	For
1.8	Elect Director Kaneko, Tatsuya	Mgmt	For	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Nihon Kohden Corp.

Meeting Date: 06/28/2023 **Country:** Japan **Ticker:** 6849
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J50538115

Shares Voted: 450,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	Mgmt	For	For	For
2.1	Elect Director Ogino, Hirokazu	Mgmt	For	For	For
2.2	Elect Director Tamura, Takashi	Mgmt	For	For	For
2.3	Elect Director Hasegawa, Tadashi	Mgmt	For	For	For
2.4	Elect Director Tanaka, Eiichi	Mgmt	For	For	For
2.5	Elect Director Yoshitake, Yasuhiro	Mgmt	For	For	For
2.6	Elect Director Satake, Hiroyuki	Mgmt	For	For	For
2.7	Elect Director Muraoka, Kanako	Mgmt	For	For	For
2.8	Elect Director Sasaya, Hidemitsu	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Hirata, Shigeru	Mgmt	For	For	For

COMSYS Holdings Corp.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 1721
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J5890P106

Shares Voted: 177,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For

COMSYS Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
3.1	Elect Director Kagaya, Takashi	Mgmt	For	For	For
3.2	Elect Director Tanabe, Hiroshi	Mgmt	For	For	For
3.3	Elect Director Noike, Hideyuki	Mgmt	For	For	For
3.4	Elect Director Uchide, Kunihiro	Mgmt	For	For	For
3.5	Elect Director Mashimo, Toru	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Yasunaga, Atsushi	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Nakatogawa, Kenichi	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Asai, Hiroyuki	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Ichikawa, Kyoko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Hirano, Masaya	Mgmt	For	For	For
5	Approve Stock Option Plan	Mgmt	For	For	For

Kandenko Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 1942

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J29653102

Shares Voted: 114,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For
2	Amend Articles to Make Technical Changes	Mgmt	For	For	For
3.1	Elect Director Fubasami, Seiichi	Mgmt	For	For	For
3.2	Elect Director Nakama, Toshio	Mgmt	For	For	For
3.3	Elect Director Iida, Nobuhiro	Mgmt	For	For	For
3.4	Elect Director Ueda, Yuji	Mgmt	For	For	For
3.5	Elect Director Fujii, Mitsuru	Mgmt	For	For	For
3.6	Elect Director Enoki, Hiroyuki	Mgmt	For	For	For
3.7	Elect Director Nakahito, Koichi	Mgmt	For	For	For
3.8	Elect Director Tamogami, Hirofumi	Mgmt	For	For	For
3.9	Elect Director Saito, Hajime	Mgmt	For	For	For

Kandenko Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Elect Director Ando, Miwako	Mgmt	For	For	For
3.11	Elect Director Tanaka, Koji	Mgmt	For	For	For
3.12	Elect Director Suto, Miwa	Mgmt	For	For	For
4	Appoint Statutory Auditor Kashiwabara, Shoichiro	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 4063
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J72810120

Shares Voted: 27,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 275	Mgmt	For	For	For
2.1	Elect Director Akiya, Fumio	Mgmt	For	For	For
2.2	Elect Director Saito, Yasuhiko	Mgmt	For	For	For
2.3	Elect Director Ueno, Susumu	Mgmt	For	For	For
2.4	Elect Director Todoroki, Masahiko	Mgmt	For	For	For
2.5	Elect Director Fukui, Toshihiko	Mgmt	For	For	For
2.6	Elect Director Komiyama, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For
2.8	Elect Director Michael H. McGarry	Mgmt	For	For	For
2.9	Elect Director Hasegawa, Mariko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Onezawa, Hidenori	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kaneko, Hiroko	Mgmt	For	Against	Against
4	Approve Stock Option Plan	Mgmt	For	For	For

Soitec SA

Meeting Date: 07/25/2023 **Country:** France **Ticker:** SOI
Record Date: 07/21/2023 **Meeting Type:** Annual/Special
Primary Security ID: F8582K389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Transaction with STMicroelectronics International N.V. Re: Protocol Agreement	Mgmt	For	For	For
5	Approve Transaction with Commissariat a l'Energie Atomique et Energies Alternatives Re: Research and Development Agreement	Mgmt	For	For	For
6	Approve Transaction with Commissariat a l'Energie Atomique et Energies Alternatives Re: Licensing and Know-how Agreement for Manufacture and Sale of Substrates	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO and/or Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Pierre Barnabe, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Eric Meurice, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Paul Boudre, CEO until July 26, 2022	Mgmt	For	For	For
14	Approve Compensation of Pierre Barnabe, CEO since July 26, 2022	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 7 of Bylaws Re: Remove References to Preferred Stock	Mgmt	For	For	For
17	Amend Article 9 of Bylaws Re: Remove References to ADP2	Mgmt	For	For	For
18	Amend Article 10 of Bylaws Re: Remove References to ADP2	Mgmt	For	For	For
19	Eliminate Article 25 of Bylaws Re: Preferred Stock	Mgmt	For	For	For

Soitec SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 20-23	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capitalization of Reserves of Up to EUR 35 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Capital Increase of Up to EUR 7 Million for Future Exchange Offers	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Check Point Software Technologies Ltd.

Meeting Date: 08/03/2023

Country: Israel

Ticker: CHKP

Record Date: 06/26/2023

Meeting Type: Annual

Primary Security ID: M22465104

Check Point Software Technologies Ltd.

Shares Voted: 37,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gil Shwed as Director	Mgmt	For	For	For
1b	Reelect Jerry Ungerman as Director	Mgmt	For	For	For
1c	Reelect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
1d	Reelect Tal Shavit as Director	Mgmt	For	For	For
1e	Elect Jill D. Smith as Director	Mgmt	For	For	For
1f	Reelect Shai Weiss as Director	Mgmt	For	For	For
2	Elect Ray Rothrock as Director	Mgmt	For	For	For
3	Ratify Appointment of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Compensation of CEO	Mgmt	For	For	For
5	Approve Amended Compensation of Non-Executive Directors	Mgmt	For	For	For
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	For

Medtronic plc

Meeting Date: 10/19/2023

Country: Ireland

Ticker: MDT

Record Date: 08/25/2023

Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 143,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For

Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
7	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/01/2023 **Country:** USA **Ticker:** KLAC
Record Date: 09/08/2023 **Meeting Type:** Annual
Primary Security ID: 482480100

Shares Voted: 5,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
1.6	Elect Director Gary Moore	Mgmt	For	For	For
1.7	Elect Director Marie Myers	Mgmt	For	For	For
1.8	Elect Director Victor Peng	Mgmt	For	For	For
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/15/2023

Country: USA

Ticker: ORCL

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 68389X105

Shares Voted: 16,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	Withhold	Withhold
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
7	Require Independent Board Chair	SH	Against	For	For

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	For	For
9	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
10	Publish a Tax Transparency Report	SH	Against	For	For
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For

Copart, Inc.

Meeting Date: 12/08/2023

Country: USA

Ticker: CPRT

Record Date: 10/13/2023

Meeting Type: Annual

Primary Security ID: 217204106

Shares Voted: 38,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For	For
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hyundai Mobis Co., Ltd.

Meeting Date: 12/27/2023

Country: South Korea

Ticker: 012330

Record Date: 12/04/2023

Meeting Type: Special

Primary Security ID: Y3849A109

Shares Voted: 68,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Lee Gyu-seok as Inside Director	Mgmt	For	For	For

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