Date range covered : 01/01/2025 to 31/12/2025 LOCATION(S): ALL LOCATIONS INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Trigano SA

Meeting Date: 08/01/2025 **Country:** France **Ticker:** TRI
Record Date: 03/01/2025 **Meeting Type:** Annual/Special
Primary Security ID: F93488108

Shares Voted: 12,550

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 Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Mgmt	For	Against	Against
7	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	For	Against	Against
8	Approve Compensation of Michel Freiche, CEO	Mgmt	For	Against	Against
9	Reelect Francois Feuillet as Supervisory Board Member	Mgmt	For	Against	Against
10	Reelect Alice Cavalier as Supervisory Board Member	Mgmt	For	Against	Against
11	Reelect Jean-Luc Gerard as Supervisory Board Member	Mgmt	For	For	For
12	Reelect Valerie Frohly as Supervisory Board Member	Mgmt	For	For	For
13	Elect Carole Fiquemont as Supervisory Board Member	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For

Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
17	Approve Remuneration Policy of CEOs	Mgmt	For	Against	Against
18	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
19	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 270,000	Mgmt	For	For	For
20	Renew Appointment of ERNST & YOUNG AUDIT as Auditor	Mgmt	For	For	For
21	Appoint ERNST & YOUNG AUDIT as Auditor for the Sustainability Reporting	Mgmt	For	For	For
22	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

OCI NV

Meeting Date: 03/02/2025 **Country:** Netherlands **Ticker:** OCI

Record Date: 06/01/2025 **Meeting Type:** Extraordinary Shareholders

Primary Security ID: N6667A111

Shares Voted: 110,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles Re: Increase Nominal Value of Shares in the Share Capital and Subsequently Decrease the Nominal Value of Shares in the Share Capital, Combined with a Repayment of Capital	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Siemens AG

Meeting Date: 13/02/2025 **Country:** Germany **Ticker:** SIE
Record Date: 06/02/2025 **Meeting Type:** Annual
Primary Security ID: D69671218

Shares Voted: 154

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Jim Snabe to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

GN Store Nord A/S

Meeting Date: 12/03/2025 **Country:** Denmark **Ticker:** GN
Record Date: 05/03/2025 **Meeting Type:** Annual
Primary Security ID: K4001S214

Shares Voted: 49,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chair, DKK 1.09 Million for Vice Chair and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
7.a	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
7.b.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	For	For
7.b.2	Reelect Klaus Holse as Director	Mgmt	For	For	For
7.b.3	Reelect Helene Barnekow as Director	Mgmt	For	For	For
7.b.4	Reelect Kim Vejlby Hansen as Director	Mgmt	For	For	For
7.b.5	Reelect Jorgen Bundgaard Hansen as Director	Mgmt	For	For	For
7.b.6	Elect Charlotte Johs as New Director	Mgmt	For	For	For
7.b.7	Elect Lise Skaarup Mortensen as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9.a	Authorize Share Repurchase Program	Mgmt	For	For	For
9.b	Approve Convening of General Meetings and Preparation of Material in Danish and/or English	Mgmt	For	For	For
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Other Proposals from Shareholders (None Submitted)	Mgmt			
12	Other Business (Non-Voting)	Mgmt			

Stora Enso Oyj

Meeting Date: 20/03/2025 **Country:** Finland **Ticker:** STERV

Record Date: 10/03/2025 **Meeting Type:** Annual

Primary Security ID: X8T9CM113

Shares Voted: 68,759

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 0.25 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	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Rytsola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	Mgmt	For	Abstain	Abstain
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles	Mgmt	For	For	For
22	Decision on Making Order	Mgmt			
23	Close Meeting	Mgmt			

H. Lundbeck A/S

Meeting Date: 26/03/2025 **Country:** Denmark **Ticker:** HLUN.B

Record Date: 19/03/2025 **Meeting Type:** Annual

Primary Security ID: K4406L137

Shares Voted: 253,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 0.95 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Reelect Dorothea Wenzel as Director	Mgmt	For	For	For

H. Lundbeck A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Reelect Lene Skole-Sorensen as Director	Mgmt	For	For	For
5.3	Reelect Lars Erik Holmqvist as Director	Mgmt	For	For	For
5.4	Reelect Jeffrey Berkowitz as Director	Mgmt	For	Abstain	Abstain
5.5	Reelect Santiago Arroyo as Director	Mgmt	For	For	For
5.6	Reelect Jakob Riis as Director	Mgmt	For	For	For
5.7	Elect Lars Green as New Director	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	Change Location of General Meeting to Greater Copenhagen	Mgmt	For	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

Aalberts NV

Meeting Date: 10/04/2025 **Country:** Netherlands **Ticker:** AALB
Record Date: 13/03/2025 **Meeting Type:** Annual
Primary Security ID: N00089271

Shares Voted: 51,500

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 Management Board (Non-Voting)	Mgmt			
2.b	Receive Auditor's Report (Non-Voting)	Mgmt			

Aalberts NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.a	Approve Remuneration Report	Mgmt	For	For	For
3.b	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends	Mgmt	For	For	For
4.c	Authorize Repurchase of Shares	Mgmt	For	For	For
4.d	Approve Cancellation of Shares	Mgmt	For	For	For
5.a	Approve Discharge of Management Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6.a	Elect L.F. den Houter to Management Board	Mgmt	For	For	For
6.b	Reelect P.A.M. van Bommel to Supervisory Board	Mgmt	For	For	For
6.c	Reelect L.C.A. Declercq to Supervisory Board	Mgmt	For	For	For
6.d	Elect R.J.L.J. Vestjens to Supervisory Board	Mgmt	For	For	For
7.a	Approve Remuneration Policy of the Management Board	Mgmt	For	For	For
7.b	Approve Remuneration Policy of the Supervisory Board	Mgmt	For	For	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10.a	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
10.b	Ratify EY Accountants B.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Years 2025 and 2026	Mgmt	For	For	For
11	Close Meeting	Mgmt			

AstraZeneca PLC

Meeting Date: 11/04/2025 **Country:** United Kingdom **Ticker:** AZN

Record Date: 09/04/2025 **Meeting Type:** Annual

Primary Security ID: G0593M107

AstraZeneca PLC

Shares Voted: 513,561

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 Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Elect Birgit Conix as Director	Mgmt	For	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Airbus SE

Meeting Date: 15/04/2025 **Country:** Netherlands **Ticker:** AIR
Record Date: 18/03/2025 **Meeting Type:** Annual
Primary Security ID: N0280G100

Shares Voted: 4,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Extraordinary Dividend	Mgmt	For	For	For
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Reappoint EY Accountants B.V. as Auditor for the FY 2025	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditor for the FY 2026	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy for Board of Directors	Mgmt	For	For	For
10	Reelect Guillaume Faury as Executive Director	Mgmt	For	For	For
11	Reelect Catherine Guillouard as Non-Executive Director	Mgmt	For	For	For
12	Reelect Irene Rummelhoff as Non-Executive Director	Mgmt	For	For	For
13	Elect Doris Hopke Non-Executive as Director	Mgmt	For	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 23/04/2025 **Country:** Netherlands **Ticker:** ASML
Record Date: 26/03/2025 **Meeting Type:** Annual
Primary Security ID: N07059202

Shares Voted: 75,654

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Entain Plc

Meeting Date: 23/04/2025 **Country:** Isle of Man **Ticker:** ENT

Record Date: 17/04/2025 **Meeting Type:** Annual

Primary Security ID: G3167C109

Shares Voted: 141,000

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 Report	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For
6	Re-elect Stella David as Director	Mgmt	For	For	For
7	Re-elect Amanda Brown as Director	Mgmt	For	For	For
8	Re-elect Virginia McDowell as Director	Mgmt	For	For	For
9	Re-elect Ricky Sandler as Director	Mgmt	For	For	For
10	Re-elect David Satz as Director	Mgmt	For	For	For

Entain Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Rahul Welde as Director	Mgmt	For	For	For
12	Re-elect Rob Wood as Director	Mgmt	For	For	For
13	Elect Helen Ashton as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Adopt New Articles of Association	Mgmt	For	For	For

Continental AG

Meeting Date: 25/04/2025 **Country:** Germany **Ticker:** CON

Record Date: 03/04/2025 **Meeting Type:** Annual

Primary Security ID: D16212140

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.7	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2024	Mgmt	For	Against	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Kevin Borck for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Matthias Ebenau for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.15	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2024	Mgmt	For	Against	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Anne Nothing for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.17	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.18	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.20	Approve Discharge of Supervisory Board Member Matthias Tote for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.21	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2024	Mgmt	For	Against	Do Not Vote
4.22	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.23	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.24	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	Do Not Vote

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
7	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
8	Approve Merger by Absorption of Continental Automotive GmbH	Mgmt	For	For	Do Not Vote
9	Approve Spin-Off Agreement with Continental Automotive Holding SE	Mgmt	For	For	Do Not Vote
10	Approve Decrease in Size of Supervisory Board as per Statutory Provisions	Mgmt	For	For	Do Not Vote
11	Amend Articles Re: Election of Shareholder Representatives to the Supervisory Board	Mgmt	For	For	Do Not Vote
12	Amend Articles Re: Supervisory Board Resignations	Mgmt	For	For	Do Not Vote
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	Do Not Vote
14	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote

Shares Voted: 822,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2024	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2024	Mgmt	For	Against	Against
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Kevin Borck for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Matthias Ebenau for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2024	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2024	Mgmt	For	Against	Against
4.16	Approve Discharge of Supervisory Board Member Anne Nothing for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Matthias Tote for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2024	Mgmt	For	Against	Against
4.22	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2024	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2024	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Merger by Absorption of Continental Automotive GmbH	Mgmt	For	For	For
9	Approve Spin-Off Agreement with Continental Automotive Holding SE	Mgmt	For	For	For
10	Approve Decrease in Size of Supervisory Board as per Statutory Provisions	Mgmt	For	For	For
11	Amend Articles Re: Election of Shareholder Representatives to the Supervisory Board	Mgmt	For	For	For
12	Amend Articles Re: Supervisory Board Resignations	Mgmt	For	For	For
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
14	Amend Articles Re: Editorial Changes	Mgmt	For	For	For

Merck KGaA

Meeting Date: 25/04/2025 **Country:** Germany **Ticker:** MRK
Record Date: 03/04/2025 **Meeting Type:** Annual
Primary Security ID: D5357W103

Shares Voted: 0

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

Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	Do Not Vote
7	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
8	Approve Remuneration Policy	Mgmt	For	For	Do Not Vote
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Do Not Vote

Shares Voted: 387,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Vivendi SE

Meeting Date: 28/04/2025 **Country:** France **Ticker:** VIV
Record Date: 24/04/2025 **Meeting Type:** Annual/Special
Primary Security ID: F97982106

Shares Voted: 251,280

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.04 per Share	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	Against	For
6	Approve Compensation of Yannick Bolloré, Chairman of the Supervisory Board	Mgmt	For	Against	For
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	For
8	Approve Compensation of Frédéric Crepin, Management Board Member	Mgmt	For	Against	For
9	Approve Compensation of François Laroze, Management Board Member	Mgmt	For	Against	For
10	Approve Compensation of Claire Léost, Management Board Member	Mgmt	For	Against	For
11	Approve Compensation of Céline Merle-Béral, Management Board Member	Mgmt	For	Against	For
12	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Against	For
13	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	For
15	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For

Vivendi SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Reelect Sandrine Le Bihan as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
17	Ratify Appointment of Laure Delahousse as Supervisory Board Member	Mgmt	For	For	For
18	Ratify Appointment of Philippe Labro as Supervisory Board Member	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 55 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Elementis Plc

Meeting Date: 29/04/2025 **Country:** United Kingdom **Ticker:** ELM

Record Date: 25/04/2025 **Meeting Type:** Annual

Primary Security ID: G2996U108

Elementis Plc

Shares Voted: 690,135

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	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Elect Luc van Ravenstein as Director	Mgmt	For	For	For
6	Elect Christopher Mills as Director	Mgmt	For	Against	For
7	Re-elect John O'Higgins as Director	Mgmt	For	For	For
8	Re-elect Ralph Hewins as Director	Mgmt	For	For	For
9	Re-elect Heejae Chae as Director	Mgmt	For	For	For
10	Re-elect Maria Ciliberti as Director	Mgmt	For	For	For
11	Re-elect Dorothee Deuring as Director	Mgmt	For	For	For
12	Re-elect Trudy Schoolenberg as Director	Mgmt	For	For	For
13	Re-elect Christine Soden as Director	Mgmt	For	For	For
14	Re-elect Clement Woon as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Bakkafrost P/F

Meeting Date: 30/04/2025 **Country:** Faroe Islands **Ticker:** BAKKA
Record Date: 23/04/2025 **Meeting Type:** Annual
Primary Security ID: K0840B107

Shares Voted: 21,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Approve Report of Board	Mgmt	For	For	For
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 8.44 Per Share	Mgmt	For	For	For
5.1	Reelect Gudrid Hojgaard as Director	Mgmt	For	For	For
5.2	Reelect Annika Frederiksberg as Director	Mgmt	For	For	For
5.3	Reelect Einar Wathne as Director	Mgmt	For	For	For
5.4	Reelect Teitur Samuelsen as Director	Mgmt	For	For	For
5.5	Reelect Alf-Helge Aarskog as Director	Mgmt	For	For	For
6	Reelect Runi M. Hansen (Chair) as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of DKK 532,000 for Chair and DKK 266,000 for Other Directors; Approve Remuneration of Accounting Committee	Mgmt	For	For	For
8.1	Reelect Leif Eriksrod as Member of Election Committee	Mgmt	For	For	For
8.2	Reelect Eydun Rasmussen as Member of Election Committee	Mgmt	For	For	For
8.3	Reelect Gunnar i Lida (Chair) as Member of Election Committee	Mgmt	For	For	For
9	Approve Remuneration of Election Committee	Mgmt	For	For	For
10	Ratify P/F Januar as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	For
12.1	Approve Creation of DKK 5.9 Million Pool of Capital without Preemptive Rights; Amend Articles Accordingly	Mgmt	For	For	For

Bakkafrost P/F

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Authorize Share Repurchase Program	Mgmt	For	For	For
12.3	Amend Articles Re: Board Members Election	Mgmt	For	For	For

Lottomatica Group SpA

Meeting Date: 30/04/2025 **Country:** Italy **Ticker:** LTMC
Record Date: 17/04/2025 **Meeting Type:** Annual/Special
Primary Security ID: T64384109

Shares Voted: 35,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1.	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2.	Approve Allocation of Income	Mgmt	For	For	For
2.	Authorize Share Repurchase Program	Mgmt	For	For	For
3.1.	Approve Remuneration Policy	Mgmt	For	For	For
3.2.	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1.	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
2.	Amend Company Bylaws Re: Article 15	Mgmt	For	For	For

Nexi SpA

Meeting Date: 30/04/2025 **Country:** Italy **Ticker:** NEXI
Record Date: 17/04/2025 **Meeting Type:** Annual/Special
Primary Security ID: T6S18J104

Shares Voted: 161,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For	For

Nexi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Partial Distribution of Reserves	Mgmt	For	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
5.1	Fix Number of Directors	Mgmt	For	For	For
5.2	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.3.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
5.3.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	SH	None	Against	Against
	Shareholder Proposal Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	Mgmt			
5.4	Elect Marcello Sala as Board Chair	SH	None	For	For
	Management Proposal	Mgmt			
5.5	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
6.1.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	SH	None	Against	Against

Nexi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Management Proposals	Mgmt			
6.3	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
7	Approve Long Term Incentive Plan	Mgmt	For	Against	Against
8	Adjust Remuneration of External Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 6	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the Long Term Incentive Plan	Mgmt	For	Against	Against

Rai Way SpA

Meeting Date: 30/04/2025 **Country:** Italy **Ticker:** RWAY

Record Date: 17/04/2025 **Meeting Type:** Annual

Primary Security ID: T7S1AC112

Shares Voted: 188,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Renault SA

Meeting Date: 30/04/2025 **Country:** France **Ticker:** RNO

Record Date: 28/04/2025 **Meeting Type:** Annual/Special

Primary Security ID: F77098105

Renault SA

Shares Voted: 1,026,202

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 2.20 per Share	Mgmt	For	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	Mgmt	For	For	For
7	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	Mgmt	For	For	For
8	Reelect Miriem Bensalah-Chaqroun as Director	Mgmt	For	For	For
9	Reelect Bernard Delpit as Director	Mgmt	For	For	For
10	Reelect Noel Desgrippes as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
11	Elect Anne-Laure de Chammard as Director	Mgmt	For	For	For
12	Elect Armelle de Madre as Director	Mgmt	For	For	For
13	Elect Constance Marechal-Dereu as Director	Mgmt	For	For	For
14	Elect Michelle Baron as Director	Mgmt	For	For	For
15	Elect Pierre Loing as Director	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	For
17	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Luca de Meo, CEO	Mgmt	For	For	For
19	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For

Renault SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Remuneration Policy of CEO	Mgmt	For	For	For
21	Approve Remuneration Policy of Directors	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sanofi

Meeting Date: 30/04/2025 **Country:** France **Ticker:** SAN

Record Date: 28/04/2025 **Meeting Type:** Annual/Special

Primary Security ID: F5548N101

Shares Voted: 12,650

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 3.92 per Share	Mgmt	For	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kerry Group Plc

Meeting Date: 01/05/2025 **Country:** Ireland **Ticker:** KRZ

Record Date: 27/04/2025 **Meeting Type:** Annual

Primary Security ID: G52416107

Shares Voted: 404,626

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
3a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
3b	Re-elect Genevieve Berger as Director	Mgmt	For	For	For
3c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
3d	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
3e	Re-elect Catherine Godson as Director	Mgmt	For	For	For
3f	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
3g	Re-elect Michael Kerr as Director	Mgmt	For	For	For
3h	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
3i	Re-elect Tom Moran as Director	Mgmt	For	For	For
3j	Re-elect Christopher Rogers as Director	Mgmt	For	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3k	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
3l	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
3m	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Smurfit WestRock Plc

Meeting Date: 02/05/2025 **Country:** Ireland **Ticker:** SW
Record Date: 10/03/2025 **Meeting Type:** Annual
Primary Security ID: G8267P108

Shares Voted: 524,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Irial Finan	Mgmt	For	For	For
1.2	Elect Director Anthony Smurfit	Mgmt	For	For	For
1.3	Elect Director Ken Bowles	Mgmt	For	For	For
1.4	Elect Director Colleen F. Arnold	Mgmt	For	For	For
1.5	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
1.6	Elect Director Carole L. Brown	Mgmt	For	For	For
1.7	Elect Director Terrell K. Crews	Mgmt	For	For	For
1.8	Elect Director Carol Fairweather	Mgmt	For	For	For
1.9	Elect Director Mary Lynn Ferguson-McHugh	Mgmt	For	For	For
1.10	Elect Director Suzan F. Harrison	Mgmt	For	For	For

Smurfit WestRock Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Kaisa Hietala	Mgmt	For	For	For
1.12	Elect Director Lourdes Melgar	Mgmt	For	For	For
1.13	Elect Director Jorgen Buhl Rasmussen	Mgmt	For	For	For
1.14	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
4a	Ratify KPMG as Auditors	Mgmt	For	For	For
4b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorize Issue of Equity	Mgmt	For	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Determine Price Range at which Company can Re-issue Treasury Shares	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 06/05/2025 **Country:** France **Ticker:** AI

Record Date: 02/05/2025 **Meeting Type:** Annual/Special

Primary Security ID: F01764103

Shares Voted: 4,810

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 3.30 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	For	For
6	Reelect Aiman Ezzat as Director	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Bertrand Dumazy as Director	Mgmt	For	For	For
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
9	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
10	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Allianz SE

Meeting Date: 08/05/2025 **Country:** Germany **Ticker:** ALV

Record Date: 30/04/2025 **Meeting Type:** Annual

Primary Security ID: D03080112

Shares Voted: 2,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For	For
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	For	For
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	For	For
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	For	For
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	For	For
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	For	For
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	For	For
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	For	For
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	For	For
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	For	For
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	For	For
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	For	For
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	For	For
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	For	For
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	For	For
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	For	For
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	For
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2024	Mgmt	For	For	For
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	For
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	For	For
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	For	For
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	For	For
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles of Association	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 08/05/2025 **Country:** Netherlands **Ticker:** PHIA

Record Date: 10/04/2025 **Meeting Type:** Annual

Primary Security ID: N7637U112

Shares Voted: 1,644,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	President's Speech	Mgmt			
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b.	Adopt Financial Statements	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.c.	Approve Dividends	Mgmt	For	For	For
3.d.	Approve Remuneration Report	Mgmt	For	For	For
3.e.	Approve Discharge of Management Board	Mgmt	For	For	For
3.f.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.	Reelect M.J. van Ginneken to Management Board	Mgmt	For	For	For
5.a.	Reelect S.K. Chua to Supervisory Board	Mgmt	For	For	For
5.b.	Reelect I.K. Nooyi to Supervisory Board	Mgmt	For	For	For
5.c.	Elect R.J. White to Supervisory Board	Mgmt	For	For	For
6.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.	Authorize Repurchase of Shares	Mgmt	For	For	For
8.	Approve Cancellation of Shares	Mgmt	For	For	For
9.	Other Business (Non-Voting)	Mgmt			
10.	Close Meeting	Mgmt			

Reckitt Benckiser Group Plc

Meeting Date: 08/05/2025 **Country:** United Kingdom **Ticker:** RKT
Record Date: 06/05/2025 **Meeting Type:** Annual
Primary Security ID: G74079107

Shares Voted: 959,500

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 Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
10	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
11	Re-elect Kris Licht as Director	Mgmt	For	For	For
12	Re-elect Shannon Eisenhardt as Director	Mgmt	For	For	For
13	Re-elect Marybeth Hays as Director	Mgmt	For	For	For
14	Elect Fiona Dawson as Director	Mgmt	For	For	For
15	Elect Stefan Oschmann as Director	Mgmt	For	For	For
16	Elect Mahesh Madhavan as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Long-Term Incentive Plan	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Meeting Date: 08/05/2025 **Country:** Sweden **Ticker:** SOBI

Record Date: 29/04/2025 **Meeting Type:** Annual

Primary Security ID: W95637117

Swedish Orphan Biovitrum AB

Shares Voted: 43,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Receive Report on Work of Board and Committees	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.1	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.2	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.3	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For
12.4	Approve Discharge of David Meek	Mgmt	For	For	For
12.5	Approve Discharge of Zlatko Rihter	Mgmt	For	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For
12.10	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.11	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.12	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.13	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.14	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For
12.15	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For	For
15.b	Reelect David Meek as Director	Mgmt	For	For	For
15.c	Reelect Zlatko Rihter as Director	Mgmt	For	For	For
15.d	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.e	Reelect Staffan Schuberg as Director	Mgmt	For	For	For
15.f	Reelect Filippa Stenberg as Director	Mgmt	For	For	For
15.g	Reelect Anders Ullman as Director	Mgmt	For	For	For
15.h	Elect Iris Loew-Friedrich as New Director	Mgmt	For	For	For
15.i	Elect David Meek as Board Chair	Mgmt	For	For	For
15.j	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
17.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
17.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
17.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
17.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
19	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Adyen NV

Meeting Date: 15/05/2025 **Country:** Netherlands **Ticker:** ADYEN
Record Date: 17/04/2025 **Meeting Type:** Annual
Primary Security ID: N3501V104

Shares Voted: 440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Receive Annual Report (Non-Voting)	Mgmt			
2.b.	Approve Remuneration Report	Mgmt	For	For	For
2.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.	Approve Discharge of Management Board	Mgmt	For	For	For
4.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.	Elect Steve van Wyk to Supervisory Board	Mgmt	For	For	For
6.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
7.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8.	Authorize Repurchase of Shares	Mgmt	For	For	For
9.a.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9.b.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.	Close Meeting	Mgmt			

bioMerieux SA

Meeting Date: 15/05/2025 **Country:** France **Ticker:** BIM

Record Date: 13/05/2025 **Meeting Type:** Annual/Special

Primary Security ID: F1149Y232

Shares Voted: 187,536

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 Discharge of Directors	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
5	Approve Transaction with bioMérieux India Pvt Ltd	Mgmt	For	For	For
6	Reelect Marie-Paule Kieny as Director	Mgmt	For	For	For
7	Reelect Fanny Letier as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
10	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
13	Approve Compensation of Alexandre Merieux, Chairman of the Board	Mgmt	For	Against	Against
14	Approve Compensation of Pierre Boulud, CEO	Mgmt	For	Against	Against
15	Approve Amended Share Purchase Program (MyShare 2025) Reserved for Beneficiaries Employed in the State of California, USA	Mgmt	For	For	For

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	Against
19	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital for Private Placements	Mgmt	For	Against	Against
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Mgmt	For	Against	Against
26	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,210,280	Mgmt	For	For	For
27	Amend Articles of Bylaws	Mgmt	For	Against	Against
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Commerzbank AG

Meeting Date: 15/05/2025	**Country:** Germany	**Ticker:** CBK
Record Date: 23/04/2025	**Meeting Type:** Annual	
Primary Security ID: D172W1279		

Shares Voted: 0

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

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2025, until 2026 AGM	Mgmt	For	For	Do Not Vote
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7	Approve Management Board Remuneration Policy	Mgmt	For	For	Do Not Vote
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	Do Not Vote
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	Mgmt	For	For	Do Not Vote
9.2	Elect Michael Gorriz to the Supervisory Board	Mgmt	For	For	Do Not Vote
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	Do Not Vote
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Do Not Vote
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	Mgmt	For	For	Do Not Vote

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Do Not Vote

Shares Voted: 1,922,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Manfred Knof (until Sep. 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Kotzbauer (from Oct. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Christiane Vorspel-Rüter (from Sep. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2025, until 2026 AGM	Mgmt	For	For	For
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Management Board Remuneration Policy	Mgmt	For	For	For
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	Mgmt	For	For	For
9.2	Elect Michael Gorriz to the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	Mgmt	For	For	For
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Billerud AB

Meeting Date: 20/05/2025 **Country:** Sweden **Ticker:** BILL
Record Date: 12/05/2025 **Meeting Type:** Annual
Primary Security ID: W16021102

Shares Voted: 116,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.(a)	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.(b)	Approve Allocation of Income and Dividends of SEK 3.50 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Regi Aalstad	Mgmt	For	For	For
9.c2	Approve Discharge of Andreas Blaschke	Mgmt	For	For	For
9.c3	Approve Discharge of Florian Heiserer	Mgmt	For	For	For
9.c4	Approve Discharge of Magnus Nicolin	Mgmt	For	For	For
9.c5	Approve Discharge of Jan Svensson	Mgmt	For	For	For

Billerud AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c6	Approve Discharge of Victoria Van Camp	Mgmt	For	For	For
9.c7	Approve Discharge of Jan Astrom	Mgmt	For	For	For
9.c8	Approve Discharge of Per Bertilsson	Mgmt	For	For	For
9.c9	Approve Discharge of Nicklas Johansson	Mgmt	For	For	For
9.c10	Approve Discharge of CEO Ivar Vatne	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Regi Aalstad as Director	Mgmt	For	For	For
13.b	Reelect Andreas Blaschke as Director	Mgmt	For	For	For
13.c	Reelect Florian Heiserer as Director	Mgmt	For	Against	Against
13.d	Reelect Magnus Nicolin as Director	Mgmt	For	For	For
13.e	Reelect Jan Svensson as Director	Mgmt	For	For	For
13.f	Reelect Victoria Van Camp as Director	Mgmt	For	For	For
13.g	Elect Gunilla Saltin as New Director	Mgmt	For	For	For
14	Reelect Jan Svensson as Board Chair	Mgmt	For	Against	Against
15	Ratify KPMG AB as Auditors	Mgmt	For	For	For
16.a	Approve Performance Share Plan LTIP 2025	Mgmt	For	For	For
16.b	Approve Equity Plan Financing	Mgmt	For	For	For
17	Amend Articles Re: Notice of General Meeting; Participation in General Meetings	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Close Meeting	Mgmt			

SEB SA

Meeting Date: 20/05/2025 **Country:** France **Ticker:** SK
Record Date: 16/05/2025 **Meeting Type:** Annual/Special
Primary Security ID: F82059100

Shares Voted: 9,217

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 2.8 per Share and an Extra of EUR 0.280 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Brigitte Forestier as Director	Mgmt	For	For	For
5	Elect Eric Rondolat as Director	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Thierry de La Tour d Artaise, Chairman of the Board	Mgmt	For	Against	For
8	Approve Compensation of Stanislas de Gramont, CEO	Mgmt	For	Against	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 1.1 Million	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	For
	Extraordinary Business	Mgmt			
14	Authorize up to 240,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
15	Amend Article 17 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
16	Amend Article 20 of Bylaws Re: Written Consultation	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Shell Plc

Meeting Date: 20/05/2025 | **Country:** United Kingdom | **Ticker:** SHEL
Record Date: 16/05/2025 | **Meeting Type:** Annual
Primary Security ID: G80827101

Shares Voted: 1,471,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposal	Mgmt			
22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	SH	Against	Against	Against

Societe Generale SA

Meeting Date: 20/05/2025 **Country:** France **Ticker:** GLE

Record Date: 16/05/2025 **Meeting Type:** Annual/Special

Primary Security ID: F8591M517

Shares Voted: 1,189,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.09 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 Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Slawomir Krupa, CEO	Mgmt	For	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation of Pierre Palmieri, Vice-CEO	Mgmt	For	For	For
13	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
14	Reelect William Connelly as Director	Mgmt	For	For	For
15	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	For	For
16	Elect Olivier Klein as Director	Mgmt	For	For	For
17	Elect Ingrid-Helen Arnold as Director	Mgmt	For	For	For
18	Reelect Sebastien Wetter as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Erste Group Bank AG

Meeting Date: 21/05/2025 **Country:** Austria **Ticker:** EBS
Record Date: 11/05/2025 **Meeting Type:** Annual
Primary Security ID: A19494102

Shares Voted: 18,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9.1	Reelect Alois Flatz as Supervisory Board Member	Mgmt	For	For	For
9.2	Elect Gottfried Haber as Supervisory Board Member	Mgmt	For	For	For
9.3	Elect Gabriele Semmelrock-Werzer as Supervisory Board Member	Mgmt	For	For	For
10	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

Teleperformance SE

Meeting Date: 21/05/2025 **Country:** France **Ticker:** TEP

Record Date: 19/05/2025 **Meeting Type:** Annual/Special

Primary Security ID: F9120F106

Shares Voted: 15,817

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 4.20 per Share	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Transaction with Teleperformance Global BPO (UK) Limited and Bhupender Singh	Mgmt	For	For	For
5	Approve Transaction with Thomas Mackenbrock	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Daniel Julien, Chairman and CEO Until August 28 2024, and CEO Since August 28, 2024	Mgmt	For	For	For
8	Approve Compensation of Moulay Hafid Elalamy, Chairman of the Board Since August 28, 2024	Mgmt	For	For	For
9	Approve Compensation of Bhupender Singh, Vice-CEO Until August 28, 2024	Mgmt	For	For	For
10	Approve Compensation of Thomas Mackenbrock, Vice-CEO Since October 1, 2024	Mgmt	For	For	For
11	Approve Compensation of Olivier Rigaudy, Vice-CEO in Charge of Finances	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	For	For
17	Reelect Pauline Ginestie as Director	Mgmt	For	For	For
18	Reelect Nan Niu as Director	Mgmt	For	For	For
19	Elect Mehdi Ghissassi as Director	Mgmt	For	For	For
20	Elect Vera Songwe as Director	Mgmt	For	For	For
21	Acknowledge End of Mandate of Jean Guez as Director and Decision Not to Renew and Replace	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Amend Performance Conditions Attached to Free Shares Grant "230726TP" from July 26, 2023	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
27	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
28	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
29	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 26, 27, and 28	Mgmt	For	For	For
30	Authorize Capital Increase of up to 4.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
32	Authorize up to 4 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
33	Amend Article 15 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
34	Amend Article 16 of Bylaws Re: Virtual Participation	Mgmt	For	For	For
35	Amend Article 22 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
36	Amend Article 25.1 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Convatec Group Plc

Meeting Date: 22/05/2025 **Country:** United Kingdom **Ticker:** CTEC

Record Date: 20/05/2025 **Meeting Type:** Annual

Primary Security ID: G23969101

Shares Voted: 417,050

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 Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect John McAdam as Director	Mgmt	For	For	For
6	Re-elect Karim Bitar as Director	Mgmt	For	For	For
7	Re-elect Jonny Mason as Director	Mgmt	For	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
9	Re-elect Brian May as Director	Mgmt	For	For	For
10	Re-elect Constantin Coussios as Director	Mgmt	For	For	For
11	Re-elect Heather Mason as Director	Mgmt	For	For	For
12	Re-elect Kim Lody as Director	Mgmt	For	For	For
13	Re-elect Sharon O'Keefe as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Omnibus Incentive Plan	Mgmt	For	Against	Against
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Convatec Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Meeting Date: 23/05/2025 **Country:** Germany **Ticker:** FRE
Record Date: 30/04/2025 **Meeting Type:** Annual
Primary Security ID: D27348263

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	Do Not Vote
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	Do Not Vote
8.1	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	Do Not Vote
8.2	Elect Ralf Kiesslich to the Supervisory Board	Mgmt	For	For	Do Not Vote
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	For	Do Not Vote
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For	Do Not Vote

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.5	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	For	Do Not Vote
8.6	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	Do Not Vote
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	For	Do Not Vote
9.2	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	For	Do Not Vote
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Do Not Vote
11	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	Do Not Vote

Shares Voted: 34,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Ralf Kiesslich to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.5	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	For	For
9.2	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
11	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For

TotalEnergies SE

Meeting Date: 23/05/2025 **Country:** France **Ticker:** TTE

Record Date: 21/05/2025 **Meeting Type:** Annual/Special

Primary Security ID: F92124100

Shares Voted: 121,751

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 3.22 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Lise Croteau as Director	Mgmt	For	For	For
7	Elect Helen Lee Bouygues as Director	Mgmt	For	For	For
8	Elect Laurent Mignon as Director	Mgmt	For	Against	Against

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 2.15 Million	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Leonardo SpA

Meeting Date: 26/05/2025 **Country:** Italy **Ticker:** LDO
Record Date: 15/05/2025 **Meeting Type:** Annual/Special
Primary Security ID: T6S996112

Shares Voted: 160,910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports of UTM Systems & Services Srl	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports of Leonardo SpA	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Amend 2024-2026 Long-Term Incentive Plan	Mgmt	For	For	For
5	Approve Share Ownership Plan 2025-2027 for Leonardo Employees based on Shares of Leonardo SpA	Mgmt	For	For	For

Leonardo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Payment Plans based on Financial Instruments	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1a	Amend Company Bylaws Re: Articles 22.3 and 5.1ter	Mgmt	For	For	For
1b	Amend Company Bylaws Re: Article 34	Mgmt	For	For	For

Daimler Truck Holding AG

Meeting Date: 27/05/2025 **Country:** Germany **Ticker:** DTG
Record Date: 20/05/2025 **Meeting Type:** Annual
Primary Security ID: D1T3RZ100

Shares Voted: 933,532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2024	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Achim Puchert (from Dec. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Eva Scherer (from April 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Stephan Unger (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2024	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Shintaro Suzuki for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for a Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	Against	Against

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

OMV AG

Meeting Date: 27/05/2025 **Country:** Austria **Ticker:** OMV

Record Date: 17/05/2025 **Meeting Type:** Annual

Primary Security ID: A51460110

Shares Voted: 8,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2.a)	Approve Allocation of Income and Dividends of EUR 3.05 per Share	Mgmt	For	For	For
2.b)	Approve Special Dividends of EUR 1.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8.a)	Reelect Elisabeth Stadler as Supervisory Board Member	Mgmt	For	For	For
8.b)	Elect Hans Mueller as Supervisory Board Member	Mgmt	For	For	For
8.c)	Reelect Jean-Baptiste Renard as Supervisory Board Member	Mgmt	For	For	For
8.d)	Reelect Robert Stajic as Supervisory Board Member	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

OMV AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 27/05/2025 **Country:** France **Ticker:** PUB
Record Date: 23/05/2025 **Meeting Type:** Annual/Special
Primary Security ID: F7607Z165

Shares Voted: 555,553

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 3.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
7	Appoint KPMG S.A as Auditor for Sustainability Reporting	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	Mgmt	For	For	For
10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	Mgmt	For	For	For
11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	Mgmt	For	For	For
13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	Mgmt	For	For	For
14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Carrefour SA

Meeting Date: 28/05/2025 **Country:** France **Ticker:** CA
Record Date: 26/05/2025 **Meeting Type:** Annual/Special
Primary Security ID: F13923119

Carrefour SA

Shares Voted: 2,344,453

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 1.15 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Flavia Buarque de Almeida as Director	Mgmt	For	For	For
6	Reelect Eduardo Rossi as Director	Mgmt	For	For	For
7	Reelect Charles Edelstenne as Director	Mgmt	For	For	For
8	Ratify Appointment of Anne Browaeys as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	Mgmt	For	Against	Against

Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	Mgmt	For	Against	Against
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 17	Mgmt	For	Against	Against
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Havas NV

Meeting Date: 28/05/2025 **Country:** Netherlands **Ticker:** HAVAS
Record Date: 30/04/2025 **Meeting Type:** Annual
Primary Security ID: N8T242104

Shares Voted: 663,500

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 Management Board (Non-Voting)	Mgmt			
2.b.	Approve Remuneration Report	Mgmt	For	Against	For
2.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			

Havas NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.b.	Approve Distribution of Capital from Share Premium Reserve	Mgmt	For	For	For
4.	Approve Discharge of Directors	Mgmt	For	For	For
5.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6.a.	Authorize Repurchase of Shares	Mgmt	For	For	For
6.b.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7.	Discuss Reverse Share Split	Mgmt			
8.	Amend Articles of Association Re: Reverse Share Split and Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights and Adjustment of Current Delegation to the Board of Directors	Mgmt	For	Against	For
9.	Allow Questions	Mgmt			
10.	Close Meeting	Mgmt			

Puig Brands SA

Meeting Date: 28/05/2025 **Country:** Spain **Ticker:** PUIG

Record Date: 23/05/2025 **Meeting Type:** Annual

Primary Security ID: E8S64T107

Shares Voted: 1,652,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	Against	For

Puig Brands SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Long-Term Incentive Plan	Mgmt	For	Against	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 28/05/2025 **Country:** Netherlands **Ticker:** STMMI

Record Date: 30/04/2025 **Meeting Type:** Annual

Primary Security ID: N83574108

Shares Voted: 1,897,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Report of Management Board (Non-Voting)	Mgmt			
2.	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3.	Approve Remuneration Report	Mgmt	For	For	For
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.	Approve Dividends	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.	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9.	Approve Stock-Based Portion of the Compensation of the President and CEO	Mgmt	For	For	For
10.	Approve Stock-Based Portion of the Compensation of the President and CFO	Mgmt	For	For	For
11.a.	Elect Werner Lieberherr to Supervisory Board	Mgmt	For	For	For
11.b.	Elect Simonetta Acri to Supervisory Board	Mgmt	For	For	For
12.	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For	For
13.	Reelect Helene Vletter van Dort to Supervisory Board	Mgmt	For	For	For
14.	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
16.	Authorize Repurchase of Shares	Mgmt	For	For	For
17.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
18.	Allow Questions	Mgmt			

Robertet SA

Meeting Date: 04/06/2025 **Country:** France **Ticker:** RBT

Record Date: 02/06/2025 **Meeting Type:** Annual/Special

Primary Security ID: F78649120

Shares Voted: 1,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors, Executive Corporate Officers and Auditors	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 10 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	For
5	Elect Fonds Stratégique de Participations as Director	Mgmt	For	Against	For
6	Elect Peugeot Invest Assets as Director	Mgmt	For	Against	For
7	Elect Victoire Le Tourneur D'ison as Director	Mgmt	For	Against	For
8	Elect Georges Maubert as Director	Mgmt	For	Against	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Philippe Maubert, Chairman of the Board	Mgmt	For	Against	For
11	Approve Compensation of Jerome Bruhat, CEO	Mgmt	For	Against	For

Robertet SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Against	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 380,000	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	For
	Extraordinary Business	Mgmt			
17	Amend Article 12 of Bylaws Re: Appointment of Directors	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
20	Receive Special Auditor's Report Regarding Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 05/06/2025 **Country:** France **Ticker:** SGO

Record Date: 03/06/2025 **Meeting Type:** Annual/Special

Primary Security ID: F80343100

Shares Voted: 316,200

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 2.20 per Share	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Benoit Bazin as Director	Mgmt	For	Against	Against
6	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Elect Maya Hari as Director	Mgmt	For	For	For
8	Elect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
9	Elect Hans Sohlström as Director	Mgmt	For	For	For
10	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board from January 1, 2024 Until June 6, 2024	Mgmt	For	For	For
11	Approve Compensation of Benoit Bazin, CEO from January 1, 2024 Until June 6, 2024	Mgmt	For	For	For
12	Approve Compensation of Benoit Bazin, Chairman and CEO from June 7, 2024 Until December 31, 2024	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 399 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 99 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	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 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Amend Article 18 of Bylaws to Incorporate Legal Changes Re: General Meeting Broadcast	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Canal+ SA

Meeting Date: 06/06/2025 **Country:** France **Ticker:** CAN

Record Date: 04/06/2025 **Meeting Type:** Annual/Special

Primary Security ID: F1R42L106

Shares Voted: 0

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	Do Not Vote
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Treatment of Losses and Dividends of EUR 0.02 per Share	Mgmt	For	For	Do Not Vote

Canal+ SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	Do Not Vote
	Extraordinary Business	Mgmt			
5	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	Do Not Vote
6	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote
	Ordinary Business	Mgmt			
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	Do Not Vote
8	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	Do Not Vote

Shares Voted: 382,000

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 Treatment of Losses and Dividends of EUR 0.02 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
	Extraordinary Business	Mgmt			
5	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
6	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Criteo SA

Meeting Date: 13/06/2025 **Country:** France **Ticker:** CRTO

Record Date: 03/04/2025 **Meeting Type:** Annual/Special

Primary Security ID: 226718104

Shares Voted: 39,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Ordinary Business	Mgmt			
1	Elect Director Rachel Picard	Mgmt	For	For	For
2	Elect Director Nathalie Balla	Mgmt	For	For	For
3	Elect Director Frederik van der Kooi	Mgmt	For	For	For
4	Elect Director Stefanie Jay	Mgmt	For	For	For
5	Ratify Interim Appointment of Michael Komasinski as Director	Mgmt	For	For	For
6	Appoint Nexbonis Advisory as Auditor	Mgmt	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income	Mgmt	For	For	For
11	Approve Transaction with Mr. Ernst Teunissen Re: Indemnification Agreement	Mgmt	For	For	For
12	Approve Transaction with Mr. Michael Komasinski Re: Indemnification Agreement	Mgmt	For	For	For
13	Amend Omnibus Stock Plan	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Re: Art. L. 225-209-2 of the French Commercial Code	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Re: Art. L. 225-208 of the French Commercial Code	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For

Criteo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Amend Omnibus Stock Plan	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 144,362.075	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 144,362.075	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 19-20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 144,362.075 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19 to 23 at 10 Percent of Issued Share Capital	Mgmt	For	For	For
25	Amend Article 12 of Bylaws Re: Board Meetings	Mgmt	For	For	For
26	Amend Article 19 of Bylaws Re: Participation to General Meetings	Mgmt	For	Against	Against
27	Amend Article 24 of Bylaws Re: Loss of One Half of Share Capital	Mgmt	For	For	For

Informa Plc

Meeting Date: 19/06/2025 **Country:** United Kingdom **Ticker:** INF
Record Date: 17/06/2025 **Meeting Type:** Annual
Primary Security ID: G4770L106

Shares Voted: 4,010,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Maria Kyriacou as Director	Mgmt	For	For	For
2	Elect Catherine Levene as Director	Mgmt	For	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Re-elect John Rishton as Director	Mgmt	For	For	For
4	Re-elect Stephen Carter as Director	Mgmt	For	For	For
5	Re-elect Louise Smalley as Director	Mgmt	For	For	For
6	Re-elect Gareth Wright as Director	Mgmt	For	For	For
7	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
8	Re-elect Patrick Martell as Director	Mgmt	For	For	For
9	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
10	Re-elect Zheng Yin as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 02/07/2025 **Country:** United Kingdom **Ticker:** JD

Record Date: 30/06/2025 **Meeting Type:** Annual

Primary Security ID: G5144Y120

JD Sports Fashion Plc

Shares Voted: 918,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Long as Director	Mgmt	For	For	For
6	Re-elect Regis Schultz as Director	Mgmt	For	For	For
7	Re-elect Dominic Platt as Director	Mgmt	For	For	For
8	Elect Prama Bhatt as Director	Mgmt	For	For	For
9	Re-elect Andrew Higginson as Director	Mgmt	For	For	For
10	Re-elect Kath Smith as Director	Mgmt	For	For	For
11	Re-elect Hubertus Hoyt as Director	Mgmt	For	For	For
12	Re-elect Helen Ashton as Director	Mgmt	For	For	For
13	Re-elect Ian Dyson as Director	Mgmt	For	For	For
14	Re-elect Angela Luger as Director	Mgmt	For	For	For
15	Re-elect Darren Shapland as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Oversee the Preparation of a Report to Provide Investors the Information Needed to Assess the Company's Approach to Human Capital Management	SH	Against	Against	Against

QinetiQ Group plc

Meeting Date: 17/07/2025 **Country:** United Kingdom **Ticker:** QQ
Record Date: 15/07/2025 **Meeting Type:** Annual
Primary Security ID: G7303P106

Shares Voted: 138,750

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 Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Martin Cooper as Director	Mgmt	For	For	For
5	Elect Roger Krone as Director	Mgmt	For	For	For
6	Elect Ezinne Uzo-Okoro as Director	Mgmt	For	For	For
7	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
8	Re-elect Neil Johnson as Director	Mgmt	For	For	For
9	Re-elect Dina Knight as Director	Mgmt	For	For	For
10	Re-elect Ross McEwan as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
11	Re-elect Sir Gordon Messenger as Director	Mgmt	For	For	For
12	Re-elect Steve Mogford as Director	Mgmt	For	For	For
13	Re-elect Steve Wadey as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For

QinetiQ Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ICON plc

Meeting Date: 22/07/2025 **Country:** Ireland **Ticker:** ICLR

Record Date: 23/05/2025 **Meeting Type:** Annual

Primary Security ID: G4705A100

Shares Voted: 3,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ciaran Murray	Mgmt	For	For	For
1.2	Elect Director Steve Cutler	Mgmt	For	For	For
1.3	Elect Director Rónán Murphy	Mgmt	For	For	For
1.4	Elect Director John Climax	Mgmt	For	For	For
1.5	Elect Director Julie O'Neill	Mgmt	For	For	For
1.6	Elect Director Eugene McCague	Mgmt	For	For	For
1.7	Elect Director Linda Grais	Mgmt	For	For	For
1.8	Elect Director Anne Whitaker	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
4	Authorize Issue of Equity	Mgmt	For	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
7	Authorize Market Purchase of Ordinary Shares	Mgmt	For	For	For
8	Approve the Price Range for the Reissuance of Shares	Mgmt	For	For	For

Tate & Lyle Plc

Meeting Date: 24/07/2025 | **Country:** United Kingdom | **Ticker:** TATE
Record Date: 22/07/2025 | **Meeting Type:** Annual
Primary Security ID: G86838151

Shares Voted: 176,106

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	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect David Hearn as Director	Mgmt	For	For	For
6	Re-elect Nick Hampton as Director	Mgmt	For	For	For
7	Elect Sarah Kuijlaars as Director	Mgmt	For	For	For
8	Re-elect Jeffrey Carr as Director	Mgmt	For	For	For
9	Re-elect John Cheung as Director	Mgmt	For	For	For
10	Re-elect Isabelle Esser as Director	Mgmt	For	For	For
11	Elect Glenn Fish as Director	Mgmt	For	For	For
12	Elect Steve Foots as Director	Mgmt	For	For	For
13	Re-elect Kimberly Nelson as Director	Mgmt	For	For	For
14	Re-elect Warren Tucker as Director	Mgmt	For	For	For
15	Elect Claudia Vaz de Lestapis as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Tate & Lyle Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ryanair Holdings Plc

Meeting Date: 11/09/2025 **Country:** Ireland **Ticker:** RYA

Record Date: 07/09/2025 **Meeting Type:** Annual

Primary Security ID: G7727C186

Shares Voted: 946,145

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 Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4(a)	Re-elect Stan McCarthy as Director	Mgmt	For	For	For
4(b)	Re-elect Eamonn Brennan as Director	Mgmt	For	For	For
4(c)	Re-elect Roisin Brennan as Director	Mgmt	For	For	For
4(d)	Re-elect Emer Daly as Director	Mgmt	For	For	For
4(e)	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
4(f)	Re-elect Bertrand Grabowski as Director	Mgmt	For	For	For
4(g)	Re-elect Elisabeth Kostinger as Director	Mgmt	For	For	For
4(h)	Re-elect Jinane Laghrari Laabi as Director	Mgmt	For	For	For
4(i)	Re-elect Anne Nolan as Director	Mgmt	For	For	For
4(j)	Re-elect Amber Rudd as Director	Mgmt	For	For	For
4(k)	Re-elect Michael O'Leary as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For

Aalberts NV

Meeting Date: 13/10/2025 **Country:** Netherlands **Ticker:** AALB
Record Date: 15/09/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N00089271

Shares Voted: 59,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Elect Stefanie Kahle-Galonske to Supervisory Board	Mgmt	For	For	For
3.	Elect Petra Mayer to Supervisory Board	Mgmt	For	For	For
4.	Close Meeting	Mgmt			

Pernod Ricard SA

Meeting Date: 27/10/2025 **Country:** France **Ticker:** RI
Record Date: 23/10/2025 **Meeting Type:** Annual/Special
Primary Security ID: F72027109

Shares Voted: 265,181

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 4.70 per Share	Mgmt	For	For	For
4	Reelect Anne Lange as Director	Mgmt	For	For	For
5	Reelect Paul Ricard as Director	Mgmt	For	For	For
6	Reelect Veronica Vargas as Director	Mgmt	For	For	For
7	Elect Albert Baladi as Director	Mgmt	For	For	For
8	Elect Jean Lemierre as Director	Mgmt	For	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 129 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 129 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Amend Articles 21 and 33 of Bylaws	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Danieli & C. Officine Meccaniche SpA

Meeting Date: 28/10/2025 **Country:** Italy **Ticker:** DAN
Record Date: 17/10/2025 **Meeting Type:** Annual/Special
Primary Security ID: T73148115

Shares Voted: 16,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Second Section of the Remuneration Report	Mgmt	For	Against	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	For
	Extraordinary Business	Mgmt			
5	Amend Company Bylaws Re: Article 6	Mgmt	For	For	For

AstraZeneca PLC

Meeting Date: 03/11/2025 **Country:** United Kingdom **Ticker:** AZN
Record Date: 30/10/2025 **Meeting Type:** Special
Primary Security ID: G0593M107

Shares Voted: 430,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt New Articles of Association	Mgmt	For	For	For

Hacksaw AB

Meeting Date: 27/11/2025 **Country:** Sweden **Ticker:** HACK
Record Date: 19/11/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W42390109

Hacksaw AB

Shares Voted: 165,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Stock Option Plan for One Senior Executive; Approve Issuance and Transfer of Warrants of Series 2025/2030:3	Mgmt	For	For	For
7	Approve Stock Option Plan for One Senior Executive; Approve Issuance and Transfer of Warrants of Series 2025/2030:4	Mgmt	For	For	For
8	Amend Articles Re: Accounting Currency	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Barry Callebaut AG

Meeting Date: 10/12/2025 **Country:** Switzerland **Ticker:** BARN
Record Date: **Meeting Type:** Annual
Primary Security ID: H05072105

Shares Voted: 3,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
1.4	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 29.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For	For

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	For	For
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
4.1.5	Reelect Thomas Intrator as Director	Mgmt	For	For	For
4.1.6	Reelect Mauricio Graber as Director	Mgmt	For	For	For
4.1.7	Reelect Aruna Jayanthi as Director	Mgmt	For	For	For
4.1.8	Reelect Barbara Richmond as Director	Mgmt	For	For	For
4.2.1	Elect Daniela Bosshardt as Director	Mgmt	For	For	For
4.2.2	Elect John Tiefel as Director	Mgmt	For	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Reappoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Reappoint Aruna Jayanthi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.4	Appoint Daniela Bosshardt as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.9 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sodexo SA

Meeting Date: 16/12/2025 | **Country:** France | **Ticker:** SW
Record Date: 12/12/2025 | **Meeting Type:** Annual/Special
Primary Security ID: F84941123

Shares Voted: 120,000

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 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Bellon SA as Director	Mgmt	For	Against	Against
5	Elect Geneviève Bich as Director	Mgmt	For	For	For
6	Elect Françoise Colpron as Director	Mgmt	For	For	For
7	Reelect Luc Messier as Director	Mgmt	For	For	For
8	Approve Compensation of Sophie Bellon, Chairwoman and CEO	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairwoman of the Board and CEO, from September 1, 2025 to November 9, 2025	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairwoman of the Board, from November 10, 2025	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO, from November 10, 2025	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For	For

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Pluxee NV

Meeting Date: 17/12/2025 **Country:** Netherlands **Ticker:** PLX
Record Date: 19/11/2025 **Meeting Type:** Annual
Primary Security ID: N8000Y103

Shares Voted: 165,000

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

Pluxee NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.	Authorize Repurchase of Shares	Mgmt	For	For	For
7.	Approve Cancellation of Shares	Mgmt	For	For	For
8.	Reappoint PricewaterhouseCoopers Accountants N.V. (PwC) as Auditors	Mgmt	For	For	For
9.	Close Meeting	Mgmt			

STMicroelectronics NV

Meeting Date: 18/12/2025 **Country:** Netherlands **Ticker:** STMMI

Record Date: 20/11/2025 **Meeting Type:** Extraordinary Shareholders

Primary Security ID: N83574108

Shares Voted: 2,186,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Elect Armando Varricchio to Supervisory Board	Mgmt	For	For	For
2.	Elect Orio Bellezza to Supervisory Board	Mgmt	For	For	For