



## Shareholder Engagement Policy

### 1 Introduction

Article 3g of Directive 2017/828/EU (“SRD II”) requires institutional investors<sup>1</sup> and asset managers<sup>2</sup> to develop and publicly disclose an engagement policy that describes how they integrate shareholder engagement in their investment strategy.

This policy describes how the Lord Abbett (Ireland) Limited (the “Manager”) and/or Lord, Abbett & Co. LLC (the “Investment Manager”):

- monitor investee companies on relevant matters, including strategy, financial and non-financial performance and risk, capital structure, social and environmental impact and corporate governance;
- conduct dialogues with investee companies;
- exercises voting rights and other rights attached to shares;
- co-operate with other shareholders; and
- manage actual and potential conflicts of interests in relation to their engagement.

### 2 Monitoring of and Dialogue with Investee Companies

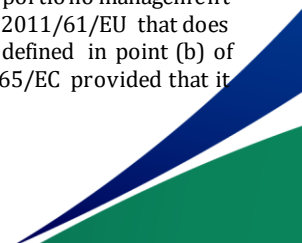
The Investment Manager monitors investment exposure in investee companies through meetings with investor relations teams and/or management bodies of the respective investee company. Individual investment teams and the investment stewardship group within the Investment Manager may employ different styles and strategies when monitoring and engaging with investee companies. While not an exhaustive list, factors that may be taken into consideration, include: business strategy; risk management; environmental and social concerns; corporate governance issues; compliance, culture and ethics; and performance and capital structure. Other monitoring activities may include reviewing Lord Abbett Global Funds Plc’s (the “Company”) positions in investee companies during regular investment meetings.

### 3 Exercising Voting Rights

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<sup>1</sup> ‘institutional investor’ means: (i) an undertaking carrying out activities of life assurance within the meaning of points (a), (b) and (c) of Article 2(3) of Directive 2009/138/EC of the European Parliament and of the Council (4), and of reinsurance as defined in point (7) of Article 13 of that Directive provided that those activities cover life-insurance obligations, and which is not excluded pursuant to that Directive; (ii) an institution for occupational retirement provision falling within the scope of Directive (EU) 2016/2341 of the European Parliament and of the Council (5) in accordance with Article 2 thereof, unless a Member State has chosen not to apply that Directive in whole or in parts to that institution in accordance with Article 5 of that Directive.

<sup>2</sup> ‘asset manager’ means an investment firm as defined in point (1) of Article 4(1) of Directive 2014/65/EU that provides portfolio management services to investors, an AIFM (alternative investment fund manager) as defined in point (b) of Article 4(1) of Directive 2011/61/EU that does not fulfil the conditions for an exemption in accordance with Article 3 of that Directive or a management company as defined in point (b) of Article 2(1) of Directive 2009/65/EC, or an investment company that is authorised in accordance with Directive 2009/65/EC provided that it has not designated a management company authorised under that Directive for its management.





The Manager has established a policy on the exercise of voting rights.

The Manager has delegated the provision of investment management to the Investment Manager and, in conjunction with this, has delegated the exercise of voting rights. The Manager therefore relies on the Investment Manager's "Proxy Voting Policy" in relation to the exercise of voting rights. The Manager requires that any voting strategy will indicate when and how the voting rights attached to the instruments held in the sub-funds of the Company (the "Funds") are to be exercised. In addition, the Investment Manager must have procedures for:

- monitoring of corporate events;
- ensuring the exercise of the voting rights is in accordance with the investment objectives and policies of the Funds; and
- preventing or managing any conflicts of interest arising from the exercise of voting rights.

The Investment Manager has developed a structure to ensure that proxy voting is conducted in an appropriate manner, consistent with the relevant Fund's best interest, and within the framework of its policy. The Manager takes the view that voting in a manner consistent with maximizing the value of the Funds will benefit the Funds and, indirectly, the shareholders of the Company (the "Shareholders").

#### **4 Co-operating With Other Shareholders**

The Investment Manager will typically engage in dialog with its investee companies directly. However, it may collaborate, where appropriate, with other investors where such actions are deemed to be in the best interest of Shareholders.

#### **5 Managing Conflicts of Interest**

The Manager carries out its operations to avoid conflicts of interest and will utilize those principles when engaging with investee companies.

#### **6 Annual Review**

On an annual basis, the Manager will publicly disclose how its engagement policy has been implemented, including a general description of voting behaviour, an explanation of the most significant votes and the use of the services of proxy advisors.

In addition, the Manager will publicly disclose how it has cast votes in the general meetings of companies in which the Company holds shares, noting that such disclosure may exclude votes that are insignificant due to the subject matter of the vote or the size of the holding in the company.

This information will be made available free of charge on [www.lordabbett.com](http://www.lordabbett.com).



## Annual Confirmation of Compliance & Voting Behaviour

### *Confirmation*

With respect to the ongoing operation of voting rights by the Lord, Abbett & Co. LLC (the “**Investment Manager**”) in respect of Lord Abbett Global Funds I plc (the “**Company**”), the Investment Manager confirms as follows:

- a) The Investment Manager exercises voting rights in a manner that the Investment Manager believes is in the best interests of the Company and each sub-fund and has done so in accordance with the Investment Manager’s “Proxy Voting Policy”.
- b) A structure is in place to ensure that proxy voting is conducted in an appropriate manner, consistent with the relevant sub-fund’s best interest, and within the framework of its policy.
- c) The Investment Manager takes a long-term perspective in investing assets of each sub-fund and employs the same perspective in voting proxies. Accordingly, the Investment Manager supports proxy proposals that it believes are likely to maximize shareholder value over time, whether such proposals were initiated by a company or its shareholders.
- d) A list of proxy votes by the Investment Manager in 2024 is included as an Appendix hereto.
- e) The Investment Manager has retained Institutional Shareholder Services (“ISS”) to analyze proxy issues and recommend how to vote on those issues, and to provide assistance in the administration of the proxy process, including maintaining complete proxy voting records. While the Investment Manager takes into consideration the information and recommendations of ISS, the Investment Manager votes all proxies based on its own proxy voting policies, including the Investment Manager’s conclusions regarding the best interests of the Company, its shareholders, and other advisory clients, rather than basing decisions solely on ISS’ recommendations.

26 February 2025

## Appendix

VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 12/31/2024

LOCATION(S): LORD ABBETT AND COMPANY (PROXY & SCAS)

INSTITUTION ACCOUNT(S): LORD ABBETT CONVERTIBLE FUND UCITS, LORD ABBETT GLOBAL HEALTH CARE FUND UCITS, LORD ABBETT MULTI SECTOR INCOME UCITS, LORD ABBETT GLOBAL HIGH YIELD FUND UCITS, LORD ABBETT GLOBAL EQUITY FUND - UCITS, LORD ABBETT INNOVATION GROWTH FUND UCITS, LORD ABBETT ULTRA SHORT BOND FUND UCITS, LORD ABBETT CLIMATE FOCUSED BOND FUND UCITS, LORD ABBETT HIGH YIELD CORE UCITS, LORD ABBETT HIGH YIELD UCITS, LORD ABBETT SHORT DURATION INCOME UCITS, LORD ABBETT GLOBAL MULTI-SECTOR BOND FUND UCITS, LORD ABBETT EMERGING MARKETS CORPORATE DEBT UCITS

Becton, Dickinson and Company

Meeting Date: 01/23/2024Country: USATicker: BDXT

Record Date: 12/04/2023Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 54

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director William M. Brown	Mgmt	For	For	For	For	No	No
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For	For	No	No
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For	For	No	No
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For	For	No	No
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For	For	No	No
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For	For	No	No
1.7	Elect Director Christopher Jones	Mgmt	For	For	For	For	No	No
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For	For	No	No
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For	For	No	No
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For	For	No	No
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Visa Inc.

Meeting Date: 01/23/2024Country: USATicker: V

Record Date: 11/24/2023Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 7,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For	For	No	No
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For	For	No	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For	For	No	No
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For	For	No	No
1e	Elect Director Teri L. List	Mgmt	For	For	For	For	No	No
1f	Elect Director John F. Lundgren	Mgmt	For	For	For	For	No	No
1g	Elect Director Ryan McInerney	Mgmt	For	For	For	For	No	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For	For	No	No
1i	Elect Director Pamela Murphy	Mgmt	For	For	For	For	No	No
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For	For	No	No
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For	For	No	No
5	Adjourn Meeting	Mgmt	For	For	For	For	No	No
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against	Against	No	No

Accenture plc

Meeting Date: 01/31/2024

Record Date: 12/04/2023

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Shares Voted: 182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Jaime Ardila	Mgmt	For	For	For	For	No	No
1b	Elect Director Martin Brudermuller	Mgmt	For	For	For	For	No	No
1c	Elect Director Alan Jope	Mgmt	For	For	For	For	No	No

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For	For	No	No
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For	For	No	No
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For	For	No	No
1g	Elect Director Paula A. Price	Mgmt	For	For	For	For	No	No
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For	For	No	No
1i	Elect Director Arun Sarin	Mgmt	For	For	For	For	No	No
1j	Elect Director Julie Sweet	Mgmt	For	For	For	For	No	No
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For	For	No	No
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	For	No	No
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For	For	No	No
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	For	No	No

ImmunoGen, Inc.

Meeting Date: 01/31/2024

Record Date: 12/29/2023

Primary Security ID: 45253H101

Country: USA

Meeting Type: Special

Ticker: IMGN

Shares Voted: 813								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Merger Agreement	Mgmt	For	For	For	For	No	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against	Against	Yes	No
3	Adjourn Meeting	Mgmt	For	For	For	For	No	No

Imperial Brands Plc

Meeting Date: 01/31/2024	Country: United Kingdom	Ticker: IMB
Record Date: 01/29/2024	Meeting Type: Annual	
Primary Security ID: G4720C107		

Shares Voted: 4,573

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No
4	Approve Final Dividend	Mgmt	For	For	For	For	No	No
5	Re-elect Therese Esperdy as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Susan Clark as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For	For	No	No
10	Re-elect Alan Johnson as Director	Mgmt	For	For	For	For	No	No
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For	For	No	No
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For	For	No	No
14	Elect Andrew Gilchrist as Director	Mgmt	For	For	For	For	No	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Apple Inc.

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Shares Voted: 30,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Wanda Austin	Mgmt	For	For	For	For	No	No
1b	Elect Director Tim Cook	Mgmt	For	For	For	For	No	No
1c	Elect Director Alex Gorsky	Mgmt	For	For	For	For	No	No
1d	Elect Director Andrea Jung	Mgmt	For	For	For	For	No	No
1e	Elect Director Art Levinson	Mgmt	For	For	For	For	No	No
1f	Elect Director Monica Lozano	Mgmt	For	For	For	For	No	No
1g	Elect Director Ron Sugar	Mgmt	For	For	For	For	No	No
1h	Elect Director Sue Wagner	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against	Against	No	No
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against	Against	No	No
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For	Against	No	Yes
7	Report on Use of Artificial Intelligence	SH	Against	For	For	Against	No	Yes
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against	Against	No	No

Applied Materials, Inc.

Meeting Date: 03/07/2024

Record Date: 01/10/2024

Primary Security ID: 038222105

Country: USA

Meeting Type: Annual

Ticker: AMAT

Shares Voted: 21,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Rani Borkar	Mgmt	For	For	For	For	No	No
1b	Elect Director Judy Bruner	Mgmt	For	For	For	For	No	No

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For	For	No	No
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For	For	No	No
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For	For	No	No
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For	For	No	No
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For	For	No	No
1h	Elect Director Kevin P. March	Mgmt	For	For	For	For	No	No
1i	Elect Director Yvonne McGill	Mgmt	For	For	For	For	No	No
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against	Against	No	No
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against	Against	No	No

TransDigm Group Incorporated

Meeting Date: 03/07/2024

Country: USA

Ticker: TDG

Record Date: 01/12/2024

Meeting Type: Annual

Primary Security ID: 893641100

Shares Voted: 1,936								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director David A. Barr	Mgmt	For	For	For	For	No	No
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For	For	No	No
1.3	Elect Director Michael Graff	Mgmt	For	For	For	For	No	No
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For	For	No	No
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For	For	No	No
1.6	Elect Director Gary E. McCullough	Mgmt	For	For	For	For	No	No
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For	For	No	No
1.8	Elect Director Robert J. Small	Mgmt	For	For	For	For	No	No
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For	For	No	No

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	For	No	Yes

Cencora, Inc.

Meeting Date: 03/12/2024	Country: USA	Ticker: COR
Record Date: 01/16/2024	Meeting Type: Annual	
Primary Security ID: 03073E105		

Shares Voted: 130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Ornella Barra	Mgmt	For	For	For	For	No	No
1b	Elect Director Werner Baumann	Mgmt	For	For	For	For	No	No
1c	Elect Director Steven H. Collis	Mgmt	For	For	For	For	No	No
1d	Elect Director D. Mark Durcan	Mgmt	For	For	For	For	No	No
1e	Elect Director Richard W. Gohnauer	Mgmt	For	For	For	For	No	No
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For	For	No	No
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For	For	No	No
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For	For	No	No
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For	For	No	No
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For	For	No	No
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For	No	No
5	Amend Certificate of Incorporation	Mgmt	For	For	For	For	No	No
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against	Against	No	No

Meeting Date: 03/13/2024	Country: Denmark	Ticker: GMAB
Record Date: 03/06/2024	Meeting Type: Annual	
Primary Security ID: K3967W102		

Shares Voted: 44								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Report of Board	Mgmt						
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	For	No	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	For	No	No
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	For	For	No	No
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	For	For	No	No
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For	For	No	No
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For	For	No	No
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	For	For	No	No
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For	For	For	No	No
6	Ratify Deloitte as Auditors	Mgmt	For	For	For	For	No	No
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against	Against	Yes	No
7.b	Approve Director Indemnification	Mgmt	For	For	For	For	No	No
7.c	Amend Articles Re: Indemnification	Mgmt	For	For	For	For	No	No
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Against	Against	Yes	No
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	For	For	No	No
7.g	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	For	No	No
9	Other Business	Mgmt						

SCHOTT Pharma AG & Co. KGaA

Meeting Date: 03/14/2024Country: GermanyTicker: 1SXP

Record Date: 02/21/2024Meeting Type: Annual

Primary Security ID: D6T79R108

Shares Voted: 430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022/23	Mgmt	For	For	For	For	No	No
2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	Mgmt	For	For	For	For	No	No
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022/23	Mgmt	For	For	For	For	No	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For	For	No	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For	For	No	No
6	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	For	No	No
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	For	No	No
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For	For	No	No

The Cooper Companies, Inc.

Meeting Date: 03/19/2024

Record Date: 01/24/2024

Primary Security ID: 216648501

Country: USA

Meeting Type: Annual

Ticker: COO

Shares Voted: 67

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For	For	No	No
1.2	Elect Director William A. Kozy	Mgmt	For	For	For	For	No	No
1.3	Elect Director Lawrence E. Kurzius	Mgmt	For	For	For	For	No	No
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For	For	No	No
1.5	Elect Director Teresa S. Madden	Mgmt	For	For	For	For	No	No
1.6	Elect Director Maria Rivas	Mgmt	For	For	For	For	No	No
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For	For	No	No
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For	For	No	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Samsung Electronics Co., Ltd.

Meeting Date: 03/20/2024

Record Date: 12/31/2023

Primary Security ID: Y74718100

Country: South Korea

Meeting Type: Annual

Ticker: 005930

Shares Voted: 1,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	For	No	No
2	Elect Shin Je-yoon as Outside Director	Mgmt	For	For	For	For	No	No
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	For	No	No
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For	For	No	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	For	No	No
6	Amend Articles of Incorporation	Mgmt	For	For	For	For	No	No

Meeting Date: 03/21/2024	Country: Denmark	Ticker: NOVO.B
Record Date: 03/14/2024	Meeting Type: Annual	
Primary Security ID: K72807140		

Shares Voted: 2,074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Report of Board	Mgmt						
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For	For	No	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	For	No	No
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For	For	No	No
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For	For	No	No
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For	For	No	No
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For	For	No	No
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For	For	No	No
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain	Abstain	Yes	No
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For	For	No	No
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For	For	No	No
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For	For	No	No
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain	Abstain	Yes	No
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For	For	No	No
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For	For	No	No
7	Ratify Deloitte as Auditor	Mgmt	For	For	For	For	No	No

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For	For	No	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For	For	No	No
9	Other Business	Mgmt						

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024Country: FranceTicker: DIM

Record Date: 03/22/2024Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt						
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For	For	No	No
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For	For	No	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	Against	Yes	No
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For	For	No	No
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For	For	No	No

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For	For	For	No	No
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Against	Against	Against	Yes	No
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	For	No	No
11	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	Against	Yes	No
12	Reelect Susan Dexter as Director	Mgmt	For	For	For	For	No	No
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against	Against	Against	Yes	No
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For	For	No	No
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For	For	For	No	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	For	No	Yes
17	Extraordinary Business	Mgmt						
	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For	For	For	No	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against	Against	Yes	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against	Against	Yes	No
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against	Against	Yes	No
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against	Against	Against	Yes	No
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against	Against	Yes	No

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	For	No	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against	Against	Yes	No
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	Against	Yes	No
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No

BAWAG Group AG

Meeting Date: 04/08/2024

Record Date: 03/29/2024

Primary Security ID: A0997C107

Country: Austria

Meeting Type: Annual

Ticker: BG

Shares Voted: 1,379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting	Mgmt						
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	Mgmt	For	For	For	For	No	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
5	Ratify Deloitte Audit as Auditors for Fiscal Year 2025	Mgmt	For	For	For	For	No	No
6	Ratify KPMG Austria GmbH as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For	For	No	No
7	Approve Remuneration Report	Mgmt	For	Against	Against	For	No	Yes
8	Approve Remuneration Policy	Mgmt	For	Against	Against	For	No	Yes
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No
10	Approve Creation of EUR 31.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	For	No	No

BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For	For	No	No
12	Approve Creation of EUR 7.9 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For	For	No	No
13	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2029	Mgmt	For	For	For	For	No	No

Synopsys, Inc.

Meeting Date: 04/10/2024

Country: USA

Ticker: SNPS

Record Date: 02/12/2024

Meeting Type: Annual

Primary Security ID: 871607107

Shares Voted: 4,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For	For	No	No
1b	Elect Director Roy Vallee	Mgmt	For	For	For	For	No	No
1c	Elect Director Sassine Ghazi	Mgmt	For	For	For	For	No	No
1d	Elect Director Luis Borgen	Mgmt	For	For	For	For	No	No
1e	Elect Director Marc N. Casper	Mgmt	For	For	For	For	No	No
1f	Elect Director Janice D. Chaffin	Mgmt	For	For	For	For	No	No
1g	Elect Director Bruce R. Chizen	Mgmt	For	For	For	For	No	No
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For	For	No	No
1i	Elect Director Robert G. Painter	Mgmt	For	For	For	For	No	No
1j	Elect Director Jeannine P. Sargent	Mgmt	For	For	For	For	No	No
1k	Elect Director John G. Schwarz	Mgmt	For	For	For	For	No	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
5	Require Independent Board Chair	SH	Against	Against	Against	For	Yes	Yes

Meeting Date: 04/11/2024	Country: United Kingdom	Ticker: AZN
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: G0593M107		

Shares Voted: 237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Dividends	Mgmt	For	For	For	For	No	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For	For	No	No
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For	For	No	No
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For	For	No	No
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For	For	No	No
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For	For	No	No
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For	For	No	No
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For	For	No	No
5h	Elect Anna Manz as Director	Mgmt	For	For	For	For	No	No
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For	For	No	No
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For	For	No	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For	For	No	No
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For	For	No	No
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For	For	No	No
6	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
7	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No
8	Amend Performance Share Plan 2020	Mgmt	For	Against	Against	Against	Yes	No
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No
10	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Adobe Inc.

Meeting Date: 04/17/2024

Record Date: 02/20/2024

Primary Security ID: 00724F101

Country: USA

Meeting Type: Annual

Ticker: ADBE

Shares Voted: 5,088

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Cristiano Amon	Mgmt	For	For	For	For	No	No
1b	Elect Director Amy Banse	Mgmt	For	For	For	For	No	No
1c	Elect Director Brett Biggs	Mgmt	For	For	For	For	No	No
1d	Elect Director Melanie Boulden	Mgmt	For	For	For	For	No	No
1e	Elect Director Frank Calderoni	Mgmt	For	For	For	For	No	No
1f	Elect Director Laura Desmond	Mgmt	For	For	For	For	No	No
1g	Elect Director Shantanu Narayen	Mgmt	For	For	For	For	No	No
1h	Elect Director Spencer Neumann	Mgmt	For	For	For	For	No	No
1i	Elect Director Kathleen Oberg	Mgmt	For	For	For	For	No	No
1j	Elect Director Dheeraj Pandey	Mgmt	For	For	For	For	No	No
1k	Elect Director David Ricks	Mgmt	For	For	For	For	No	No
1l	Elect Director Daniel Rosensweig	Mgmt	For	For	For	For	No	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against	Against	No	No

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against	Against	No	No

AerCap Holdings NV

**Meeting Date:** 04/17/2024

**Country:** Netherlands

**Ticker:** AER

**Record Date:** 03/20/2024

**Meeting Type:** Annual

**Primary Security ID:** N00985106

Shares Voted: 295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Annual Meeting Agenda	Mgmt						
1	Open Meeting	Mgmt						
2	Receive Board Report (Non-Voting)	Mgmt						
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt						
5	Approve Discharge of Directors	Mgmt	For	For	For	For	No	No
6	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For	For	No	No
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For	For	No	No
8a	Grant Board Authority to Issue Shares and Grant Additional Rights to Subscribe for Shares	Mgmt	For	For	For	For	No	No
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8a	Mgmt	For	For	For	For	No	No
9a	Authorize Repurchase Shares	Mgmt	For	For	For	For	No	No
9b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For	For	No	No
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	For	No	No
11	Allow Questions	Mgmt						
12	Open Meeting	Mgmt						

Meeting Date: 04/17/2024	Country: Luxembourg	Ticker: SPOT
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: L8681T102		

Shares Voted: 15,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Annual Meeting Agenda	Mgmt						
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No
3	Approve Discharge of Directors	Mgmt	For	For	For	For	No	No
4a	Elect Daniel Ek as A Director	Mgmt	For	Against	Against	Against	Yes	No
4b	Elect Martin Lorentzon as A Director	Mgmt	For	Against	Against	Against	Yes	No
4c	Elect Shishir Samir Mehrotra as A Director	Mgmt	For	For	For	For	No	No
4d	Elect Christopher Marshall as B Director	Mgmt	For	For	For	For	No	No
4e	Elect Barry McCarthy as B Director	Mgmt	For	For	For	For	No	No
4f	Elect Heidi O'Neill as B Director	Mgmt	For	For	For	For	No	No
4g	Elect Ted Sarandos as B Director	Mgmt	For	For	For	For	No	No
4h	Elect Thomas Owen Staggs as B Director	Mgmt	For	For	For	For	No	No
4i	Elect Mona Sutphen as B Director	Mgmt	For	For	For	For	No	No
4j	Elect Padmasree Warrior as B Director	Mgmt	For	For	For	For	No	No
5	Appoint Ernst & Young S.A. (Luxembourg) as Auditor	Mgmt	For	For	For	For	No	No
6	Approve Remuneration of Directors	Mgmt	For	Against	Against	Against	Yes	No
7	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	Mgmt	For	For	For	For	No	No

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024Country: FranceTicker: MC

Record Date: 04/16/2024Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 34								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt						
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For	For	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	Against	Yes	No
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against	Against	Yes	No
6	Elect Henri de Castries as Director	Mgmt	For	For	For	For	No	No
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against	Against	Yes	No
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against	Against	Yes	No
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For	For	No	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	Against	Yes	No
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against	Against	Yes	No
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against	Against	Yes	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	For	No	No
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	Against	Yes	No
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	Against	Yes	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No
	Extraordinary Business	Mgmt						
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	Against	Yes	No
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	For	No	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For	For	No	No

Siemens Healthineers AG

Meeting Date: 04/18/2024Country: GermanyTicker: SHL

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt						
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For	For	No	No
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For	For	No	No

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For	For	No	No
6	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
7	Amend Corporate Purpose	Mgmt	For	For	For	For	No	No
8	Amend Articles of Association	Mgmt	For	For	For	For	No	No

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For	For	No	No
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For	For	No	No
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No

Broadcom Inc.

Meeting Date: 04/22/2024	Country: USA	Ticker: AVGO
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: 11135F101		

Shares Voted: 63

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For	For	No	No
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For	For	No	No
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For	For	No	No
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For	For	No	No
1e	Elect Director Check Kian Low	Mgmt	For	For	For	For	No	No
1f	Elect Director Justine F. Page	Mgmt	For	For	For	For	No	No
1g	Elect Director Henry Samueli	Mgmt	For	For	For	For	No	No
1h	Elect Director Hock E. Tan	Mgmt	For	For	For	For	No	No
1i	Elect Director Harry L. You	Mgmt	For	For	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	For	No	Yes

Crane Company

**Meeting Date:** 04/22/2024

**Country:** USA

**Ticker:** CR

**Record Date:** 02/26/2024

**Meeting Type:** Annual

**Primary Security ID:** 224408104

Shares Voted: 215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Martin R. Benante	Mgmt	For	For	For	For	No	No
1.2	Elect Director Sanjay Kapoor	Mgmt	For	For	For	For	No	No
1.3	Elect Director Ronald C. Lindsay	Mgmt	For	For	For	For	No	No
1.4	Elect Director Ellen McClain	Mgmt	For	For	For	For	No	No
1.5	Elect Director Charles G. McClure, Jr.	Mgmt	For	For	For	For	No	No
1.6	Elect Director Max H. Mitchell	Mgmt	For	For	For	For	No	No
1.7	Elect Director Jennifer M. Pollino	Mgmt	For	For	For	For	No	No
1.8	Elect Director John S. Stroup	Mgmt	For	For	For	For	No	No
1.9	Elect Director James L. L. Tullis	Mgmt	For	For	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No

Ameriprise Financial, Inc.

**Meeting Date:** 04/24/2024

**Country:** USA

**Ticker:** AMP

**Record Date:** 02/26/2024

**Meeting Type:** Annual

**Primary Security ID:** 03076C106

Shares Voted: 173

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For	For	No	No
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For	For	No	No
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For	For	No	No
1d	Elect Director Amy DiGeso	Mgmt	For	For	For	For	No	No
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For	For	No	No
1f	Elect Director Armando Pimentel, Jr.	Mgmt	For	For	For	For	No	No
1g	Elect Director Brian T. Shea	Mgmt	For	For	For	For	No	No
1h	Elect Director W. Edward Walter, III	Mgmt	For	For	For	For	No	No
2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

ASML Holding NV

Meeting Date: 04/24/2024Country: NetherlandsTicker: ASML

Record Date: 03/27/2024Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 40

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	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	For	No	No
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt						

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt						
3e	Approve Dividends	Mgmt	For	For	For	For	No	No
4a	Approve Discharge of Management Board	Mgmt	For	For	For	For	No	No
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	For	No	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	For	For	No	No
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt						
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt						
7a	Discuss Updated Profile of the Supervisory Board	Mgmt						
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For	For	For	No	No
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For	For	For	No	No
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For	For	For	No	No
7e	Discuss Composition of the Supervisory Board	Mgmt						
8a	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	For	No	No
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	For	No	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No
11	Other Business (Non-Voting)	Mgmt						
12	Close Meeting	Mgmt						

Eaton Corporation plc

Meeting Date: 04/24/2024	Country: Ireland	Ticker: ETN
Record Date: 02/26/2024	Meeting Type: Annual	
Primary Security ID: G29183103		

Eaton Corporation plc

Shares Voted: 6,737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Craig Arnold	Mgmt	For	For	For	For	No	No
1b	Elect Director Silvio Napoli	Mgmt	For	For	For	For	No	No
1c	Elect Director Gregory R. Page	Mgmt	For	For	For	For	No	No
1d	Elect Director Sandra Pianalto	Mgmt	For	For	For	For	No	No
1e	Elect Director Robert V. Pragada	Mgmt	For	For	For	For	No	No
1f	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For	For	No	No
1g	Elect Director Gerald B. Smith	Mgmt	For	For	For	For	No	No
1h	Elect Director Dorothy C. Thompson	Mgmt	For	For	For	For	No	No
1i	Elect Director Darryl L. Wilson	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For	For	No	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For	For	No	No

Marathon Petroleum Corporation

Meeting Date: 04/24/2024Country: USATicker: MPC

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 56585A102

Shares Voted: 445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	For	For	For	For	No	No
1b	Elect Director Jonathan Z. Cohen	Mgmt	For	For	For	For	No	No
1c	Elect Director Michael J. Hennigan	Mgmt	For	For	For	For	No	No
1d	Elect Director Frank M. Semple	Mgmt	For	For	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For	For	No	No
6	Declassify the Board of Directors	Mgmt	For	For	For	For	No	No
7	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For	For	No	No
8	Adopt Simple Majority Vote	SH	Against	For	For	For	Yes	No

The Cigna Group

Meeting Date: 04/24/2024	Country: USA	Ticker: CI
Record Date: 03/05/2024	Meeting Type: Annual	
Primary Security ID: 125523100		

Shares Voted: 236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director David M. Cordani	Mgmt	For	For	For	For	No	No
1b	Elect Director William J. DeLaney	Mgmt	For	For	For	For	No	No
1c	Elect Director Eric J. Foss	Mgmt	For	For	For	For	No	No
1d	Elect Director Elder Granger	Mgmt	For	For	For	For	No	No
1e	Elect Director Neesha Hathi	Mgmt	For	For	For	For	No	No
1f	Elect Director George Kurian	Mgmt	For	For	For	For	No	No
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For	For	No	No
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For	For	No	No
1i	Elect Director Philip O. Ozuah	Mgmt	For	For	For	For	No	No
1j	Elect Director Kimberly A. Ross	Mgmt	For	For	For	For	No	No
1k	Elect Director Eric C. Wiseman	Mgmt	For	For	For	For	No	No
1l	Elect Director Donna F. Zarcone	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	For	Yes	No
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against	Against	No	No

CRH Plc

Meeting Date: 04/25/2024

Record Date: 03/14/2024

Primary Security ID: G25508105

Country: Ireland

Meeting Type: Annual

Ticker: CRH

Shares Voted: 991								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Re-elect Richie Boucher as Director	Mgmt	For	For	For	For	No	No
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For	For	No	No
1c	Re-elect Richard Fearon as Director	Mgmt	For	For	For	For	No	No
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For	For	No	No
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For	For	No	No
1f	Re-elect Badar Khan as Director	Mgmt	For	For	For	For	No	No
1g	Re-elect Lamar McKay as Director	Mgmt	For	For	For	For	No	No
1h	Re-elect Albert Manifold as Director	Mgmt	For	For	For	For	No	No
1i	Re-elect Jim Mintern as Director	Mgmt	For	For	For	For	No	No
1j	Re-elect Gillian Platt as Director	Mgmt	For	For	For	For	No	No
1k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For	For	No	No
1l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For	For	No	No
1m	Re-elect Christina Verchere as Director	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For	For	No	No
3a	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For	For	No	No
3b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
7	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	For	No	No

Intuitive Surgical, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: ISRG

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: 46120E602

Shares Voted: 10,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For	For	No	No
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For	For	No	No
1c	Elect Director Lewis Chew	Mgmt	For	For	For	For	No	No
1d	Elect Director Gary S. Guthart	Mgmt	For	For	For	For	No	No
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For	For	No	No
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For	For	No	No
1g	Elect Director Amy L. Ladd	Mgmt	For	For	For	For	No	No
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For	For	No	No
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For	For	No	No
1j	Elect Director Monica P. Reed	Mgmt	For	For	For	For	No	No
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For	No	No
6	Report on Gender/Racial Pay Gap	SH	Against	For	For	Against	No	Yes

London Stock Exchange Group plc

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: LSEG
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G5689U103		

Shares Voted: 121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No
3	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
4	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Martin Brand as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Scott Guthrie as Director	Mgmt	For	For	For	For	No	No
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For	For	No	No
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Don Robert as Director	Mgmt	For	For	For	For	No	No
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For	For	No	No
14	Re-elect William Vereker as Director	Mgmt	For	For	For	For	No	No
15	Elect Michel-Alain Proch as Director	Mgmt	For	For	For	For	No	No
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For	For	No	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No
20	Approve Equity Incentive Plan	Mgmt	For	For	For	For	No	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No

London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For	For	No	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Persimmon Plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G70202109

Country: United Kingdom

Meeting Type: Annual

Ticker: PSN

Shares Voted: 2,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No
3	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
4	Re-elect Roger Devlin as Director	Mgmt	For	For	For	For	No	No
5	Re-elect Dean Finch as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Nigel Mills as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Annemarie Durbin as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Andrew Wyllie as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Shirine Khoury-Haq as Director	Mgmt	For	For	For	For	No	No
10	Elect Alexandra Depledge as Director	Mgmt	For	For	For	For	No	No
11	Elect Colette O'Shea as Director	Mgmt	For	For	For	For	No	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No

Persimmon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
15	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Saia, Inc.

Meeting Date: 04/25/2024

Record Date: 03/04/2024

Primary Security ID: 78709Y105

Country: USA

Meeting Type: Annual

Ticker: SAIA

Shares Voted: 5,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Di-Ann Eisnor	Mgmt	For	For	For	For	No	No
1.2	Elect Director Donna E. Epps	Mgmt	For	For	For	For	No	No
1.3	Elect Director John P. Gainor, Jr.	Mgmt	For	For	For	For	No	No
1.4	Elect Director Kevin A. Henry	Mgmt	For	For	For	For	No	No
1.5	Elect Director Frederick J. Holzgrefe, III	Mgmt	For	For	For	For	No	No
1.6	Elect Director Donald R. James	Mgmt	For	For	For	For	No	No
1.7	Elect Director Randolph W. Melville	Mgmt	For	For	For	For	No	No
1.8	Elect Director Richard D. O'Dell	Mgmt	For	For	For	For	No	No
1.9	Elect Director Jeffrey C. Ward	Mgmt	For	For	For	For	No	No
1.10	Elect Director Susan F. Ward	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For	For	No	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No

## SITC International Holdings Company Limited

Meeting Date: 04/26/2024

Record Date: 04/22/2024

Primary Security ID: G8187G105

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1308

Shares Voted: 25,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No
3	Elect Yang Xianxiang as Director	Mgmt	For	For	For	For	No	No
4	Elect Liu Kecheng as Director	Mgmt	For	For	For	For	No	No
5	Elect Yang Xin as Director	Mgmt	For	For	For	For	No	No
6	Elect Tse Siu Ngan as Director	Mgmt	For	For	For	For	No	No
7	Elect Liu Ka Ying, Rebecca as Director	Mgmt	For	For	For	For	No	No
8	Elect Hu Mantian as Director	Mgmt	For	For	For	For	No	No
9	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	For	No	No
10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	For	No	No
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Against	Yes	No
13	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Against	Yes	No
14	Adopt Share Scheme and Terminate Existing Share Award Scheme	Mgmt	For	Against	Against	Against	Yes	No
15	Amend Existing Articles of Association by Way of Adoption of the Third Amended and Restated Articles of Association	Mgmt	For	For	For	For	No	No

## Grupo Financiero Banorte SAB de CV

Meeting Date: 04/29/2024

Record Date: 04/16/2024

Primary Security ID: P49501201

Country: Mexico

Meeting Type: Annual

Ticker: GFNORTEO

Shares Voted: 8,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.a	Approve CEO's Report on Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For	For	No	No
1.c	Approve Board's Report on Operations and Activities Undertaken by Board	Mgmt	For	For	For	For	No	No
1.d	Approve Report on Activities of Audit and Corporate Practices Committee	Mgmt	For	For	For	For	No	No
1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	Mgmt	For	For	For	For	No	No
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No
3.a	Approve Cash Dividends of MXN 9.09 Per Share	Mgmt	For	For	For	For	No	No
3.b	Approve Cash Dividend to Be Paid on June 28, 2024	Mgmt	For	For	For	For	No	No
4	Receive Auditor's Report on Tax Position of Company	Mgmt						
5.a1	Elect Carlos Hank Gonzalez as Board Chairman	Mgmt	For	For	For	For	No	No
5.a2	Elect Juan Antonio Gonzalez Moreno as Director	Mgmt	For	For	For	For	No	No
5.a3	Elect David Juan Villarreal Montemayor as Director	Mgmt	For	For	For	For	No	No
5.a4	Elect Jose Marcos Ramirez Miguel as Director	Mgmt	For	For	For	For	No	No
5.a5	Elect Carlos de la Isla Corry as Director	Mgmt	For	For	For	For	No	No
5.a6	Elect Alicia Alejandra Lebrija Hirschfeld as Director	Mgmt	For	For	For	For	No	No
5.a7	Elect Clemente Ismael Reyes Retana Valdes as Director	Mgmt	For	For	For	For	No	No
5.a8	Elect Mariana Banos Reynaud as Director	Mgmt	For	For	For	For	No	No
5.a9	Elect Federico Carlos Fernandez Senderos as Director	Mgmt	For	For	For	For	No	No
5.a10	Elect David Penaloza Alanis as Director	Mgmt	For	For	For	For	No	No

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5.a11	Elect Jose Antonio Chedraui Eguia as Director	Mgmt	For	For	For	For	No	No
5.a12	Elect Alfonso de Angoitia Noriega as Director	Mgmt	For	For	For	For	No	No
5.a13	Elect Thomas Stanley Heather Rodriguez as Director	Mgmt	For	For	For	For	No	No
5.a14	Elect Graciela Gonzalez Moreno as Alternate Director	Mgmt	For	For	For	For	No	No
5.a15	Elect Juan Antonio Gonzalez Marcos as Alternate Director	Mgmt	For	For	For	For	No	No
5.a16	Elect Alberto Halabe Hamui as Alternate Director	Mgmt	For	For	For	For	No	No
5.a17	Elect Gerardo Salazar Viezca as Alternate Director	Mgmt	For	For	For	For	No	No
5.a18	Elect Alberto Perez-Jacome Friscione as Alternate Director	Mgmt	For	For	For	For	No	No
5.a19	Elect Roberto Kelleher Vales as Alternate Director	Mgmt	For	For	For	For	No	No
5.a20	Elect Cecilia Goya de Riviello Meade as Alternate Director	Mgmt	For	For	For	For	No	No
5.a21	Elect Jose Maria Garza Trevino as Alternate Director	Mgmt	For	For	For	For	No	No
5.a22	Elect Manuel Francisco Ruiz Camero as Alternate Director	Mgmt	For	For	For	For	No	No
5.a23	Elect Carlos Cesarman Kolteniuk as Alternate Director	Mgmt	For	For	For	For	No	No
5.a24	Elect Humberto Tafolla Nunez as Alternate Director	Mgmt	For	For	For	For	No	No
5.a25	Elect Carlos Phillips Margain as Alternate Director	Mgmt	For	For	For	For	No	No
5.a26	Elect Diego Martinez Rueda-Chapital as Alternate Director	Mgmt	For	For	For	For	No	No
5.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	Mgmt	For	For	For	For	No	No
5.c	Approve Directors Liability and Indemnification	Mgmt	For	For	For	For	No	No
6	Approve Remuneration of Directors	Mgmt	For	For	For	For	No	No
7	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	Mgmt	For	For	For	For	No	No
8.1	Approve Report on Share Repurchase	Mgmt	For	For	For	For	No	No
8.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For	For	No	No
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No

Molina Healthcare, Inc.

Meeting Date: 05/01/2024Country: USATicker: MOH

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 60855R100

Shares Voted: 182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Barbara L. Brasier	Mgmt	For	For	For	For	No	No
1b	Elect Director Daniel Cooperman	Mgmt	For	For	For	Against	Yes	Yes
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For	For	For	No	No
1d	Elect Director Steven J. Orlando	Mgmt	For	For	For	Against	Yes	Yes
1e	Elect Director Ronna E. Romney	Mgmt	For	For	For	Against	Yes	Yes
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For	For	No	No
1g	Elect Director Dale B. Wolf	Mgmt	For	For	For	Against	Yes	Yes
1h	Elect Director Richard C. Zoretic	Mgmt	For	For	For	For	No	No
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	For	For	Against	Yes	Yes
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	Against	Yes	Yes
4	Adopt Simple Majority Vote	SH	Against	Against	Against	Against	No	No

Unilever Plc

Meeting Date: 05/01/2024Country: United KingdomTicker: ULVR

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: G92087165

Shares Voted: 757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No
4	Approve Climate Transition Action Plan	Mgmt	For	For	For	For	No	No

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For	For	No	No
10	Elect Ian Meakins as Director	Mgmt	For	For	For	For	No	No
11	Elect Judith McKenna as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For	For	No	No
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For	For	No	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No
17	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No
22	Adopt New Articles of Association	Mgmt	For	For	For	For	No	No

Boston Scientific Corporation

Meeting Date: 05/02/2024	Country: USA	Ticker: BSX
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: 101137107		

Boston Scientific Corporation

Shares Voted: 699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For	For	For	No	No
1b	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For	For	No	No
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For	For	No	No
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For	For	No	No
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For	For	No	No
1f	Elect Director Susan E. Morano	Mgmt	For	For	For	For	No	No
1g	Elect Director John E. Sununu	Mgmt	For	For	For	For	No	No
1h	Elect Director David S. Wichmann	Mgmt	For	For	For	For	No	No
1i	Elect Director Ellen M. Zane	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Amend Advance Notice Provisions	Mgmt	For	For	For	For	No	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

Cadence Design Systems, Inc.

Meeting Date: 05/02/2024Country: USATicker: CDNS

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 127387108

Shares Voted: 9,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For	For	No	No
1.2	Elect Director Ita Brennan	Mgmt	For	For	For	For	No	No
1.3	Elect Director Lewis Chew	Mgmt	For	For	For	For	No	No
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For	For	No	No
1.5	Elect Director ML Krakauer	Mgmt	For	For	For	For	No	No
1.6	Elect Director Julia Liuson	Mgmt	For	For	For	For	No	No
1.7	Elect Director James D. Plummer	Mgmt	For	For	For	For	No	No
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For	For	No	No

Cadence Design Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.9	Elect Director Young K. Sohn	Mgmt	For	For	For	For	No	No
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For	No	No
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For	For	No	No
4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Mgmt	For	Against	Against	Against	Yes	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
7	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against	Against	No	No

Inspire Medical Systems, Inc.

Meeting Date: 05/02/2024

Record Date: 03/05/2024

Primary Security ID: 457730109

Country: USA

Meeting Type: Annual

Ticker: INSP

Shares Voted: 60								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Shelley G. Broader	Mgmt	For	For	For	For	No	No
1.2	Elect Director Myriam J. Curet	Mgmt	For	For	For	For	No	No
1.3	Elect Director Casey M. Tansey	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

PowerSchool Holdings, Inc.

Meeting Date: 05/02/2024

Record Date: 03/26/2024

Primary Security ID: 73939C106

Country: USA

Meeting Type: Annual

Ticker: PWSC

PowerSchool Holdings, Inc.

Shares Voted: 1,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Barbara M. Byrne	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1b	Elect Director Judy Cotte	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1c	Elect Director Ronald D. McCray	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1d	Elect Director Gwen Reinke	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

AbbVie Inc.

Meeting Date: 05/03/2024Country: USATicker: ABBV

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Roxanne S. Austin	Mgmt	For	For	For	For	No	No
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For	For	For	No	No
1c	Elect Director Susan E. Quaggin	Mgmt	For	For	For	For	No	No
1d	Elect Director Rebecca B. Roberts	Mgmt	For	For	For	For	No	No
1e	Elect Director Glenn F. Tilton	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	For	No	No
6	Adopt Simple Majority Vote	SH	Against	For	For	For	Yes	No
7	Report on Lobbying Payments and Policy	SH	Against	For	For	Against	No	Yes

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For	Against	No	Yes

Eli Lilly and Company

Meeting Date: 05/06/2024	Country: USA	Ticker: LLY
Record Date: 02/28/2024	Meeting Type: Annual	
Primary Security ID: 532457108		

Shares Voted: 6,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Katherine Baicker	Mgmt	For	For	For	For	No	No
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For	For	No	No
1c	Elect Director Jamere Jackson	Mgmt	For	For	For	For	No	No
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Declassify the Board of Directors	Mgmt	For	For	For	For	No	No
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	For	No	No
6	Report on Lobbying Payments and Policy	SH	Against	For	For	Against	No	Yes
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For	Against	No	Yes
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against	Against	No	No
9	Adopt a Comprehensive Human Rights Policy	SH	Against	Against	Against	Against	No	No

IDEXX Laboratories, Inc.

Meeting Date: 05/06/2024	Country: USA	Ticker: IDXX
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: 45168D104		

IDEXX Laboratories, Inc.

Shares Voted: 48

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Irene Chang Britt	Mgmt	For	For	For	For	No	No
1b	Elect Director Bruce L. Clafin	Mgmt	For	For	For	For	No	No
1c	Elect Director Asha S. Collins	Mgmt	For	For	For	For	No	No
1d	Elect Director Sam Samad	Mgmt	For	For	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Adopt Simple Majority Vote	SH	None	For	For	For	No	No

PulteGroup, Inc.

Meeting Date: 05/06/2024Country: USATicker: PHM

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 745867101

Shares Voted: 538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kristen Actis-Grande	Mgmt	For	For	For	For	No	No
1b	Elect Director Brian P. Anderson	Mgmt	For	For	For	For	No	No
1c	Elect Director Bryce Blair	Mgmt	For	For	For	For	No	No
1d	Elect Director Thomas J. Folliard	Mgmt	For	For	For	For	No	No
1e	Elect Director Cheryl W. Grise	Mgmt	For	For	For	For	No	No
1f	Elect Director Andre J. Hawaux	Mgmt	For	For	For	For	No	No
1g	Elect Director J. Phillip Holloman	Mgmt	For	For	For	For	No	No
1h	Elect Director Ryan R. Marshall	Mgmt	For	For	For	For	No	No
1i	Elect Director John R. Peshkin	Mgmt	For	For	For	For	No	No
1j	Elect Director Scott F. Powers	Mgmt	For	For	For	For	No	No
1k	Elect Director Lila Snyder	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

PulteGroup, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For	For	No	No

Uber Technologies, Inc.

Meeting Date: 05/06/2024	Country: USA	Ticker: UBER
Record Date: 03/13/2024	Meeting Type: Annual	
Primary Security ID: 90353T100		

Shares Voted: 54,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Ronald Sugar	Mgmt	For	For	For	For	No	No
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For	For	No	No
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For	For	No	No
1d	Elect Director Ursula Burns	Mgmt	For	For	For	For	No	No
1e	Elect Director Robert Eckert	Mgmt	For	For	For	For	No	No
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For	For	No	No
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For	For	No	No
1h	Elect Director Wan Ling Martello	Mgmt	For	For	For	For	No	No
1i	Elect Director John Thain	Mgmt	For	For	For	For	No	No
1j	Elect Director David I. Trujillo	Mgmt	For	Against	Against	Against	Yes	No
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	For	No	No
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	Against	Against	Against	No	No

argenx SE

Meeting Date: 05/07/2024	Country: Netherlands	Ticker: ARGX
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: N0610Q109		

Shares Voted: 56

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Annual Meeting Agenda	Mgmt						
1	Open Meeting	Mgmt						
2	Receive Report of Management Board (Non-Voting)	Mgmt						
3	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No
4.a	Discuss Annual Report for FY 2023	Mgmt						
4.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
4.c	Discussion on Company's Corporate Governance Structure	Mgmt						
4.d	Approve Allocation of Losses to the Retained Earnings of the Company	Mgmt	For	For	For	For	No	No
4.e	Approve Discharge of Directors	Mgmt	For	For	For	For	No	No
5	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No
6	Elect Brian L. Kotzin as Non-Executive Director	Mgmt	For	For	For	For	No	No
7	Reelect Peter Verhaeghe as Non-Executive Director	Mgmt	For	For	For	For	No	No
8	Reelect Pamela Klein as Non-Executive Director	Mgmt	For	For	For	For	No	No
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For	For	No	No
10	Amend Articles of Association and Authorization to Execute the Deed of Amendment	Mgmt	For	Against	Against	Against	Yes	No
11	Ratify Deloitte Accountants B.V. as Auditors for the 2024 Financial Year	Mgmt	For	For	For	For	No	No
12	Ratify Ernst & Young Accountants LLP as Auditors for the 2025 Financial Year	Mgmt	For	For	For	For	No	No
13	Other Business (Non-Voting)	Mgmt						
14	Close Meeting	Mgmt						

Danaher Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: DHR

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 235851102

Danaher Corporation

Shares Voted: 168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For	For	No	No
1b	Elect Director Feroz Dewan	Mgmt	For	For	For	For	No	No
1c	Elect Director Linda Filler	Mgmt	For	For	For	For	No	No
1d	Elect Director Teri List	Mgmt	For	Against	Against	Against	Yes	No
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For	For	No	No
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For	For	No	No
1g	Elect Director Steven M. Rales	Mgmt	For	For	For	For	No	No
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For	For	No	No
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against	Against	Yes	No
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against	Against	Yes	No
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For	For	No	No
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against	Against	Yes	No
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	For	Yes	No
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against	Against	No	No

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024

Record Date: 03/13/2024

Primary Security ID: 007903107

Country: USA

Meeting Type: Annual

Ticker: AMD

Shares Voted: 25,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For	For	No	No
1b	Elect Director Mark Durcan	Mgmt	For	For	For	For	No	No

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For	For	No	No
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For	For	No	No
1e	Elect Director John W. Marren	Mgmt	For	For	For	For	No	No
1f	Elect Director Jon A. Olson	Mgmt	For	For	For	For	No	No
1g	Elect Director Lisa T. Su	Mgmt	For	For	For	For	No	No
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For	For	No	No
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	For	Yes	No

Alcon Inc.

Meeting Date: 05/08/2024	Country: Switzerland	Ticker: ALC
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: H01301128		

Shares Voted: 186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	For	For	For	For	No	No
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For	For	No	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Against	Yes	No
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For	For	No	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For	For	For	No	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For	For	No	No
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For	For	No	No
6.3	Reelect Raquel Bono as Director	Mgmt	For	For	For	For	No	No
6.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For	For	No	No
6.5	Reelect David Endicott as Director	Mgmt	For	For	For	For	No	No
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For	For	No	No
6.7	Reelect Keith Grossman as Director	Mgmt	For	For	For	For	No	No
6.8	Reelect Scott Maw as Director	Mgmt	For	For	For	For	No	No
6.9	Reelect Karen May as Director	Mgmt	For	For	For	For	No	No
6.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For	For	No	No
6.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For	For	No	No
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For	For	No	No
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For	For	No	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	Against	Yes	No

Shares Voted: 1,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt						
2	Approve Allocation of Income and Dividends of EUR 1.10 per Ordinary Share and EUR 1.11 per Preferred Share	Mgmt	For	For	For	For	No	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Against	Against	Against	Yes	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Against	Against	Against	Yes	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For	For	No	No
6	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For	For	For	No	No
7	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
8	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No

Norfolk Southern Corporation

Meeting Date: 05/09/2024Country: USATicker: NSC

Record Date: 03/04/2024Meeting Type: Proxy Contest

Primary Security ID: 655844108

Shares Voted: 114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Management Universal Proxy (White Proxy Card)	Mgmt						
	From the Combined List of Management & Dissident Nominees - Elect 13 Directors	Mgmt						
1a	Elect Management Nominee Director Richard H. Anderson	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1b	Elect Management Nominee Director Philip S. Davidson	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1c	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1d	Elect Management Nominee Director Marcela E. Donadio	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1e	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1f	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1g	Elect Management Nominee Director Christopher T. Jones	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1h	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1i	Elect Management Nominee Director Amy E. Miles	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1k	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1l	Elect Management Nominee Director Alan H. Shaw	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1m	Elect Management Nominee Director John R. Thompson	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1n	Elect Dissident Nominee Director Betsy Atkins	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1o	Elect Dissident Nominee Director James Barber, Jr.	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1p	Elect Dissident Nominee Director William Clyburn, Jr.	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1q	Elect Dissident Nominee Director Sameh Fahmy	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1r	Elect Dissident Nominee Director John Kasich	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1s	Elect Dissident Nominee Director Gilbert Lamphere	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
1t	Elect Dissident Nominee Director Allison Landry	SH	Withhold	Do Not Vote	Do Not Vote	Do Not Vote	No	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote	Do Not Vote	No	No
4	Report on Lobbying Payments and Policy	SH	Against	Do Not Vote	Do Not Vote	Do Not Vote	No	No
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	SH	Against	Do Not Vote	Do Not Vote	Do Not Vote	No	No
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt						
	From the Combined List of Management & Dissident Nominees - Elect 13 Directors	Mgmt						
1a	Elect Dissident Nominee Director Betsy Atkins	SH	For	Withhold	Withhold	For	No	Yes

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1b	Elect Dissident Nominee Director James Barber, Jr.	SH	For	Withhold	Withhold	For	No	Yes
1c	Elect Dissident Nominee Director William Clyburn, Jr.	SH	For	For	For	For	No	No
1d	Elect Dissident Nominee Director Sameh Fahmy	SH	For	For	For	For	No	No
1e	Elect Dissident Nominee Director John Kasich	SH	For	For	For	For	No	No
1f	Elect Dissident Nominee Director Gilbert Lamphere	SH	For	For	For	For	No	No
1g	Elect Dissident Nominee Director Allison Landry	SH	For	For	For	For	No	No
1h	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	Withhold	Withhold	Withhold	Withhold	No	No
1i	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	Withhold	For	For	Withhold	No	Yes
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	Withhold	For	For	Withhold	No	Yes
1k	Elect Management Nominee Director Amy E. Miles	Mgmt	Withhold	Withhold	Withhold	Withhold	No	No
1l	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	Withhold	Withhold	Withhold	Withhold	No	No
1m	Elect Management Nominee Director Alan H. Shaw	Mgmt	Withhold	For	For	Withhold	No	Yes
1n	Elect Management Nominee Director John R. Thompson	Mgmt	Withhold	Withhold	Withhold	Withhold	No	No
1o	Elect Management Nominee Director Richard H. Anderson	Mgmt	None	For	For	Withhold	No	Yes
1p	Elect Management Nominee Director Philip S. Davidson	Mgmt	None	For	For	Withhold	No	Yes
1q	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	None	For	For	Withhold	No	Yes
1r	Elect Management Nominee Director Marcela E. Donadio	Mgmt	None	For	For	Withhold	No	Yes
1s	Elect Management Nominee Director Christopher T. Jones	Mgmt	None	For	For	Withhold	No	Yes
1t	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	None	Withhold	Withhold	Withhold	No	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Against	Against	Against	No	No
4	Report on Lobbying Payments and Policy	SH	None	For	For	For	No	No
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	Mgmt	For	For	For	For	No	No

Prologis, Inc.

Meeting Date: 05/09/2024	Country: USA	Ticker: PLD
Record Date: 03/12/2024	Meeting Type: Annual	
Primary Security ID: 74340W103		

Shares Voted: 165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For	For	No	No
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For	For	No	No
1c	Elect Director James B. Connor	Mgmt	For	For	For	For	No	No
1d	Elect Director George L. Fotiades	Mgmt	For	For	For	For	No	No
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For	For	No	No
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For	For	No	No
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For	For	For	No	No
1h	Elect Director Avid Modjtabai	Mgmt	For	For	For	For	No	No
1i	Elect Director David P. O'Connor	Mgmt	For	For	For	For	No	No
1j	Elect Director Olivier Piani	Mgmt	For	For	For	For	No	No
1k	Elect Director Carl B. Webb	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For	For	No	No
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For	For	No	No
6	Adopt Simple Majority Vote	SH	Against	For	For	For	Yes	No

Stryker Corporation

Meeting Date: 05/09/2024	Country: USA	Ticker: SYK
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: 863667101		

Shares Voted: 160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	For	For	No	No
1b	Elect Director Giovanni Caforio	Mgmt	For	For	For	For	No	No
1c	Elect Director Allan C. Golston	Mgmt	For	For	For	For	No	No

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For	For	No	No
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For	For	No	No
1f	Elect Director Rachel Ruggeri	Mgmt	For	For	For	For	No	No
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	For	For	No	No
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	For	For	No	No
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	For	For	No	No
1j	Elect Director Rajeev Suri	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Report on Political Contributions and Expenditures	SH	Against	For	For	Against	No	Yes

Axon Enterprise, Inc.

Meeting Date: 05/10/2024

Record Date: 03/15/2024

Primary Security ID: 05464C101

Country: USA

Meeting Type: Annual

Ticker: AXON

Shares Voted: 9,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1A	Elect Director Erika Ayers Badan	Mgmt	For	For	For	For	No	No
1B	Elect Director Adriane Brown	Mgmt	For	For	For	For	No	No
1C	Elect Director Julie Anne Cullivan	Mgmt	For	For	For	For	No	No
1D	Elect Director Michael Garnreiter	Mgmt	For	For	For	For	No	No
1E	Elect Director Caitlin E. Kalinowski	Mgmt	For	For	For	For	No	No
1F	Elect Director Matthew R. McBrady	Mgmt	For	For	For	For	No	No
1G	Elect Director Hadi Partovi	Mgmt	For	For	For	For	No	No
1H	Elect Director Graham Smith	Mgmt	For	For	For	For	No	No
1I	Elect Director Patrick W. Smith	Mgmt	For	For	For	For	No	No
1J	Elect Director Jeri Williams	Mgmt	For	For	For	For	No	No
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against	Yes	No

Axon Enterprise, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against	Yes	No
4	Approve Share Plan Grant to CEO Patrick W. Smith	Mgmt	For	Against	Against	Against	Yes	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against	Yes	No
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

DraftKings Inc.

Meeting Date: 05/13/2024	Country: USA	Ticker: DKNG
Record Date: 03/14/2024	Meeting Type: Annual	
Primary Security ID: 26142V105		

Shares Voted: 79,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Jason D. Robins	Mgmt	For	Withhold	Withhold	For	No	Yes
1.2	Elect Director Harry Evans Sloan	Mgmt	For	For	For	For	No	No
1.3	Elect Director Matthew Kalish	Mgmt	For	For	For	For	No	No
1.4	Elect Director Paul Liberman	Mgmt	For	For	For	For	No	No
1.5	Elect Director Woodrow H. Levin	Mgmt	For	Withhold	Withhold	For	No	Yes
1.6	Elect Director Jocelyn Moore	Mgmt	For	For	For	For	No	No
1.7	Elect Director Ryan R. Moore	Mgmt	For	For	For	For	No	No
1.8	Elect Director Valerie Mosley	Mgmt	For	Withhold	Withhold	For	No	Yes
1.9	Elect Director Steven J. Murray	Mgmt	For	For	For	For	No	No
1.10	Elect Director Marni M. Walden	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	For	No	Yes
4	Report on Political Contributions and Expenditures	SH	Against	For	For	Against	No	Yes

Laboratory Corporation of America Holdings

Meeting Date: 05/14/2024	Country: USA	Ticker: LH
Record Date: 03/20/2024	Meeting Type: Annual	
Primary Security ID: 504922105		

Laboratory Corporation of America Holdings

Shares Voted: 59

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For	For	No	No
1b	Elect Director Jeffrey A. Davis	Mgmt	For	For	For	For	No	No
1c	Elect Director D. Gary Gilliland	Mgmt	For	For	For	For	No	No
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For	For	No	No
1e	Elect Director Garheng Kong	Mgmt	For	For	For	For	No	No
1f	Elect Director Peter M. Neupert	Mgmt	For	For	For	For	No	No
1g	Elect Director Richelle P. Parham	Mgmt	For	For	For	For	No	No
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For	For	No	No
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For	For	No	No
1j	Elect Director Kathryn E. Wengel	Mgmt	For	Against	Against	Against	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against	Against	No	No
5	Report on Transport of Nonhuman Primates Within the U.S.	SH	Against	Against	Against	Against	No	No
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against	Against	No	No

Swedish Orphan Biovitrum AB

Meeting Date: 05/14/2024Country: SwedenTicker: SOBI

Record Date: 05/03/2024Meeting Type: Annual

Primary Security ID: W95637117

Shares Voted: 771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt						
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No
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	For	No	No
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	For	No	No
12.1	Approve Discharge of Hakan Bjorklund	Mgmt	For	For	For	For	No	No
12.2	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For	For	No	No
12.3	Approve Discharge of Annette Clancy	Mgmt	For	For	For	For	No	No
12.4	Approve Discharge of Matthew Gantz	Mgmt	For	For	For	For	No	No
12.5	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For	For	No	No
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For	For	No	No
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For	For	No	No
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For	For	No	No
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For	For	No	No
12.10	Approve Discharge of Pia Axelson	Mgmt	For	For	For	For	No	No
12.11	Approve Discharge of Erika Husing	Mgmt	For	For	For	For	No	No
12.12	Approve Discharge of Mats Lek	Mgmt	For	For	For	For	No	No
12.13	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For	For	No	No
12.14	Approve Discharge of Sara Carlsson	Mgmt	For	For	For	For	No	No
12.15	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For	For	No	No
12.16	Approve Discharge of Linda Larsson	Mgmt	For	For	For	For	No	No

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12.17	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For	For	No	No
12.18	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For	For	No	No
13.1	Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	For	No	No
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	For	No	No
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For	For	For	No	No
15.b	Reelect Annette Clancy as Director	Mgmt	For	For	For	For	No	No
15.c	Reelect Helena Saxon as Director	Mgmt	For	Against	Against	Against	Yes	No
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For	For	For	No	No
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against	Against	Yes	No
15.f	Reelect Anders Ullman as Director	Mgmt	For	Against	Against	Against	Yes	No
15.g	Elect Zlatko Rihter as New Director	Mgmt	For	Against	Against	Against	Yes	No
15.h	Elect Annette Clancy as Board Chair	Mgmt	For	For	For	For	No	No
15.i	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	For	No	No
16	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Against	Yes	No
18.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against	Against	Yes	No
18.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For	For	No	No
18.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against	Against	Yes	No
18.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For	For	No	No

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
18.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Against	Yes	No
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Against	Yes	No
20	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For	For	No	No
21	Close Meeting	Mgmt						

Tencent Holdings Limited

Meeting Date: 05/14/2024Country: Cayman IslandsTicker: 700

Record Date: 05/08/2024Meeting Type: Annual

Primary Security ID: G87572163

Shares Voted: 1,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No
3a	Elect Charles St Leger Searle as Director	Mgmt	For	For	For	For	No	No
3b	Elect Ke Yang as Director	Mgmt	For	For	For	For	No	No
3c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	For	No	No
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Against	Yes	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	For	No	No
7	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For	For	For	For	No	No

Vera Therapeutics, Inc.

Meeting Date: 05/15/2024Country: USATicker: VERA

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 92337R101

Shares Voted: 330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Andrew Cheng	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Scott Morrison	Mgmt	For	For	For	For	No	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/15/2024Country: USATicker: VRTX

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 92532F100

Shares Voted: 3,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For	For	No	No
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For	For	No	No
1.3	Elect Director Alan Garber	Mgmt	For	For	For	For	No	No
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For	For	No	No
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For	For	No	No
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For	For	No	No
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For	For	No	No
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For	For	No	No
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For	For	No	No
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For	For	No	No
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	For	Yes	No
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For	For	Yes	No

Cboe Global Markets, Inc.

Meeting Date: 05/16/2024

Record Date: 03/21/2024

Primary Security ID: 12503M108

Country: USA

Meeting Type: Annual

Ticker: CBOE

Shares Voted: 316								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director William M. Farrow, III	Mgmt	For	For	For	For	No	No
1b	Elect Director Fredric J. Tomczyk	Mgmt	For	For	For	For	No	No
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For	For	For	No	No
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For	For	No	No
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For	For	No	No
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For	For	No	No
1g	Elect Director Erin A. Mansfield	Mgmt	For	For	For	For	No	No
1h	Elect Director Cecilia H. Mao	Mgmt	For	For	For	For	No	No
1i	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For	For	No	No
1j	Elect Director Jennifer J. McPeck	Mgmt	For	For	For	For	No	No
1k	Elect Director Roderick A. Palmore	Mgmt	For	For	For	For	No	No
1l	Elect Director James E. Parisi	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Provide Right to Call Special Meeting	Mgmt	For	Against	Against	Against	Yes	No
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For	For	Yes	No

ConvaTec Group Plc

Meeting Date: 05/16/2024

Record Date: 05/14/2024

Primary Security ID: G23969101

Country: United Kingdom

Meeting Type: Annual

Ticker: CTEC

**Shares Voted: 2,880**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3	Approve Final Dividend	Mgmt	For	For	For	For	No	No
4	Re-elect John McAdam as Director	Mgmt	For	For	For	For	No	No
5	Re-elect Karim Bitar as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Jonny Mason as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Margaret Ewing as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Brian May as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Constantin Coussios as Director	Mgmt	For	For	For	For	No	No
10	Re-elect Heather Mason as Director	Mgmt	For	For	For	For	No	No
11	Re-elect Kim Lody as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Sharon O'Keefe as Director	Mgmt	For	For	For	For	No	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	For	No	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
15	Approve Amendments to the Long Term Incentive Plan 2016	Mgmt	For	For	For	For	No	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No
17	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Meeting Date: 05/16/2024	Country: United Kingdom	Ticker: NXT
Record Date: 05/14/2024	Meeting Type: Annual	
Primary Security ID: G6500M106		

Shares Voted: 671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3	Approve Final Dividend	Mgmt	For	For	For	For	No	No
4	Elect Venetia Butterfield as Director	Mgmt	For	For	For	For	No	No
5	Elect Amy Stirling as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Soumen Das as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Tom Hall as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Dame Tristia Harrison Director	Mgmt	For	For	For	For	No	No
10	Re-elect Amanda James as Director	Mgmt	For	For	For	For	No	No
11	Re-elect Richard Papp as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Michael Roney as Director	Mgmt	For	For	For	For	No	No
13	Re-elect Jane Shields as Director	Mgmt	For	For	For	For	No	No
14	Re-elect Jeremy Stakol as Director	Mgmt	For	For	For	For	No	No
15	Re-elect Lord Wolfson as Director	Mgmt	For	For	For	For	No	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
22	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Repligen Corporation

Meeting Date: 05/16/2024Country: USATicker: RGEN

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 759916109

Shares Voted: 135								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Tony J. Hunt	Mgmt	For	For	For	For	No	No
1b	Elect Director Karen A. Dawes	Mgmt	For	For	For	For	No	No
1c	Elect Director Nicolas M. Barthelemy	Mgmt	For	For	For	For	No	No
1d	Elect Director Carrie Eglinton Manner	Mgmt	For	For	For	For	No	No
1e	Elect Director Konstantin Konstantinov	Mgmt	For	For	For	For	No	No
1f	Elect Director Martin D. Madaus	Mgmt	For	For	For	For	No	No
1g	Elect Director Rohin Mhatre	Mgmt	For	For	For	For	No	No
1h	Elect Director Glenn P. Muir	Mgmt	For	For	For	For	No	No
1i	Elect Director Margaret A. Pax	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

SpringWorks Therapeutics, Inc.

Meeting Date: 05/16/2024Country: USATicker: SWTX

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 85205L107

Shares Voted: 29,554								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Elect Director Freda Lewis-Hall	Mgmt	For	Withhold	Withhold	For	No	Yes

SpringWorks Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	For	No	Yes

Iberdrola SA

Meeting Date: 05/17/2024

Record Date: 05/10/2024

Primary Security ID: E6165F166

Country: Spain

Meeting Type: Annual

Ticker: IBE

Shares Voted: 4,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	For	No	No
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For	For	No	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	For	No	No
4	Approve Discharge of Board	Mgmt	For	For	For	For	No	No
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	For	No	No
6	Amend Preamble and Articles	Mgmt	For	For	For	For	No	No
7	Amend Articles	Mgmt	For	For	For	For	No	No
8	Amend Articles of General Meeting Regulations	Mgmt	For	For	For	For	No	No
9	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No
10	Approve Engagement Dividend	Mgmt	For	For	For	For	No	No
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For	For	No	No
12	Approve Scrip Dividends	Mgmt	For	For	For	For	No	No
13	Approve Scrip Dividends	Mgmt	For	For	For	For	No	No
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For	For	No	No
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For	For	No	No
16	Reelect Nicola Mary Brewer as Director	Mgmt	For	For	For	For	No	No
17	Reelect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For	For	No	No

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
18	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For	For	No	No
19	Fix Number of Directors at 14	Mgmt	For	For	For	For	No	No
20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For	For	No	No
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For	For	No	No
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No

Krystal Biotech, Inc.

Meeting Date: 05/17/2024	Country: USA	Ticker: KRY5
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 501147102		

Shares Voted: 289								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Suma M. Krishnan	Mgmt	For	For	For	For	No	No
1.2	Elect Director Julian S. Gangolli	Mgmt	For	Withhold	Withhold	For	No	Yes
1.3	Elect Director Catherine Mazzacco	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

JPMorgan Chase & Co.

Meeting Date: 05/21/2024	Country: USA	Ticker: JPM
Record Date: 03/22/2024	Meeting Type: Annual	
Primary Security ID: 46625H100		

Shares Voted: 606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For	For	No	No
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For	For	No	No
1c	Elect Director Todd A. Combs	Mgmt	For	For	For	For	No	No
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For	For	No	No
1e	Elect Director James Dimon	Mgmt	For	For	For	For	No	No
1f	Elect Director Alex Gorsky	Mgmt	For	For	For	For	No	No
1g	Elect Director Mellody Hobson	Mgmt	For	For	For	For	No	No
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For	For	No	No
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For	For	No	No
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
5	Require Independent Board Chair	SH	Against	For	For	Against	No	Yes
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against	Against	No	No
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For	Against	No	Yes
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against	Against	Against	No	No
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against	Against	No	No
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For	Against	No	Yes
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against	Against	No	No

Shell Plc

Meeting Date: 05/21/2024Country: United KingdomTicker: SHEL

Record Date: 05/17/2024Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 3,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Management Proposals	Mgmt						
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3	Re-elect Dick Boer as Director	Mgmt	For	For	For	For	No	No
4	Re-elect Neil Carson as Director	Mgmt	For	For	For	For	No	No
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Jane Lute as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For	For	No	No
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For	For	No	No
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For	For	No	No
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For	For	No	No
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For	For	No	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
17	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For	For	No	No
	Shareholder Proposal	Mgmt						

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	Against	Against	No	No

Verra Mobility Corporation

Meeting Date: 05/21/2024Country: USATicker: VRRM

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: 92511U102

Shares Voted: 1,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Michael Huerta	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Raj Ratnakar	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

Viking Therapeutics, Inc.

Meeting Date: 05/21/2024Country: USATicker: VKTX

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: 92686J106

Shares Voted: 227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Brian Lian	Mgmt	For	For	For	For	No	No
1.2	Elect Director Lawson Macartney	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Ratify Marcum LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against	Yes	No
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For	No	No

Meeting Date: 05/22/2024	Country: USA	Ticker: AMZN
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 023135106		

Shares Voted: 53,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For	For	No	No
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For	For	No	No
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For	For	No	No
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For	For	No	No
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For	For	No	No
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For	For	No	No
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For	For	No	No
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For	For	No	No
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For	For	No	No
1j	Elect Director Brad D. Smith	Mgmt	For	For	For	For	No	No
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For	For	No	No
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against	Yes	No
4	Establish a Public Policy Committee	SH	Against	Against	Against	Against	No	No
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against	Against	No	No
6	Report on Customer Due Diligence	SH	Against	Against	Against	Against	No	No
7	Report on Lobbying Payments and Policy	SH	Against	For	For	For	Yes	No
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For	For	Yes	No
9	Report on Viewpoint Discrimination	SH	Against	Against	Against	Against	No	No
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For	For	Yes	No
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For	For	Yes	No

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For	For	Yes	No
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	Against	Against	Against	No	No
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against	Against	Against	No	No
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against	Against	No	No
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against	Against	Against	No	No
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For	For	Yes	No

DexCom, Inc.

Meeting Date: 05/22/2024

Record Date: 03/27/2024

Primary Security ID: 252131107

Country: USA

Meeting Type: Annual

Ticker: DXCM

Shares Voted: 14,873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Kevin R. Sayer	Mgmt	For	For	For	For	No	No
1.2	Elect Director Steven R. Altman	Mgmt	For	For	For	For	No	No
1.3	Elect Director Nicholas Augustinos	Mgmt	For	For	For	For	No	No
1.4	Elect Director Richard A. Collins	Mgmt	For	For	For	For	No	No
1.5	Elect Director Karen Dahut	Mgmt	For	For	For	For	No	No
1.6	Elect Director Rimma Driscoll	Mgmt	For	For	For	For	No	No
1.7	Elect Director Mark G. Foletta	Mgmt	For	For	For	For	No	No
1.8	Elect Director Bridgette P. Heller	Mgmt	For	For	For	For	No	No
1.9	Elect Director Kyle Malady	Mgmt	For	For	For	For	No	No
1.10	Elect Director Eric J. Topol	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

DexCom, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Report on Median Gender/Racial Pay Gap	SH	Against	For	For	For	Yes	No
5	Report on Political Contributions	SH	Against	For	For	For	Yes	No

Neurocrine Biosciences, Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: NBIX
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 64125C109		

Shares Voted: 9,982								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director William H. Rastetter	Mgmt	For	For	For	For	No	No
1.2	Elect Director George J. Morrow	Mgmt	For	For	For	For	No	No
1.3	Elect Director Leslie V. Norwalk	Mgmt	For	For	For	For	No	No
1.4	Elect Director Christine A. Poon	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

Stevanato Group SpA

Meeting Date: 05/22/2024	Country: Italy	Ticker: STVN
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: T9224W109		

Shares Voted: 480								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt						
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No
	Appoint Directors (Slate Election)	Mgmt						
3	Slate Submitted by Stevanato Holding Srl	SH	None	Against	Against	Against	No	No

Stevanato Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Approve Remuneration of Directors	Mgmt	For	For	For	For	No	No
5	Adjust Remuneration of External Auditors	Mgmt	For	For	For	For	No	No
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Against	Yes	No

STMicroelectronics NV

Meeting Date: 05/22/2024Country: NetherlandsTicker: STMPA

Record Date: 04/24/2024Meeting Type: Annual

Primary Security ID: N83574108

Shares Voted: 801

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Annual Meeting Agenda	Mgmt						
1	Receive Report of Management Board (Non-Voting)	Mgmt						
2	Discussion on Company's Corporate Governance Structure	Mgmt						
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt						
4	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	For	No	No
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
7	Approve Dividends	Mgmt	For	For	For	For	No	No
8	Approve Discharge of Management Board	Mgmt	For	For	For	For	No	No
9	Approve Discharge of Supervisory Board	Mgmt	For	For	For	For	No	No
10	Amend Articles of Association	Mgmt	For	For	For	For	No	No
11	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	For	No	No
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For	For	No	No
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For	For	No	No
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For	For	For	No	No

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For	For	For	No	No
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	For	For	For	No	No
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For	For	For	No	No
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For	For	For	No	No
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	For	For	For	No	No
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	For	For	For	No	No
21	Authorize Repurchase of Shares	Mgmt	For	For	For	For	No	No
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For	For	No	No
23	Allow Questions	Mgmt						

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 883556102

Country: USA

Meeting Type: Annual

Ticker: TMO

Shares Voted: 115								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Marc N. Casper	Mgmt	For	For	For	For	No	No
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For	For	No	No
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For	For	No	No
1d	Elect Director C. Martin Harris	Mgmt	For	For	For	For	No	No
1e	Elect Director Tyler Jacks	Mgmt	For	For	For	For	No	No
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For	For	No	No
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For	For	No	No
1h	Elect Director James C. Mullen	Mgmt	For	For	For	For	No	No
1i	Elect Director Debora L. Spar	Mgmt	For	For	For	For	No	No
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For	For	No	No

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Adopt Simple Majority Vote Requirement	SH	Against	Against	Against	Against	No	No

Longboard Pharmaceuticals, Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: LBPH
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 54300N103		

Shares Voted: 838

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Paul J. Sekhri	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Phillip M. Schneider	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No

ServiceNow, Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: NOW
Record Date: 03/26/2024	Meeting Type: Annual	
Primary Security ID: 81762P102		

Shares Voted: 4,224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Deborah Black	Mgmt	For	For	For	For	No	No
1b	Elect Director Susan L. Bostrom	Mgmt	For	For	For	For	No	No
1c	Elect Director Teresa Briggs	Mgmt	For	For	For	For	No	No
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For	For	No	No
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For	For	For	No	No

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For	For	No	No
1g	Elect Director Frederic B. Luddy	Mgmt	For	For	For	For	No	No
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For	For	For	No	No
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For	For	No	No
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For	For	No	No
1k	Elect Director Anita M. Sands	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Adopt Simple Majority Vote	SH	None	For	For	For	No	No

TransMedics Group, Inc.

Meeting Date: 05/23/2024Country: USATicker: TMDX

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: 89377M109

Shares Voted: 257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Waleed Hassanein	Mgmt	For	For	For	For	No	No
1b	Elect Director James R. Tobin	Mgmt	For	For	For	For	No	No
1c	Elect Director Edward M. Basile	Mgmt	For	For	For	For	No	No
1d	Elect Director Thomas J. Gunderson	Mgmt	For	For	For	For	No	No
1e	Elect Director Edwin M. Kania, Jr.	Mgmt	For	For	For	For	No	No
1f	Elect Director Stephanie Lovell	Mgmt	For	For	For	For	No	No
1g	Elect Director Merilee Raines	Mgmt	For	For	For	For	No	No
1h	Elect Director David Weill	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

Meeting Date: 05/24/2024	Country: France	Ticker: AMUN
Record Date: 05/22/2024	Meeting Type: Annual	
Primary Security ID: F0300Q103		

Shares Voted: 974								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt						
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 4.10 per Share	Mgmt	For	For	For	For	No	No
4	Approve Transaction with Credit Agricole SA Re: Group TVA	Mgmt	For	For	For	For	No	No
5	Approve Compensation Report	Mgmt	For	For	For	For	No	No
6	Approve Compensation of Yves Perrier, Chairman of the Board From January 1, 2023 To May 12, 2023	Mgmt	For	For	For	For	No	No
7	Approve Compensation of Philippe Brassac, Chairman of the Board Since May 12, 2023	Mgmt	For	For	For	For	No	No
8	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For	For	No	No
9	Approve Compensation of Nicolas Calcoen, Vice-CEO	Mgmt	For	For	For	For	No	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	For	No	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	For	No	No
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For	For	No	No
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	For	No	No
14	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For	For	No	No
15	Ratify Appointment of Benedicte Chretien as Director Following Resignation of Yves Perrier	Mgmt	For	For	For	For	No	No
16	Ratify Appointment of Christine Grillet as Director Following Resignation of Christine Gandon	Mgmt	For	For	For	For	No	No

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
17	Ratify Appointment of Gerald Gregoire as Director Following Resignation of Michel Mathieu	Mgmt	For	For	For	For	No	No
18	Reelect Nathalie Wright as Director	Mgmt	For	For	For	For	No	No
19	Reelect Michele Guibert as Director	Mgmt	For	For	For	For	No	No
20	Reelect Patrice Gentie as Director	Mgmt	For	For	For	For	No	No
21	Reelect Gerald Gregoire as Director	Mgmt	For	For	For	For	No	No
22	Appoint MAZARS as Auditor for the Sustainability Reporting	Mgmt	For	For	For	For	No	No
23	Appoint PRICEWATERHOUSECOOPERS AUDIT as Auditor for the Sustainability Reporting	Mgmt	For	For	For	For	No	No
24	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	For	For	For	No	No
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	For	No	No

Arcellx, Inc.

Meeting Date: 05/24/2024

Record Date: 04/01/2024

Primary Security ID: 03940C100

Country: USA

Meeting Type: Annual

Ticker: ACLX

Shares Voted: 586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Jill Carroll	Mgmt	For	Withhold	Withhold	For	No	Yes
1.2	Elect Director Kavita Patel	Mgmt	For	For	For	For	No	No
1.3	Elect Director Olivia Ware	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	For	No	Yes
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

East West Bancorp, Inc.

Meeting Date: 05/24/2024

Record Date: 04/01/2024

Primary Security ID: 27579R104

Country: USA

Meeting Type: Annual

Ticker: EWBC

Shares Voted: 768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Manuel P. Alvarez	Mgmt	For	For	For	For	No	No
1.2	Elect Director Molly Campbell	Mgmt	For	For	For	For	No	No
1.3	Elect Director Archana Deskus	Mgmt	For	For	For	For	No	No
1.4	Elect Director Serge Dumont	Mgmt	For	For	For	For	No	No
1.5	Elect Director Rudolph I. Estrada	Mgmt	For	For	For	For	No	No
1.6	Elect Director Mark Hutchins	Mgmt	For	For	For	For	No	No
1.7	Elect Director Paul H. Irving	Mgmt	For	For	For	For	No	No
1.8	Elect Director Sabrina Kay	Mgmt	For	For	For	For	No	No
1.9	Elect Director Jack C. Liu	Mgmt	For	For	For	For	No	No
1.10	Elect Director Dominic Ng	Mgmt	For	For	For	For	No	No
1.11	Elect Director Lester M. Sussman	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No

Quanta Services, Inc.

Meeting Date: 05/24/2024

Record Date: 04/01/2024

Primary Security ID: 74762E102

Country: USA

Meeting Type: Annual

Ticker: PWR

Shares Voted: 3,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For	For	For	No	No
1.2	Elect Director Warner L. Baxter	Mgmt	For	For	For	For	No	No
1.3	Elect Director Doyle N. Beneby	Mgmt	For	For	For	For	No	No
1.4	Elect Director Vincent D. Foster	Mgmt	For	For	For	For	No	No
1.5	Elect Director Bernard Fried	Mgmt	For	For	For	For	No	No
1.6	Elect Director Worthing F. Jackman	Mgmt	For	For	For	For	No	No

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.7	Elect Director Holli C. Ladhani	Mgmt	For	For	For	For	No	No
1.8	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For	For	No	No
1.9	Elect Director R. Scott Rowe	Mgmt	For	For	For	For	No	No
1.10	Elect Director Raul J. Valentin	Mgmt	For	For	For	For	No	No
1.11	Elect Director Martha B. Wyrsh	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For	No	No

ACBL Holding Corp.

Meeting Date: 05/28/2024

Record Date: 04/19/2024

Primary Security ID: 00085Q605

Country: USA

Meeting Type: Annual

Ticker: N/A

Shares Voted: 20,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director William Raine	Mgmt	For	Refer	Refer	For	No	No
1.2	Elect Director Xiao Song	Mgmt	For	Refer	Refer	For	No	No
1.3	Elect Director David Ebbrecht	Mgmt	For	Refer	Refer	For	No	No
1.4	Elect Director Arth Patel	Mgmt	For	Refer	Refer	For	No	No
1.5	Elect Director Philip Yarrow	Mgmt	For	Refer	Refer	For	No	No
1.6	Elect Director Michael C. Ellis	Mgmt	For	Refer	Refer	For	No	No
1.7	Elect Director Scott Vogel	Mgmt	For	Refer	Refer	For	No	No
1.8	Elect Director Alfred Stanley	Mgmt	For	Refer	Refer	For	No	No
1.9	Elect Director Peter Coxon	Mgmt	For	Refer	Refer	For	No	No

Merck & Co., Inc.

Meeting Date: 05/28/2024

Record Date: 04/01/2024

Primary Security ID: 58933Y105

Country: USA

Meeting Type: Annual

Ticker: MRK

Shares Voted: 187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For	For	No	No
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For	For	No	No
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For	For	No	No
1d	Elect Director Robert M. Davis	Mgmt	For	For	For	For	No	No
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For	For	No	No
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For	For	No	No
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For	For	No	No
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For	For	No	No
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For	For	No	No
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For	For	No	No
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For	For	No	No
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	Against	No	Yes
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against	Against	No	No
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against	Against	No	No

B&M European Value Retail SA

Meeting Date: 05/29/2024Country: LuxembourgTicker: BME

Record Date: 05/15/2024Meeting Type: Ordinary Shareholders

Primary Security ID: L1175H106

Shares Voted: 9,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Elect Nadia Shouraboura as Director	Mgmt	For	For	For	For	No	No

iRhythm Technologies, Inc.

Meeting Date: 05/29/2024Country: USATicker: IRTC

Record Date: 04/03/2024Meeting Type: Annual

Primary Security ID: 450056106

Shares Voted: 152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director C. Noel Bairey Merz	Mgmt	For	For	For	For	No	No
1.2	Elect Director Quentin S. Blackford	Mgmt	For	For	For	For	No	No
1.3	Elect Director Bruce G. Bodaken	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.4	Elect Director Karen Ling	Mgmt	For	For	For	For	No	No
1.5	Elect Director Mojdeh Poul	Mgmt	For	For	For	For	No	No
1.6	Elect Director Mark J. Rubash	Mgmt	For	For	For	For	No	No
1.7	Elect Director Ralph Snyderman	Mgmt	For	For	For	For	No	No
1.8	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For	For	No	No
1.9	Elect Director Brian Yoor	Mgmt	For	For	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against	Yes	No
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For	For	No	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No

Kweichow Moutai Co., Ltd.

Meeting Date: 05/29/2024Country: ChinaTicker: 600519

Record Date: 05/20/2024Meeting Type: Annual

Primary Security ID: Y5070V116

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Report of the Board of Directors	Mgmt	For	For	For	For	No	No
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	For	No	No
3	Approve Report of the Independent Directors	Mgmt	For	For	For	For	No	No

Kweichow Moutai Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Approve Annual Report and Summary	Mgmt	For	For	For	For	No	No
5	Approve Financial Statements	Mgmt	For	For	For	For	No	No
6	Approve Financial Budget Plan	Mgmt	For	For	For	For	No	No
7	Approve Profit Distribution	Mgmt	For	For	For	For	No	No
8	Approve to Appoint Financial Auditor and Internal Control Auditor	Mgmt	For	For	For	For	No	No
9	Elect Zhang Degin as Non-independent Director	Mgmt	For	For	For	For	No	No
10	Approve Daily Related Party Transactions	Mgmt	For	Against	Against	Against	Yes	No
11	Amend the Company's Independent Director System	Mgmt	For	Against	Against	Against	Yes	No

Meta Platforms, Inc.

Meeting Date: 05/29/2024

Record Date: 04/01/2024

Primary Security ID: 30303M102

Country: USA

Meeting Type: Annual

Ticker: META

Shares Voted: 23,042								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold	For	No	Yes
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold	For	No	Yes
1.3	Elect Director John Arnold	Mgmt	For	For	For	For	No	No
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold	For	No	Yes
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For	For	No	No
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For	For	No	No
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For	For	No	No
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For	For	No	No
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold	For	No	Yes
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against	For	No	Yes
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	For	No	Yes

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	Against	No	Yes
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For	For	Yes	No
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For	For	Yes	No
8	Report on Human Rights Risks in Non-US Markets	SH	Against	Against	Against	Against	No	No
9	Amend Corporate Governance Guidelines	SH	Against	For	For	Against	No	Yes
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For	Against	No	Yes
11	Report on Child Safety and Harm Reduction	SH	Against	For	For	For	Yes	No
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against	Against	No	No
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	Against	Against	Against	No	No
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For	Against	No	Yes

Ascendis Pharma A/S

Meeting Date: 05/30/2024

Record Date: 04/23/2024

Primary Security ID: 04351P101

Country: Denmark

Meeting Type: Annual

Ticker: ASND

Shares Voted: 113								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Meeting for ADR Holders	Mgmt						
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No
2	Approve Company Activity Report	Mgmt	For	For	For	For	No	No
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For	For	No	No
4	Approve Treatment of Net Loss	Mgmt	For	For	For	For	No	No
5.a	Reelect Albert Cha as Director For Two Years Term	Mgmt	For	For	For	For	No	No

Ascendis Pharma A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5.b	Reelect Lars Holtug as Director For Two Years Term	Mgmt	For	For	For	For	No	No
6	Ratify Deloitte as Auditors	Mgmt	For	For	For	For	No	No
7.a	Amend Articles Re: Board-Related	Mgmt	For	For	For	For	No	No
7.b	Approve Creation of DKK 9 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	For	No	No
7.c	Approve Warrant Plan for Key Employees	Mgmt	For	Against	Against	For	No	Yes

Glaukos Corporation

Meeting Date: 05/30/2024

Record Date: 04/05/2024

Primary Security ID: 377322102

Country: USA

Meeting Type: Annual

Ticker: GKOS

Shares Voted: 14,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Thomas W. Burns	Mgmt	For	For	For	For	No	No
1.2	Elect Director Leana S. Wen	Mgmt	For	For	For	For	No	No
1.3	Elect Director Marc A. Stapley	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	For	No	Yes
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

ENN Energy Holdings Limited

Meeting Date: 05/31/2024

Record Date: 05/27/2024

Primary Security ID: G3066L101

Country: Cayman Islands

Meeting Type: Annual

Ticker: 2688

Shares Voted: 2,933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No

ENN Energy Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No
3a1	Elect Wang Yusuo as Director	Mgmt	For	For	For	For	No	No
3a2	Elect Zhang Yuying as Director	Mgmt	For	For	For	For	No	No
3a3	Elect Wang Dongzhi as Director	Mgmt	For	For	For	For	No	No
3a4	Elect Zhang Jin as Director	Mgmt	For	For	For	For	No	No
3a5	Elect Jiang Chenghong as Director	Mgmt	For	For	For	For	No	No
3a6	Elect Wang Zizheng as Director	Mgmt	For	For	For	For	No	No
3a7	Elect Law Yee Kwan, Quinn as Director	Mgmt	For	For	For	For	No	No
3a8	Elect Wong Lai, Sarah as Director	Mgmt	For	For	For	For	No	No
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	For	No	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	For	No	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	For	No	No

Lowe's Companies, Inc.

Meeting Date: 05/31/2024Country: USATicker: LOW

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 141								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For	For	No	No
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For	For	No	No
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For	For	No	No
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For	For	No	No
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For	For	No	No
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For	For	No	No
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For	For	No	No

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For	For	No	No
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For	For	No	No
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For	For	No	No
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For	For	No	No
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For	For	No	No
1.13	Elect Director Mary Beth West	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

Quanterix Corporation

Meeting Date: 06/03/2024Country: USATicker: QTRX

Record Date: 04/05/2024Meeting Type: Annual

Primary Security ID: 74766Q101

Shares Voted: 1,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Karen A. Flynn	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Martin D. Madaus	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024Country: USATicker: UNH

Record Date: 04/05/2024Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Charles Baker	Mgmt	For	For	For	For	No	No
1b	Elect Director Timothy Flynn	Mgmt	For	For	For	For	No	No
1c	Elect Director Paul Garcia	Mgmt	For	For	For	For	No	No

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1d	Elect Director Kristen Gil	Mgmt	For	For	For	For	No	No
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For	For	No	No
1f	Elect Director Michele Hooper	Mgmt	For	For	For	For	No	No
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For	For	No	No
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For	For	No	No
1i	Elect Director John Noseworthy	Mgmt	For	For	For	For	No	No
1j	Elect Director Andrew Witty	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For	Against	No	Yes

Builders FirstSource, Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: BLDR
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: 12008R107		

Shares Voted: 421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Cleveland A. Christophe	Mgmt	For	For	For	For	No	No
1.2	Elect Director W. Bradley Hayes	Mgmt	For	For	For	For	No	No
1.3	Elect Director Brett N. Milgrim	Mgmt	For	For	For	For	No	No
1.4	Elect Director David E. Rush	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

CVRx, Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: CVRX
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: 126638105		

Shares Voted: 726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Mudit K. Jain	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Kirk Nielsen	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Martha Shadan	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	For	For	For	For	No	No

General Motors Company

Meeting Date: 06/04/2024Country: USATicker: GM

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 1,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Mary T. Barra	Mgmt	For	For	For	For	No	No
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For	For	No	No
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For	For	No	No
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For	For	No	No
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For	For	No	No
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For	For	No	No
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For	For	No	No
1h	Elect Director Patricia F. Russo	Mgmt	For	For	For	For	No	No
1i	Elect Director Thomas M. Schoewe	Mgmt	For	For	For	For	No	No
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For	For	No	No
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For	For	No	No
1l	Elect Director Devin N. Wenig	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	For	No	Yes
4	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	Against	Against	Against	No	No

## General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Eliminate EV Targets from Incentive Compensation Programs	SH	Against	Against	Against	Against	No	No
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	SH	Against	Against	Against	Against	No	No
7	Report on Sustainability Risk in the Company's Supply Chain	SH	Against	Against	Against	Against	No	No

## PROCEPT BioRobotics Corporation

Meeting Date: 06/04/2024	Country: USA	Ticker: PRCT
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: 74276L105		

Shares Voted: 514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Amy Dodrill	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Taylor Harris	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Reza Zadno	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

## Shopify Inc.

Meeting Date: 06/04/2024	Country: Canada	Ticker: SHOP
Record Date: 04/23/2024	Meeting Type: Annual/Special	
Primary Security ID: 82509L107		

Shares Voted: 64,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Meeting for Holders of Subordinate Voting and Multiple Voting Shares	Mgmt						
1A	Elect Director Tobias Lutke	Mgmt	For	For	For	For	No	No
1B	Elect Director Robert Ashe	Mgmt	For	For	For	For	No	No
1C	Elect Director Gail Goodman	Mgmt	For	Against	Against	For	No	Yes
1D	Elect Director Colleen Johnston	Mgmt	For	For	For	For	No	No

Shopify Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1E	Elect Director Jeremy Levine	Mgmt	For	For	For	For	No	No
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	For	For	For	For	No	No
1G	Elect Director Lulu Cheng Meservy	Mgmt	For	For	For	For	No	No
1H	Elect Director Toby Shannan	Mgmt	For	For	For	For	No	No
1I	Elect Director Fidji Simo	Mgmt	For	For	For	For	No	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No
3	Approve the Unallocated Options under the Stock Option Plan	Mgmt	For	Against	Against	For	No	Yes
4	Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	For	Against	Against	For	No	Yes
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against	For	No	Yes

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/04/2024	Country: Taiwan	Ticker: 2330
Record Date: 04/03/2024	Meeting Type: Annual	
Primary Security ID: Y84629107		

Shares Voted: 5,100								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	For	No	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	For	No	No
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For	For	No	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	Mgmt	For	For	For	For	No	No
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	Mgmt	For	For	For	For	No	No

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For	For	No	No
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Mgmt	For	For	For	For	No	No
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	Mgmt	For	For	For	For	No	No
4.6	Elect Moshe N. Gavrielov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Mgmt	For	For	For	For	No	No
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	Mgmt	For	For	For	For	No	No
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	Mgmt	For	For	For	For	No	No
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	Mgmt	For	For	For	For	No	No
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	Mgmt	For	For	For	For	No	No

Xenon Pharmaceuticals Inc.

Meeting Date: 06/04/2024	Country: Canada	Ticker: XENE
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: 98420N105		

Shares Voted: 583								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Dawn Svoronos	Mgmt	For	For	For	For	No	No
1.2	Elect Director Gillian Cannon	Mgmt	For	For	For	For	No	No
1.3	Elect Director Steven Gannon	Mgmt	For	For	For	For	No	No
1.4	Elect Director Elizabeth Garofalo	Mgmt	For	For	For	For	No	No
1.5	Elect Director Justin Gover	Mgmt	For	For	For	For	No	No

Xenon Pharmaceuticals Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.6	Elect Director Patrick Machado	Mgmt	For	For	For	For	No	No
1.7	Elect Director Ian Mortimer	Mgmt	For	For	For	For	No	No
1.8	Elect Director Gary Patou	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No

Apellis Pharmaceuticals, Inc.

Meeting Date: 06/05/2024Country: USATicker: APLS

Record Date: 04/08/2024Meeting Type: Annual

Primary Security ID: 03753U106

Shares Voted: 232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Paul Fonteyne	Mgmt	For	For	For	For	No	No
1.2	Elect Director Stephanie Monaghan O'Brien	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Datadog, Inc.

Meeting Date: 06/05/2024Country: USATicker: DDOG

Record Date: 04/09/2024Meeting Type: Annual

Primary Security ID: 23804L103

Shares Voted: 23,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Alexis Le-Quoc	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1b	Elect Director Michael Callahan	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Datadog, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

Gerresheimer AG

Meeting Date: 06/05/2024	Country: Germany	Ticker: GXI
Record Date: 05/14/2024	Meeting Type: Annual	
Primary Security ID: D2852S109		

Shares Voted: 181								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt						
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For	For	No	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For	For	No	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For	For	No	No
6	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
7.1	Elect Sidonie Golombowski-Daffner to the Supervisory Board	Mgmt	For	For	For	For	No	No
7.2	Elect Dorothea Wenzel to the Supervisory Board	Mgmt	For	For	For	For	No	No
7.3	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For	For	No	No

Globus Medical, Inc.

Meeting Date: 06/05/2024	Country: USA	Ticker: GMED
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 379577208		

Shares Voted: 194								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director David D. Davidar	Mgmt	For	Withhold	Withhold	For	No	Yes
1b	Elect Director James R. Tobin	Mgmt	For	Withhold	Withhold	For	No	Yes

Globus Medical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1c	Elect Director Stephen T. Zarrilli	Mgmt	For	For	For	For	No	No
1d	Elect Director Daniel J. Wolterman	Mgmt	For	For	For	For	No	No
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	For	No	Yes
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

MercadoLibre, Inc.

Meeting Date: 06/05/2024

Record Date: 04/09/2024

Primary Security ID: 58733R102

Country: USA

Meeting Type: Annual

Ticker: MELI

Shares Voted: 2,954

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Nicolas Galperin	Mgmt	For	For	For	For	No	No
1.2	Elect Director Henrique Dubugras	Mgmt	For	For	For	For	No	No
1.3	Elect Director Richard Sanders	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Pistrelli, Henry Martin y Asociados S.R.L. as Auditors	Mgmt	For	For	For	For	No	No

MoonLake Immunotherapeutics

Meeting Date: 06/05/2024

Record Date: 04/11/2024

Primary Security ID: 61559X104

Country: Cayman Islands

Meeting Type: Annual

Ticker: MLTX

Shares Voted: 209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Catherine Moukheibir	Mgmt	For	For	For	For	No	No
1.2	Elect Director Ramnik Xavier	Mgmt	For	For	For	For	No	No
2	Ratify Baker Tilly US, LLP as Auditors	Mgmt	For	For	For	For	No	No

MoonLake Immunotherapeutics

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No

Academy Sports and Outdoors, Inc.

Meeting Date: 06/06/2024Country: USATicker: ASO

Record Date: 04/09/2024Meeting Type: Annual

Primary Security ID: 00402L107

Shares Voted: 818								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Steve P. Lawrence	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1b	Elect Director Brian T. Marley	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1c	Elect Director Tom M. Nealon	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1d	Elect Director Chris L. Turner	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Allegion Plc

Meeting Date: 06/06/2024Country: IrelandTicker: ALLE

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: G0176J109

Shares Voted: 403								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For	For	No	No
1b	Elect Director Susan L. Main	Mgmt	For	For	For	For	No	No
1c	Elect Director Steven C. Mizell	Mgmt	For	For	For	For	No	No
1d	Elect Director Nicole Parent Haughey	Mgmt	For	For	For	For	No	No
1e	Elect Director Lauren B. Peters	Mgmt	For	For	For	For	No	No
1f	Elect Director Ellen Rubin	Mgmt	For	For	For	For	No	No
1g	Elect Director John H. Stone	Mgmt	For	For	For	For	No	No

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1h	Elect Director Dev Vardhan	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	For	No	No
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	For	No	No
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For	For	No	No

Chipotle Mexican Grill, Inc.

Meeting Date: 06/06/2024Country: USATicker: CMG

Record Date: 04/09/2024Meeting Type: Annual

Primary Security ID: 169656105

Shares Voted: 620								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For	For	No	No
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For	For	No	No
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For	For	No	No
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For	For	No	No
1.5	Elect Director Laura Fuentes	Mgmt	For	For	For	For	No	No
1.6	Elect Director Mauricio Gutierrez	Mgmt	For	For	For	For	No	No
1.7	Elect Director Robin Hickenlooper	Mgmt	For	For	For	For	No	No
1.8	Elect Director Scott Maw	Mgmt	For	For	For	For	No	No
1.9	Elect Director Brian Niccol	Mgmt	For	For	For	For	No	No
1.10	Elect Director Mary Winston	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Approve 50:1 Stock Split	Mgmt	For	For	For	For	No	No
5	Amend Certificate of Incorporation	Mgmt	For	For	For	For	No	No

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6	Commission a Third Party Audit on Working Conditions	SH	Against	For	For	For	Yes	No
7	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	Against	Against	Against	No	No
8	Report on Adoption of Automation	SH	Against	For	For	For	Yes	No
9	Report on Harassment and Discrimination Statistics	SH	Against	Against	Against	Against	No	No

EMCOR Group, Inc.

Meeting Date: 06/06/2024

Record Date: 04/09/2024

Primary Security ID: 29084Q100

Country: USA

Meeting Type: Annual

Ticker: EME

Shares Voted: 2,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director John W. Altmeyer	Mgmt	For	For	For	For	No	No
1b	Elect Director Anthony J. Guzzi	Mgmt	For	For	For	For	No	No
1c	Elect Director Ronald L. Johnson	Mgmt	For	For	For	For	No	No
1d	Elect Director Carol P. Lowe	Mgmt	For	For	For	For	No	No
1e	Elect Director M. Kevin McEvoy	Mgmt	For	For	For	For	No	No
1f	Elect Director William P. Reid	Mgmt	For	For	For	For	No	No
1g	Elect Director Steven B. Schwarzwaelder	Mgmt	For	For	For	For	No	No
1h	Elect Director Robin Walker-Lee	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

Evolus, Inc.

Meeting Date: 06/06/2024

Record Date: 04/11/2024

Primary Security ID: 30052C107

Country: USA

Meeting Type: Annual

Ticker: EOLS

Evolus, Inc.

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director David Moatazedi	Mgmt	For	For	For	For	No	No
1.2	Elect Director Vikram Malik	Mgmt	For	Withhold	Withhold	For	No	Yes
1.3	Elect Director Karah Parschauer	Mgmt	For	Withhold	Withhold	For	No	Yes
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Against	Against	For	No	Yes
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No

Netflix, Inc.

Meeting Date: 06/06/2024Country: USATicker: NFLX

Record Date: 04/08/2024Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 7,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Richard N. Barton	Mgmt	For	For	For	For	No	No
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For	For	No	No
1c	Elect Director Reed Hastings	Mgmt	For	For	For	For	No	No
1d	Elect Director Jay C. Hoag	Mgmt	For	For	For	For	No	No
1e	Elect Director Greg Peters	Mgmt	For	For	For	For	No	No
1f	Elect Director Susan E. Rice	Mgmt	For	For	For	For	No	No
1g	Elect Director Ted Sarandos	Mgmt	For	For	For	For	No	No
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For	For	No	No
1i	Elect Director Anne M. Sweeney	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Report on Use of Artificial Intelligence	SH	Against	For	For	For	Yes	No

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against	Against	No	No
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against	Against	No	No
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against	Against	No	No
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	Against	No	Yes

Procore Technologies, Inc.

Meeting Date: 06/06/2024Country: USATicker: PCOR

Record Date: 04/12/2024Meeting Type: Annual

Primary Security ID: 74275K108

Shares Voted: 22,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director William J.G. Griffith, IV	Mgmt	For	For	For	For	No	No
1.2	Elect Director Graham V. Smith	Mgmt	For	For	For	For	No	No
1.3	Elect Director Elisa A. Steele	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

RxSight, Inc.

Meeting Date: 06/06/2024Country: USATicker: RXST

Record Date: 04/08/2024Meeting Type: Annual

Primary Security ID: 78349D107

Shares Voted: 729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Julie B. Andrews	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Robert J. Palmisano	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Tamara R. Fountain	Mgmt	For	Withhold	Withhold	Withhold	Yes	No

RxSight, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

Trane Technologies Plc

Meeting Date: 06/06/2024Country: IrelandTicker: TT

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: G8994E103

Shares Voted: 3,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For	For	No	No
1b	Elect Director Ana P. Assis	Mgmt	For	For	For	For	No	No
1c	Elect Director Ann C. Berzin	Mgmt	For	For	For	For	No	No
1d	Elect Director April Miller Boise	Mgmt	For	For	For	For	No	No
1e	Elect Director Gary D. Forsee	Mgmt	For	For	For	For	No	No
1f	Elect Director Mark R. George	Mgmt	For	For	For	For	No	No
1g	Elect Director John A. Hayes	Mgmt	For	For	For	For	No	No
1h	Elect Director Linda P. Hudson	Mgmt	For	For	For	For	No	No
1i	Elect Director Myles P. Lee	Mgmt	For	For	For	For	No	No
1j	Elect Director David S. Regnery	Mgmt	For	For	For	For	No	No
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For	For	No	No
1l	Elect Director John P. Surma	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	For	No	No
4	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	For	For	For	No	No

Vaxcyte, Inc.

Meeting Date: 06/06/2024

Record Date: 04/08/2024

Primary Security ID: 92243G108

Country: USA

Meeting Type: Annual

Ticker: PCVX

Shares Voted: 221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Annie Drapeau	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Teri Loxam	Mgmt	For	For	For	For	No	No
1.3	Elect Director Carlos Paya	Mgmt	For	For	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Alphabet Inc.

Meeting Date: 06/07/2024

Record Date: 04/09/2024

Primary Security ID: 02079K305

Country: USA

Meeting Type: Annual

Ticker: GOOGL

Shares Voted: 27,742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Larry Page	Mgmt	For	For	For	For	No	No
1b	Elect Director Sergey Brin	Mgmt	For	For	For	For	No	No
1c	Elect Director Sundar Pichai	Mgmt	For	For	For	For	No	No
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against	Against	Yes	No
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against	Against	Yes	No
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For	For	No	No
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against	Against	Yes	No
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For	For	No	No
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against	Against	Yes	No
1j	Elect Director Robin L. Washington	Mgmt	For	Against	Against	Against	Yes	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against	Against	No	No

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against	Against	No	No
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against	Against	No	No
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against	Against	No	No
7	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against	Against	No	No
8	Report on Lobbying Payments and Policy	SH	Against	For	For	For	Yes	No
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	For	Yes	No
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	Against	Against	Against	No	No
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	Against	Against	Against	No	No
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For	For	Yes	No
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For	For	For	Yes	No
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For	For	For	Yes	No

Arista Networks, Inc.

Meeting Date: 06/07/2024Country: USATicker: ANET

Record Date: 04/09/2024Meeting Type: Annual

Primary Security ID: 040413106

Shares Voted: 19,652								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Kelly Battles	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Kenneth Duda	Mgmt	For	For	For	For	No	No
1.3	Elect Director Jayshree Ullal	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

## Arista Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No

## Crinetics Pharmaceuticals, Inc.

Meeting Date: 06/07/2024	Country: USA	Ticker: CRNX
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 22663K107		

Shares Voted: 577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Camille L. Bedrosian	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Wendell Wierenga	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

## 10X Genomics, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: TXG
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 88025U109		

Shares Voted: 234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Elect Director Kimberly J. Popovits	Mgmt	For	Against	Against	Against	Yes	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	For	Against	Against	Against	Yes	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against	Yes	No

## HubSpot, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: HUBS
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 443573100		

HubSpot, Inc.

Shares Voted: 5,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Brian Halligan	Mgmt	For	For	For	For	No	No
1b	Elect Director Ron Gill	Mgmt	For	For	For	For	No	No
1c	Elect Director Jill Ward	Mgmt	For	Against	Against	Against	Yes	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For	For	No	No

Blueprint Medicines Corporation

Meeting Date: 06/12/2024Country: USATicker: BPMC

Record Date: 04/12/2024Meeting Type: Annual

Primary Security ID: 09627Y109

Shares Voted: 16,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Daniella Beckman	Mgmt	For	For	For	For	No	No
1.2	Elect Director Habib Dable	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Lynn Seely	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against	Yes	No
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

Duolingo, Inc.

Meeting Date: 06/12/2024Country: USATicker: DUOL

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 26603R106

Shares Voted: 7,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Luis von Ahn	Mgmt	For	For	For	For	No	No
1.2	Elect Director Sara Clemens	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Severin Hacker	Mgmt	For	For	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Gaztransport & Technigaz SA

Meeting Date: 06/12/2024Country: FranceTicker: GTT

Record Date: 06/10/2024Meeting Type: Annual/Special

Primary Security ID: F42674113

Shares Voted: 407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt						
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 4.36 per Share	Mgmt	For	For	For	For	No	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	For	No	No
5	Reelect Carolle Foissaud as Director	Mgmt	For	For	For	For	No	No
6	Ratify Appointment of Domitille Doat Le Bigot as Director Following Resignation of Sandra Roche-Vu Quang	Mgmt	For	For	For	For	No	No
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For	For	No	No
8	Approve Compensation Report	Mgmt	For	For	For	For	No	No
9	Approve Compensation of Philippe Berterottiere, Chairman and CEO	Mgmt	For	For	For	For	No	No

## Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10	Approve Remuneration Policy of Chairman and CEO from January 1, 2024 to June 12, 2024	Mgmt	For	For	For	For	No	No
11	Approve Remuneration Policy of CEO since June 12, 2024	Mgmt	For	For	For	For	No	No
12	Approve Remuneration Policy of Chairman of the Board since June 12, 2024	Mgmt	For	For	For	For	No	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	For	No	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No
15	Extraordinary Business	Mgmt						
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No
	Ordinary Business	Mgmt						
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	For	No	No

## Immunome, Inc.

Meeting Date: 06/12/2024	Country: USA	Ticker: IMNM
Record Date: 04/25/2024	Meeting Type: Annual	
Primary Security ID: 45257U108		

Shares Voted: 490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Clay B. Siegall	Mgmt	For	For	For	For	No	No
1b	Elect Director Carol A. Schafer	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

## Natera, Inc.

Meeting Date: 06/12/2024	Country: USA	Ticker: NTRA
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 632307104		

Natera, Inc.

Shares Voted: 21,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Roelof F. Botha	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Steven L. Chapman	Mgmt	For	For	For	For	No	No
1.3	Elect Director Matthew Rabinowitz	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	For	No	Yes

Nuvalent, Inc.

Meeting Date: 06/12/2024Country: USATicker: NUVL

Record Date: 04/16/2024Meeting Type: Annual

Primary Security ID: 670703107

Shares Voted: 228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Emily Drabant Conley	Mgmt	For	For	For	For	No	No
1b	Elect Director Sapna Srivastava	Mgmt	For	For	For	For	No	No
1c	Elect Director Cameron A. Wheeler	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year	No	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No

Monolithic Power Systems, Inc.

Meeting Date: 06/13/2024Country: USATicker: MPWR

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: 609839105

Monolithic Power Systems, Inc.

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Eugen Elmiger	Mgmt	For	For	For	For	No	No
1.2	Elect Director Eileen Wynne	Mgmt	For	For	For	For	No	No
1.3	Elect Director Jeff Zhou	Mgmt	For	For	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Declassify the Board of Directors	SH	Against	For	For	For	Yes	No

Coinbase Global, Inc.

Meeting Date: 06/14/2024Country: USATicker: COIN

Record Date: 04/19/2024Meeting Type: Annual

Primary Security ID: 19260Q107

Shares Voted: 6,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Brian Armstrong	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Frederick Ernest Ehrsam, III	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.4	Elect Director Kelly A. Kramer	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.5	Elect Director Tobias Lutke	Mgmt	For	For	For	For	No	No
1.6	Elect Director Gokul Rajaram	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.7	Elect Director Fred Wilson	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

Eisai Co., Ltd.

Meeting Date: 06/14/2024Country: JapanTicker: 4523

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J12852117

Eisai Co., Ltd.

Shares Voted: 523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Naito, Haruo	Mgmt	For	For	For	For	No	No
1.2	Elect Director Miwa, Yumiko	Mgmt	For	For	For	For	No	No
1.3	Elect Director Ike, Fumihiko	Mgmt	For	For	For	For	No	No
1.4	Elect Director Kato, Yoshiteru	Mgmt	For	For	For	For	No	No
1.5	Elect Director Miura, Ryota	Mgmt	For	For	For	For	No	No
1.6	Elect Director Kato, Hiroyuki	Mgmt	For	For	For	For	No	No
1.7	Elect Director Richard Thornley	Mgmt	For	For	For	For	No	No
1.8	Elect Director Moriyama, Toru	Mgmt	For	For	For	For	No	No
1.9	Elect Director Yasuda, Yuko	Mgmt	For	For	For	For	No	No
1.10	Elect Director Kanai, Takuji	Mgmt	For	For	For	For	No	No
1.11	Elect Director Takahashi, Kenta	Mgmt	For	For	For	For	No	No

Intra-Cellular Therapies, Inc.

Meeting Date: 06/14/2024Country: USATicker: ITCI

Record Date: 04/25/2024Meeting Type: Annual

Primary Security ID: 46116X101

Shares Voted: 214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Elect Director Joel S. Marcus	Mgmt	For	For	For	For	No	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/14/2024Country: USATicker: REGN

Record Date: 04/16/2024Meeting Type: Annual

Primary Security ID: 75886F107

Regeneron Pharmaceuticals, Inc.

Shares Voted: 1,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director N. Anthony Coles	Mgmt	For	For	For	For	No	No
1b	Elect Director Kathryn Guarini	Mgmt	For	For	For	For	No	No
1c	Elect Director Arthur F. Ryan	Mgmt	For	Against	Against	Against	Yes	No
1d	Elect Director David P. Schenkein	Mgmt	For	For	For	For	No	No
1e	Elect Director George L. Sing	Mgmt	For	For	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Adopt Simple Majority Vote	SH	Against	For	For	For	Yes	No

Daiichi Sankyo Co., Ltd.

Meeting Date: 06/17/2024Country: JapanTicker: 4568

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J11257102

Shares Voted: 860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	For	No	No
2.1	Elect Director Manabe, Sunao	Mgmt	For	For	For	For	No	No
2.2	Elect Director Okuzawa, Hiroyuki	Mgmt	For	For	For	For	No	No
2.3	Elect Director Hirashima, Shoji	Mgmt	For	For	For	For	No	No
2.4	Elect Director Fukuoka, Takashi	Mgmt	For	For	For	For	No	No
2.5	Elect Director Kama, Kazuaki	Mgmt	For	For	For	For	No	No
2.6	Elect Director Nohara, Sawako	Mgmt	For	For	For	For	No	No
2.7	Elect Director Komatsu, Yasuhiro	Mgmt	For	For	For	For	No	No
2.8	Elect Director Nishii, Takaaki	Mgmt	For	For	For	For	No	No
2.9	Elect Director Matsumoto, Takashi	Mgmt	For	For	For	For	No	No
2.10	Elect Director Homma, Yo	Mgmt	For	For	For	For	No	No

CrowdStrike Holdings, Inc.

Meeting Date: 06/18/2024

Record Date: 04/22/2024

Primary Security ID: 22788C105

Country: USA

Meeting Type: Annual

Ticker: CRWD

Shares Voted: 9,576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Roxanne S. Austin	Mgmt	For	For	For	For	No	No
1.2	Elect Director Sameer K. Gandhi	Mgmt	For	For	For	For	No	No
1.3	Elect Director Gerhard Watzinger	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Evercore Inc.

Meeting Date: 06/18/2024

Record Date: 04/19/2024

Primary Security ID: 29977A105

Country: USA

Meeting Type: Annual

Ticker: EVR

Shares Voted: 315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Roger C. Altman	Mgmt	For	For	For	For	No	No
1b	Elect Director Pamela G. Carlton	Mgmt	For	For	For	For	No	No
1c	Elect Director Ellen V. Futter	Mgmt	For	For	For	For	No	No
1d	Elect Director Gail B. Harris	Mgmt	For	For	For	For	No	No
1e	Elect Director Robert B. Millard	Mgmt	For	For	For	For	No	No
1f	Elect Director Willard J. Overlock, Jr.	Mgmt	For	For	For	For	No	No
1g	Elect Director Simon M. Robertson	Mgmt	For	For	For	For	No	No
1h	Elect Director John S. Weinberg	Mgmt	For	For	For	For	No	No
1i	Elect Director William J. Wheeler	Mgmt	For	For	For	For	No	No
1j	Elect Director Sarah K. Williamson	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Evercore Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	For	No	Yes

Mastercard Incorporated

Meeting Date: 06/18/2024

Record Date: 04/19/2024

Primary Security ID: 57636Q104

Country: USA

Meeting Type: Annual

Ticker: MA

Shares Voted: 3,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Merit E. Janow	Mgmt	For	For	For	For	No	No
1b	Elect Director Candido Bracher	Mgmt	For	For	For	For	No	No
1c	Elect Director Richard K. Davis	Mgmt	For	For	For	For	No	No
1d	Elect Director Julius Genachowski	Mgmt	For	For	For	For	No	No
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For	For	No	No
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For	For	No	No
1g	Elect Director Michael Miebach	Mgmt	For	For	For	For	No	No
1h	Elect Director Youngme Moon	Mgmt	For	For	For	For	No	No
1i	Elect Director Rima Qureshi	Mgmt	For	For	For	For	No	No
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For	For	No	No
1k	Elect Director Harit Talwar	Mgmt	For	For	For	For	No	No
1l	Elect Director Lance Uggla	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	Against	No	Yes
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against	Against	No	No
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against	Against	No	No

## Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against	Against	No	No
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against	Against	No	No

## BJ's Wholesale Club Holdings, Inc.

Meeting Date: 06/20/2024	Country: USA	Ticker: BJ
Record Date: 04/29/2024	Meeting Type: Annual	
Primary Security ID: 05550J101		

Shares Voted: 83								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Darryl Brown	Mgmt	For	For	For	For	No	No
1.2	Elect Director Bob Eddy	Mgmt	For	For	For	For	No	No
1.3	Elect Director Michelle Gloeckler	Mgmt	For	For	For	For	No	No
1.4	Elect Director Maile Naylor	Mgmt	For	For	For	For	No	No
1.5	Elect Director Steve Ortega	Mgmt	For	For	For	For	No	No
1.6	Elect Director Ken Parent	Mgmt	For	For	For	For	No	No
1.7	Elect Director Chris Peterson	Mgmt	For	For	For	For	No	No
1.8	Elect Director Marie Robinson	Mgmt	For	For	For	For	No	No
1.9	Elect Director Rob Steele	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

## DoorDash, Inc.

Meeting Date: 06/20/2024	Country: USA	Ticker: DASH
Record Date: 04/24/2024	Meeting Type: Annual	
Primary Security ID: 25809K105		

DoorDash, Inc.

Shares Voted: 25,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Elinor Mertz	Mgmt	For	Against	Against	For	No	Yes
1b	Elect Director Ashley Still	Mgmt	For	For	For	For	No	No
1c	Elect Director Tony Xu	Mgmt	For	Against	Against	For	No	Yes
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

SCSK Corp.

Meeting Date: 06/20/2024Country: JapanTicker: 9719  
Record Date: 03/31/2024Meeting Type: Annual  
Primary Security ID: J70081104

Shares Voted: 1,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Amend Articles to Amend Provisions on Director Titles	Mgmt	For	For	For	For	No	No
2.1	Elect Director Yamano, Hideki	Mgmt	For	For	For	For	No	No
2.2	Elect Director Toma, Takaaki	Mgmt	For	For	For	For	No	No
2.3	Elect Director Ozaki, Tsutomu	Mgmt	For	For	For	For	No	No
2.4	Elect Director Kato, Shinichi	Mgmt	For	For	For	For	No	No
2.5	Elect Director Kubo, Tetsuya	Mgmt	For	For	For	For	No	No
2.6	Elect Director Hirata, Sadayo	Mgmt	For	For	For	For	No	No
2.7	Elect Director Yamana, Shoei	Mgmt	For	For	For	For	No	No
3	Elect Director and Audit Committee Member Miki, Yasuo	Mgmt	For	Against	Against	Against	Yes	No

BridgeBio Pharma, Inc.

Meeting Date: 06/21/2024Country: USATicker: BBIO  
Record Date: 04/22/2024Meeting Type: Annual  
Primary Security ID: 10806X102

BridgeBio Pharma, Inc.

Shares Voted: 874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Eric Aguiar	Mgmt	For	For	For	For	No	No
1.2	Elect Director Jennifer E. Cook	Mgmt	For	For	For	For	No	No
1.3	Elect Director Andrea J. Ellis	Mgmt	For	For	For	For	No	No
1.4	Elect Director Fred Hassan	Mgmt	For	For	For	For	No	No
1.5	Elect Director Ali J. Satvat	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against	Yes	No

Apollo Global Management, Inc.

Meeting Date: 06/24/2024Country: USATicker: APO

Record Date: 04/25/2024Meeting Type: Annual

Primary Security ID: 03769M106

Shares Voted: 20,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Marc Beilinson	Mgmt	For	Against	Against	For	No	Yes
1.2	Elect Director James Belardi	Mgmt	For	For	For	For	No	No
1.3	Elect Director Jessica Bibliowicz	Mgmt	For	For	For	For	No	No
1.4	Elect Director Jay Clayton (Walter J. Clayton, III)	Mgmt	For	For	For	For	No	No
1.5	Elect Director Michael Ducey	Mgmt	For	For	For	For	No	No
1.6	Elect Director Kerry Murphy Healey	Mgmt	For	For	For	For	No	No
1.7	Elect Director Mitra Hormozi	Mgmt	For	Against	Against	For	No	Yes
1.8	Elect Director Pamela Joyner	Mgmt	For	For	For	For	No	No
1.9	Elect Director Scott Kleinman	Mgmt	For	For	For	For	No	No
1.10	Elect Director A.B. Krongard	Mgmt	For	For	For	For	No	No
1.11	Elect Director Pauline Richards	Mgmt	For	For	For	For	No	No
1.12	Elect Director Marc Rowan	Mgmt	For	For	For	For	No	No
1.13	Elect Director David Simon	Mgmt	For	For	For	For	No	No
1.14	Elect Director Lynn Swann	Mgmt	For	Against	Against	For	No	Yes

Apollo Global Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.15	Elect Director Patrick Toomey	Mgmt	For	For	For	For	No	No
1.16	Elect Director James Zelter	Mgmt	For	For	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

Sompo Holdings, Inc.

Meeting Date: 06/24/2024	Country: Japan	Ticker: 8630
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J7621A101		

Shares Voted: 1,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For	For	No	No
2.1	Elect Director Okumura, Mikio	Mgmt	For	Against	Against	For	No	Yes
2.2	Elect Director Hamada, Masahiro	Mgmt	For	For	For	For	No	No
2.3	Elect Director Hara, Shinichi	Mgmt	For	For	For	For	No	No
2.4	Elect Director Scott Trevor Davis	Mgmt	For	For	For	For	No	No
2.5	Elect Director Endo, Isao	Mgmt	For	Against	Against	Against	Yes	No
2.6	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For	For	No	No
2.7	Elect Director Shibata, Misuzu	Mgmt	For	For	For	For	No	No
2.8	Elect Director Nawa, Takashi	Mgmt	For	For	For	For	No	No
2.9	Elect Director Yamada, Meyumi	Mgmt	For	For	For	For	No	No
2.10	Elect Director Ito, Kumi	Mgmt	For	For	For	For	No	No
2.11	Elect Director Waga, Masayuki	Mgmt	For	For	For	For	No	No
2.12	Elect Director Kajikawa, Toru	Mgmt	For	For	For	For	No	No
2.13	Elect Director Kasai, Satoshi	Mgmt	For	For	For	For	No	No

Fuji Electric Co., Ltd.

Meeting Date: 06/25/2024	Country: Japan	Ticker: 6504
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J14112106		

Shares Voted: 699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Kitazawa, Michihiro	Mgmt	For	For	For	For	No	No
1.2	Elect Director Kondo, Shiro	Mgmt	For	For	For	For	No	No
1.3	Elect Director Arai, Junichi	Mgmt	For	For	For	For	No	No
1.4	Elect Director Hosen, Toru	Mgmt	For	For	For	For	No	No
1.5	Elect Director Tetsutani, Hiroshi	Mgmt	For	For	For	For	No	No
1.6	Elect Director Kawano, Masashi	Mgmt	For	For	For	For	No	No
1.7	Elect Director Tamba, Toshihito	Mgmt	For	For	For	For	No	No
1.8	Elect Director Tominaga, Yukari	Mgmt	For	For	For	For	No	No
1.9	Elect Director Tachifuji, Yukihiro	Mgmt	For	For	For	For	No	No
1.10	Elect Director Yashiro, Tomonari	Mgmt	For	For	For	For	No	No
2.1	Appoint Statutory Auditor Matsumoto, Junichi	Mgmt	For	For	For	For	No	No
2.2	Appoint Statutory Auditor Ohashi, Jun	Mgmt	For	For	For	For	No	No
2.3	Appoint Statutory Auditor Takaoka, Hirohiko	Mgmt	For	For	For	For	No	No
2.4	Appoint Statutory Auditor Katsuta, Yuko	Mgmt	For	For	For	For	No	No
2.5	Appoint Statutory Auditor Uematsu, Noriyuki	Mgmt	For	For	For	For	No	No
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	For	No	No

Madrigal Pharmaceuticals, Inc.

Meeting Date: 06/25/2024Country: USATicker: MDGL

Record Date: 04/26/2024Meeting Type: Annual

Primary Security ID: 558868105

Shares Voted: 43

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Bill Sibold	Mgmt	For	For	For	For	No	No
1.2	Elect Director Rebecca Taub	Mgmt	For	For	For	For	No	No
1.3	Elect Director Fred B. Craves	Mgmt	For	For	For	For	No	No

Madrigal Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No

MongoDB, Inc.

Meeting Date: 06/25/2024Country: USATicker: MDB

Record Date: 04/26/2024Meeting Type: Annual

Primary Security ID: 60937P106

Shares Voted: 2,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Roelof Botha	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director Dev Ittycheria	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.3	Elect Director Ann Lewnes	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No

Core & Main, Inc.

Meeting Date: 06/26/2024Country: USATicker: CNM

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: 21874C102

Shares Voted: 1,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Robert M. Buck	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
1.2	Elect Director James G. Castellano	Mgmt	For	For	For	For	No	No
1.3	Elect Director Kathleen M. Mazzarella	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

CyberArk Software Ltd.

Meeting Date: 06/26/2024

Record Date: 05/17/2024

Primary Security ID: M2682V108

Country: Israel

Meeting Type: Annual

Ticker: CYBR

Shares Voted: 12,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1.a	Reelect Matthew Cohen as Director	Mgmt	For	For	For	For	No	No
1.1.b	Reelect Francois Auque as Director	Mgmt	For	For	For	For	No	No
1.2	Elect Mary Yang as Director	Mgmt	For	For	For	For	No	No
2	Approve Grant of Equity Based Compensation to Ehud (Udi) Mokady, Chairman	Mgmt	For	For	For	For	No	No
3	Approve Amendments to Indemnification Agreement for Certain Office Holders of the Company	Mgmt	For	For	For	For	No	No
4	Amend Articles	Mgmt	For	For	For	For	No	No
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No

Janux Therapeutics, Inc.

Meeting Date: 06/26/2024

Record Date: 04/29/2024

Primary Security ID: 47103J105

Country: USA

Meeting Type: Annual

Ticker: JANX

Shares Voted: 227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Vickie Capps	Mgmt	For	For	For	For	No	No
1.2	Elect Director Jay Lichter	Mgmt	For	For	For	For	No	No
1.3	Elect Director Jake Simson	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No

NVIDIA Corporation

Meeting Date: 06/26/2024

Record Date: 04/29/2024

Primary Security ID: 67066G104

Country: USA

Meeting Type: Annual

Ticker: NVDA

Shares Voted: 18,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For	For	No	No
1b	Elect Director Tench Coxo	Mgmt	For	For	For	For	No	No
1c	Elect Director John O. Dabiri	Mgmt	For	For	For	For	No	No
1d	Elect Director Persis S. Drell	Mgmt	For	For	For	For	No	No
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For	For	No	No
1f	Elect Director Dawn Hudson	Mgmt	For	For	For	For	No	No
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For	For	No	No
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For	For	No	No
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For	For	No	No
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For	For	No	No
1k	Elect Director Aarti Shah	Mgmt	For	For	For	For	No	No
1l	Elect Director Mark A. Stevens	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Adopt Simple Majority Vote	SH	None	For	For	For	No	No

Terumo Corp.

Meeting Date: 06/26/2024Country: JapanTicker: 4543

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J83173104

Shares Voted: 413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For	For	No	No
2.1	Elect Director Takagi, Toshiaki	Mgmt	For	For	For	For	No	No
2.2	Elect Director Samejima, Hikaru	Mgmt	For	For	For	For	No	No
2.3	Elect Director Osada, Toshihiko	Mgmt	For	For	For	For	No	No
2.4	Elect Director Hirose, Kazunori	Mgmt	For	For	For	For	No	No
2.5	Elect Director Kunimoto, Norimasa	Mgmt	For	For	For	For	No	No

Terumo Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2.6	Elect Director Nishi, Hidenori	Mgmt	For	For	For	For	No	No
2.7	Elect Director Ozawa, Keiya	Mgmt	For	For	For	For	No	No
2.8	Elect Director Kogiso, Mari	Mgmt	For	For	For	For	No	No
3.1	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	Mgmt	For	For	For	For	No	No
3.2	Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki	Mgmt	For	For	For	For	No	No

Nintendo Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 7974

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J51699106

Shares Voted: 678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 131	Mgmt	For	For	For	For	No	No
2.1	Elect Director Furukawa, Shuntaro	Mgmt	For	For	For	For	No	No
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For	For	No	No
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For	For	No	No
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For	For	No	No
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For	For	No	No
2.6	Elect Director Beppu, Yusuke	Mgmt	For	For	For	For	No	No
2.7	Elect Director Chris Meledandri	Mgmt	For	For	For	For	No	No
2.8	Elect Director Miyoko Demay	Mgmt	For	For	For	For	No	No
3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	Mgmt	For	For	For	For	No	No
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	Mgmt	For	For	For	For	No	No
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	Mgmt	For	For	For	For	No	No
3.4	Elect Director and Audit Committee Member Osawa, Eiko	Mgmt	For	For	For	For	No	No

Nintendo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.5	Elect Director and Audit Committee Member Akashi, Keiko	Mgmt	For	For	For	For	No	No
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	For	No	No

Salesforce, Inc.

Meeting Date: 06/27/2024	Country: USA	Ticker: CRM
Record Date: 05/01/2024	Meeting Type: Annual	
Primary Security ID: 79466L302		

Shares Voted: 7,667								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Marc Benioff	Mgmt	For	For	For	For	No	No
1b	Elect Director Laura Alber	Mgmt	For	For	For	For	No	No
1c	Elect Director Craig Conway	Mgmt	For	For	For	For	No	No
1d	Elect Director Arnold Donald	Mgmt	For	For	For	For	No	No
1e	Elect Director Parker Harris	Mgmt	For	For	For	For	No	No
1f	Elect Director Neelie Kroes	Mgmt	For	For	For	For	No	No
1g	Elect Director Sachin Mehra	Mgmt	For	For	For	For	No	No
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For	For	No	No
1i	Elect Director Oscar Munoz	Mgmt	For	For	For	For	No	No
1j	Elect Director John V. Roos	Mgmt	For	For	For	For	No	No
1k	Elect Director Robin Washington	Mgmt	For	For	For	For	No	No
1l	Elect Director Maynard Webb	Mgmt	For	For	For	For	No	No
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For	For	No	No
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For	No	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against	Yes	No
6	Require Independent Board Chair	SH	Against	Against	Against	Against	No	No

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against	Against	No	No
8	Report on Viewpoint Discrimination	SH	Against	Against	Against	Against	No	No

SVB Financial Group

Meeting Date: 07/03/2024Country: USATicker: SIVBQ

Record Date: 05/14/2024Meeting Type: Written Consent

Primary Security ID: 78486Q101

Shares Voted: 3,992,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Vote On The Plan (For = Accept, Against = Reject; Abstain Votes Do Not Count)	Mgmt	For	Refer	Refer	For	No	No
2	Opt In To The Third-party Release In Section 12.9 Of The Plan (For = Opt In, Against = Do Not Opt In)	Mgmt	None	Refer	Refer	Abstain	No	No

B&M European Value Retail SA

Meeting Date: 07/23/2024Country: LuxembourgTicker: BME

Record Date: 07/09/2024Meeting Type: Annual

Primary Security ID: L1175H106

Shares Voted: 9,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Board Reports	Mgmt	For	For	For	For	No	No
2	Receive Standalone and Consolidated Annual Accounts and Financial Statements and the Auditors' Reports Thereon	Mgmt	For	For	For	For	No	No
3	Approve Annual Accounts and Financial Statements	Mgmt	For	For	For	For	No	No
4	Approve Consolidated Annual Accounts and Financial Statements	Mgmt	For	For	For	For	No	No
5	Approve Allocation of Income	Mgmt	For	For	For	For	No	No
6	Approve Dividends	Mgmt	For	For	For	For	No	No
7	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
8	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No

B&M European Value Retail SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9	Approve Long Term Incentive Plan	Mgmt	For	For	For	For	No	No
10	Approve Discharge of Directors	Mgmt	For	For	For	For	No	No
11	Reelect Alejandro Russo as Director	Mgmt	For	For	For	For	No	No
12	Reelect Michael Schmidt as Director	Mgmt	For	For	For	For	No	No
13	Reelect Tiffany Hall as Director	Mgmt	For	For	For	For	No	No
14	Reelect Paula MacKenzie as Director	Mgmt	For	For	For	For	No	No
15	Reelect Oliver Tant as Director	Mgmt	For	For	For	For	No	No
16	Reelect Hounaida Lasry as Director	Mgmt	For	For	For	For	No	No
17	Reelect Nadia Shouraboura as Director	Mgmt	For	For	For	For	No	No
18	Approve Discharge of Auditors	Mgmt	For	For	For	For	No	No
19	Reappoint KPMG Audit Sarl as Auditors	Mgmt	For	For	For	For	No	No
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No

B&M European Value Retail SA

Meeting Date: 07/23/2024

Record Date: 07/09/2024

Primary Security ID: L1175H106

Country: Luxembourg

Meeting Type: Extraordinary Shareholders

Ticker: BME

Shares Voted: 9,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Extraordinary Meeting Agenda	Mgmt						
1	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No
2	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
3	Amend Articles Re: Replace Article 6.1.1 and 6.1.2 by a Single Article 6.1.1	Mgmt	For	For	For	For	No	No

B&M European Value Retail SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Amend Articles Re: Remove References to Voluntary Dematerialisation, Registered Shares and Share Register from the Articles	Mgmt	For	For	For	For	No	No
5	Amend Articles Re: Move the Provisions of Article 9.2 under Article 5.1	Mgmt	For	For	For	For	No	No
6	Amend Articles 10.1 and 10.4 Re: Removing Arora Family's Rights to Propose Candidates to the Board	Mgmt	For	For	For	For	No	No
7	Amend Articles Re: Increase the Cap of Director Fees Payable to Non Executive Directors	Mgmt	For	For	For	For	No	No
8	Amend Articles Re: Remove All References to the Statutory Auditor	Mgmt	For	For	For	For	No	No
9	Amend Articles Re: Remove Article 24.3.3 from the Articles and the Need to Convene Shareholders' Meetings by Letter	Mgmt	For	For	For	For	No	No
10	Amend Articles Re: Renumber the Articles and Update Cross-References in the Articles further to the Approved Changes	Mgmt	For	For	For	For	No	No

McKesson Corporation

Meeting Date: 07/31/2024

Record Date: 06/05/2024

Primary Security ID: 58155Q103

Country: USA

Meeting Type: Annual

Ticker: MCK

Shares Voted: 58

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For	For	No	No
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For	For	No	No
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For	For	No	No
1d	Elect Director Deborah Dunsire	Mgmt	For	For	For	For	No	No
1e	Elect Director James H. Hinton	Mgmt	For	For	For	For	No	No
1f	Elect Director Donald R. Knauss	Mgmt	For	For	For	For	No	No
1g	Elect Director Bradley E. Lerman	Mgmt	For	For	For	For	No	No

McKesson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1h	Elect Director Maria N. Martinez	Mgmt	For	For	For	For	No	No
1i	Elect Director Kevin M. Ozan	Mgmt	For	For	For	For	No	No
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For	For	No	No
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For	No	No
5	Require Independent Board Chair	SH	Against	Against	Against	Against	No	No
6	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against	Against	No	No

CMS Info Systems Ltd.

Meeting Date: 08/06/2024	Country: India	Ticker: 543441
Record Date: 07/30/2024	Meeting Type: Annual	
Primary Security ID: Y1R6G9102		

Shares Voted: 11,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Confirm Interim Dividend and Approve Final Dividend	Mgmt	For	For	For	For	No	No
3	Reelect Krzysztof Wieslaw Jamroz as Director	Mgmt	For	For	For	For	No	No
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	For	No	No
5	Approve Reclassification of Authorized Share Capital and Amend Memorandum of Association	Mgmt	For	For	For	For	No	No
6	Amend Articles of Association	Mgmt	For	For	For	For	No	No

Meeting Date: 09/04/2024	Country: United Kingdom	Ticker: AHT
Record Date: 09/02/2024	Meeting Type: Annual	
Primary Security ID: G05320109		

Shares Voted: 568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	Against	Against	For	No	Yes
4	Approve Final Dividend	Mgmt	For	For	For	For	No	No
5	Re-elect Paul Walker as Director	Mgmt	For	For	For	For	No	No
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	For	For	No	No
7	Re-elect Michael Pratt as Director	Mgmt	For	For	For	For	No	No
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For	For	No	No
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	For	For	No	No
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	For	For	No	No
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For	For	No	No
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For	For	No	No
13	Elect Roy Twite as Director	Mgmt	For	For	For	For	No	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No
16	Amend Long-Term Incentive Plan	Mgmt	For	Against	Against	For	No	Yes
17	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No

Alimentation Couche-Tard Inc.

Meeting Date: 09/05/2024Country: CanadaTicker: ATD

Record Date: 07/10/2024Meeting Type: Annual

Primary Security ID: 01626P148

Shares Voted: 720								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No
2.1	Elect Director Alain Bouchard	Mgmt	For	For	For	For	No	No
2.2	Elect Director Louis Vachon	Mgmt	For	For	For	For	No	No
2.3	Elect Director Jean Bernier	Mgmt	For	For	For	For	No	No
2.4	Elect Director Karinne Bouchard	Mgmt	For	For	For	For	No	No
2.5	Elect Director Eric Boyko	Mgmt	For	For	For	For	No	No
2.6	Elect Director Marie-Eve D'mours	Mgmt	For	For	For	For	No	No
2.7	Elect Director Janice L. Fields	Mgmt	For	For	For	For	No	No
2.8	Elect Director Eric Fortin	Mgmt	For	For	For	For	No	No
2.9	Elect Director Richard Fortin	Mgmt	For	For	For	For	No	No
2.10	Elect Director Stephen J. Harper	Mgmt	For	For	For	For	No	No
2.11	Elect Director Melanie Kau	Mgmt	For	Withhold	Withhold	Withhold	Yes	No
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For	For	For	No	No
2.13	Elect Director Monique F. Leroux	Mgmt	For	For	For	For	No	No
2.14	Elect Director Alex Miller	Mgmt	For	For	For	For	No	No
2.15	Elect Director Real Plourde	Mgmt	For	For	For	For	No	No
2.16	Elect Director Louis Tetu	Mgmt	For	For	For	For	No	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	For	No	No
	Shareholder Proposals	Mgmt						
4	SP 1: Approve Incentive Compensation for All Employees Based on ESG Objectives	SH	Against	Against	Against	Against	No	No
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For	For	Yes	No
6	SP 3: Disclose Language Fluency of Executives	SH	Against	Against	Against	Against	No	No

Alimentation Couche-Tard Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7	SP 4: Advisory Vote on Environmental Policies	SH	Against	Against	Against	Against	No	No
8	SP 5: Disclose Decarbonization Action Plan	SH	Against	Against	Against	Against	No	No

Wix.com Ltd.

Meeting Date: 09/09/2024	Country: Israel	Ticker: WIX
Record Date: 08/12/2024	Meeting Type: Annual	
Primary Security ID: M98068105		

Shares Voted: 8,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a.	Reelect Francesco de Mojana as Director	Mgmt	For	For	For	For	No	No
1b.	Reelect Ron Gutler as Director	Mgmt	For	For	For	For	No	No
1c.	Reelect Gavin Patterson as Director	Mgmt	For	For	For	For	No	No
2	Approve Certain Amendments to the Articles of Association of the Company	Mgmt	For	For	For	For	No	No
3	Ratify Appoint of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No

TechnoPro Holdings, Inc.

Meeting Date: 09/27/2024	Country: Japan	Ticker: 6028
Record Date: 06/30/2024	Meeting Type: Annual	
Primary Security ID: J82251109		

Shares Voted: 2,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	For	No	No
2.1	Elect Director Yagi, Takeshi	Mgmt	For	For	For	For	No	No
2.2	Elect Director Shimaoka, Gaku	Mgmt	For	For	For	For	No	No
2.3	Elect Director Asai, Koichiro	Mgmt	For	For	For	For	No	No
2.4	Elect Director Hagiwara, Toshihiro	Mgmt	For	For	For	For	No	No
2.5	Elect Director Takao, Mitsutoshi	Mgmt	For	For	For	For	No	No

TechnoPro Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2.6	Elect Director Yamada, Kazuhiko	Mgmt	For	For	For	For	No	No
2.7	Elect Director Takase, Shoko	Mgmt	For	For	For	For	No	No
2.8	Elect Director Ito, Masahiko	Mgmt	For	For	For	For	No	No
3.1	Elect Director and Audit Committee Member Madarama, Hitoshi	Mgmt	For	For	For	For	No	No
3.2	Elect Director and Audit Committee Member Tanabe, Rumiko	Mgmt	For	For	For	For	No	No
4	Elect Alternate Director and Audit Committee Member Kitaarai, Yoshio	Mgmt	For	For	For	For	No	No

Parker-Hannifin Corporation

Meeting Date: 10/23/2024

Country: USA

Ticker: PH

Record Date: 09/06/2024

Meeting Type: Annual

Primary Security ID: 701094104

Shares Voted: 79

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Denise Russell Fleming	Mgmt	For	For	For	For	No	No
1b	Elect Director Lance M. Fritz	Mgmt	For	For	For	For	No	No
1c	Elect Director Linda A. Harty	Mgmt	For	For	For	For	No	No
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For	For	No	No
1e	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For	For	No	No
1f	Elect Director E. Jean Savage	Mgmt	For	For	For	For	No	No
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For	For	No	No
1h	Elect Director Laura K. Thompson	Mgmt	For	For	For	For	No	No
1i	Elect Director James R. Verrier	Mgmt	For	For	For	For	No	No
1j	Elect Director James L. Wainscott	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No

Bio-Techne Corporation

Meeting Date: 10/24/2024

Record Date: 08/29/2024

Primary Security ID: 09073M104

Country: USA

Meeting Type: Annual

Ticker: TECH

Shares Voted: 151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Fix Number of Directors at Nine	Mgmt	For	For	For	For	No	No
2a	Elect Director Robert V. Baumgartner	Mgmt	For	For	For	For	No	No
2b	Elect Director Julie L. Bushman	Mgmt	For	For	For	For	No	No
2c	Elect Director Judith Klimovsky	Mgmt	For	For	For	For	No	No
2d	Elect Director John L. Higgins	Mgmt	For	For	For	For	No	No
2e	Elect Director Kim Kelderman	Mgmt	For	For	For	For	No	No
2f	Elect Director Alpna Seth	Mgmt	For	For	For	For	No	No
2g	Elect Director Rupert Vessey	Mgmt	For	For	For	For	No	No
2h	Elect Director Joseph D. Keegan	Mgmt	For	For	For	For	No	No
2i	Elect Director Roeland Nusse	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For	For	No	No

BHP Group Limited

Meeting Date: 10/30/2024

Record Date: 10/28/2024

Primary Security ID: Q1498M100

Country: Australia

Meeting Type: Annual

Ticker: BHP

Shares Voted: 1,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Elect Don Lindsay as Director	Mgmt	For	For	For	For	No	No
3	Elect Ross McEwan as Director	Mgmt	For	For	For	For	No	No
4	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For	For	No	No
5	Elect Gary Goldberg as Director	Mgmt	For	For	For	For	No	No
6	Elect Michelle Hinchliffe as Director	Mgmt	For	For	For	For	No	No
7	Elect Ken MacKenzie as Director	Mgmt	For	For	For	For	No	No

BHP Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Elect Christine O'Reilly as Director	Mgmt	For	For	For	For	No	No
9	Elect Catherine Tanna as Director	Mgmt	For	For	For	For	No	No
10	Elect Dion Weisler as Director	Mgmt	For	For	For	For	No	No
11	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
12	Approve Grant of Awards to Mike Henry	Mgmt	For	For	For	For	No	No
13	Approve Climate Transition Action Plan	Mgmt	For	For	For	For	No	No

KLA Corporation

Meeting Date: 11/06/2024

Record Date: 09/12/2024

Primary Security ID: 482480100

Country: USA

Meeting Type: Annual

Ticker: KLAC

Shares Voted: 2,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For	For	No	No
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For	For	No	No
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For	For	No	No
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For	For	No	No
1.5	Elect Director Michael McMullen	Mgmt	For	For	For	For	No	No
1.6	Elect Director Gary Moore	Mgmt	For	For	For	For	No	No
1.7	Elect Director Victor Peng	Mgmt	For	For	For	For	No	No
1.8	Elect Director Robert Rango	Mgmt	For	For	For	For	No	No
1.9	Elect Director Richard P. Wallace	Mgmt	For	For	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No

Pernod Ricard SA

Meeting Date: 11/08/2024

Record Date: 11/06/2024

Primary Security ID: F72027109

Country: France

Meeting Type: Annual/Special

Ticker: RI

Shares Voted: 217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt						
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For	For	No	No
4	Reelect Virginie Fauvel as Director	Mgmt	For	For	For	For	No	No
5	Reelect Alexandre Ricard as Director	Mgmt	For	Against	Against	Against	Yes	No
6	Reelect Cesar Giron as Director	Mgmt	For	For	For	For	No	No
7	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For	For	No	No
8	Appoint KPMG as Auditor for the Sustainability Reporting	Mgmt	For	For	For	For	No	No
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	For	No	No
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	Against	Against	For	No	Yes
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	For	No	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For	For	No	No
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	For	No	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No
	Extraordinary Business	Mgmt						
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For	For	For	No	No
16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	For	No	No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	For	No	No

The Trade Desk, Inc.

Meeting Date: 11/14/2024

Record Date: 09/26/2024

Primary Security ID: 88339J105

Country: USA

Meeting Type: Special

Ticker: TTD

Shares Voted: 28,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Against	Against	For	No	Yes
2	Adjourn Meeting	Mgmt	For	Against	Against	For	No	Yes

Charter Hall Group

Meeting Date: 11/20/2024

Record Date: 11/18/2024

Primary Security ID: Q2308A138

Country: Australia

Meeting Type: Annual

Ticker: CHC

Shares Voted: 8,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2a	Elect Karen Penrose as Director	Mgmt	For	For	For	For	No	No
2b	Elect Jacqueline Chow as Director	Mgmt	For	For	For	For	No	No
3	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
4	Approve Issuance of Service Rights to David Harrison	Mgmt	For	For	For	For	No	No
5	Approve Issuance of Performance Rights to David Harrison	Mgmt	For	For	For	For	No	No
6	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For	For	No	No
7	Approve Capital Reallocation	Mgmt	For	For	For	For	No	No

Grupo Financiero Banorte SAB de CV

Meeting Date: 11/20/2024

Record Date: 11/06/2024

Primary Security ID: P49501201

Country: Mexico

Meeting Type: Ordinary Shareholders

Ticker: GFNORTEO

Grupo Financiero Banorte SAB de CV

Shares Voted: 12,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Authorize Cancellation of Series O, Class II Repurchased Shares and Consequently Reduction in Variable Portion of Capital	Mgmt	For	For	For	For	No	No
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No

Pro Medicus Limited

Meeting Date: 11/25/2024Country: AustraliaTicker: PME

Record Date: 11/23/2024Meeting Type: Annual

Primary Security ID: Q77301101

Shares Voted: 259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No
3.1	Elect Alice Williams as Director	Mgmt	For	For	For	For	No	No
3.2	Elect Peter Kempen as Director	Mgmt	For	For	For	For	No	No
4	Approve Issuance of Securities under the Pro Medicus Limited Long-Term Incentive Plan	Mgmt	For	For	For	For	No	No

Kweichow Moutai Co., Ltd.

Meeting Date: 11/27/2024Country: ChinaTicker: 600519

Record Date: 11/18/2024Meeting Type: Special

Primary Security ID: Y5070V116

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Cash Dividend Return Plan	Mgmt	For	For	For	For	No	No
2	Approve Interim Profit Distribution	Mgmt	For	For	For	For	No	No
	APPROVE SHARE REPURCHASE PLAN	Mgmt						
3.1	Approve Purpose of Share Repurchase	Mgmt	For	For	For	For	No	No
3.2	Approve Types of Share Repurchase	Mgmt	For	For	For	For	No	No

Kweichow Moutai Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.3	Approve Method of Share Repurchase	Mgmt	For	For	For	For	No	No
3.4	Approve Implementation Period for Share Repurchase	Mgmt	For	For	For	For	No	No
3.5	Approve the Usage, Quantity, Proportion of the Company's Total Share Capital and Total Amount of Funds for Share Repurchase	Mgmt	For	For	For	For	No	No
3.6	Approve Share Repurchase Price	Mgmt	For	For	For	For	No	No
3.7	Approve Source of Funds for Share Repurchase	Mgmt	For	For	For	For	No	No
3.8	Approve Relevant Arrangements for Legal Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No
3.9	Approve Specific Authorization for Handling Matters Related to this Share Repurchase	Mgmt	For	For	For	For	No	No
4	Approve to Adjust the Construction Scale and Total Investment of the Technical Transformation Project and Supporting Facilities for Sauce-flavored Series Liquor Production	Mgmt	For	For	For	For	No	No
5	Elect Zheng Shangxun as Supervisor	Mgmt	For	For	For	For	No	No

Grupo Financiero Banorte SAB de CV

Meeting Date: 12/09/2024

Record Date: 11/26/2024

Primary Security ID: P49501201

Country: Mexico

Meeting Type: Ordinary Shareholders

Ticker: GFNORTEO

Shares Voted: 13,207								
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Approve Cash Dividends of MXN 3.55 Per Share	Mgmt	For	For	For	For	No	No
1.2	Approve Cash Dividend to Be Paid on Dec. 18, 2024	Mgmt	For	For	For	For	No	No
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No

Microsoft Corporation

Meeting Date: 12/10/2024Country: USATicker: MSFT

Record Date: 09/30/2024Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 26,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For	For	No	No
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For	For	No	No
1.3	Elect Director Teri L. List	Mgmt	For	For	For	For	No	No
1.4	Elect Director Catherine MacGregor	Mgmt	For	For	For	For	No	No
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For	For	For	No	No
1.6	Elect Director Satya Nadella	Mgmt	For	For	For	For	No	No
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For	For	For	No	No
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For	For	For	No	No
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For	For	No	No
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For	For	No	No
1.11	Elect Director John W. Stanton	Mgmt	For	For	For	For	No	No
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For	No	No
4	Report on Risks of Weapons Development	SH	Against	Against	Against	Against	No	No
5	Assess and Report on Investing in Bitcoin	SH	Against	Against	Against	Against	No	No
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For	Against	No	Yes
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Against	Against	Against	No	No
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against	Against	No	No
9	Report on AI Data Sourcing Accountability	SH	Against	For	For	Against	No	Yes

## Swedish Orphan Biovitrum AB

Meeting Date: 12/11/2024	Country: Sweden	Ticker: SOBI
Record Date: 12/03/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: W95637117		

Shares Voted: 816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt						
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No
7	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No
8.a	Elect David Meek as New Director	Mgmt	For	For	For	For	No	No
8.b	Elect David Meek as Board Chair	Mgmt	For	For	For	For	No	No
9	Close Meeting	Mgmt						

## Guidewire Software, Inc.

Meeting Date: 12/17/2024	Country: USA	Ticker: GWRE
Record Date: 10/21/2024	Meeting Type: Annual	
Primary Security ID: 40171V100		

Shares Voted: 12,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Michael C. Keller	Mgmt	For	For	For	For	No	No
1b	Elect Director Mike Rosenbaum	Mgmt	For	For	For	For	No	No
1c	Elect Director Mark V. Anquillare	Mgmt	For	For	For	For	No	No
1d	Elect Director David S. Bauer	Mgmt	For	For	For	For	No	No
1e	Elect Director Margaret Dillon	Mgmt	For	For	For	For	No	No
1f	Elect Director Paul Lavin	Mgmt	For	For	For	For	No	No
1g	Elect Director Catherine P. Lego	Mgmt	For	For	For	For	No	No

Guidewire Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1h	Elect Director Rajani Ramanathan	Mgmt	For	For	For	For	No	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For	No	No
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For	No	No

PDD Holdings Inc.

Meeting Date: 12/20/2024	Country: Cayman Islands	Ticker: PDD
Record Date: 11/27/2024	Meeting Type: Annual	
Primary Security ID: 722304102		

Shares Voted: 777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Meeting for ADR Holders	Mgmt						
1	Elect Director Lei Chen	Mgmt	For	Against	Against	For	No	Yes
2	Elect Director Jiazhen Zhao	Mgmt	For	Against	Against	For	No	Yes
3	Elect Director Anthony Kam Ping Leung	Mgmt	For	For	For	For	No	No
4	Elect Director Haifeng Lin	Mgmt	For	Against	Against	For	No	Yes
5	Elect Director Ivonne M.C.M. Rietjens	Mgmt	For	For	For	For	No	No
6	Elect Director George Yong-Boon Yeo	Mgmt	For	For	For	For	No	No