

VOTE SUMMARY REPORT

REPORTING PERIOD: 04/01/2023 to 03/31/2024

PT Bank BTPN Syariah Tbk

Meeting Date: 04/12/2023

Country: Indonesia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors, Commissioners and Sharia Supervisory Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Changes in the Boards of the Company	Mgmt	For	For	For
4	Approve Remuneration of Directors, Commissioners and Sharia Supervisory Board	Mgmt	For	For	For
5	Approve KAP Sidharta Widjaja & Rekan as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Transfer of Treasury Stock	Mgmt			

Royal KPN NV

Meeting Date: 04/12/2023

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	For	For
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	For	For
13	Elect Frank Heemsker to Supervisory Board	Mgmt	For	For	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 04/13/2023

Country: Mexico

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reports in Compliance with Article 28, Section IV of Mexican Securities Market Law	Mgmt	For	For	For
2	Approve Discharge of Directors and Officers	Mgmt	For	For	For
3	Approve Individual and Consolidated Financial Statements and Approve External Auditors' Report on Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income in the Amount of MXN 8.88 Billion	Mgmt	For	For	For
5	Approve Dividends of MXN 14.84 Per Share	Mgmt	For	For	For
6	Cancel Pending Amount of Share Repurchase Approved at General Meetings Held on April 22, 2022; Set Share Repurchase Maximum Amount of MXN 2.5 Billion	Mgmt	For	For	For

Grupo Aeroportuario del Pacifico SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Information on Election or Ratification of Four Directors and Their Alternates of Series BB Shareholders	Mgmt			
8	Elect or Ratify Directors of Series B Shareholders that Hold 10 Percent of Share Capital	Mgmt			
9a-g	Ratify Carlos Cardenas Guzman, Angel Losada Moreno, Joaquin Vargas Guajardo, Juan Diez-Canedo Ruiz, Alvaro Fernandez Garza, Luis Tellez Kuenzler and Alejandra Palacios Prieto as Directors of Series B Shareholders	Mgmt	For	Against	For
10	Elect or Ratify Board Chairman	Mgmt	For	For	For
11	Approve Remuneration of Directors for Years 2022 and 2023	Mgmt	For	For	For
12	Elect or Ratify Director of Series B Shareholders and Member of Nominations and Compensation Committee	Mgmt	For	Against	For
13	Elect or Ratify Chairman of Audit and Corporate Practices Committee	Mgmt	For	For	For
14	Present Report Regarding Individual or Accumulated Operations Greater Than USD 3 Million	Mgmt			
15	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 04/13/2023

Country: Mexico

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Cancellation of 7.02 Million Shares Held in Treasury	Mgmt	For	For	For
2	Amend Article 6 to Reflect Changes in Capital	Mgmt			
3	Add Article 29 Bis Re: Sustainability Committee	Mgmt	For	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Carrier Global Corporation

Meeting Date: 04/20/2023

Country: USA

Meeting Type: Annual

Carrier Global Corporation

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

Interactive Brokers Group, Inc.

Meeting Date: 04/20/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Peterffy	Mgmt	For	Against	For
1b	Elect Director Earl H. Nemser	Mgmt	For	Against	For
1c	Elect Director Milan Galik	Mgmt	For	Against	For
1d	Elect Director Paul J. Brody	Mgmt	For	Against	For
1e	Elect Director Lawrence E. Harris	Mgmt	For	For	For
1f	Elect Director Philip Uhde	Mgmt	For	For	For
1g	Elect Director William Peterffy	Mgmt	For	Against	For
1h	Elect Director Nicole Yuen	Mgmt	For	Against	For
1i	Elect Director Jill Bright	Mgmt	For	Against	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Two Years	One Year	Two Years

Interactive Brokers Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	Against	For

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 04/21/2023

Country: Mexico

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Present Board of Directors' Reports in Compliance with Article 28, Section IV (D and E) of Stock Market Law	Mgmt	For	For	For
2	Present CEO and External Auditor Report in Compliance with Article 28, Section IV (B) of Stock Market Law	Mgmt	For	For	For
3	Present Board of Directors' Reports in Accordance with Article 28, Section IV (A and C) of Stock Market Law Including Tax Report	Mgmt	For	For	For
4	Approve Allocation of Income, Reserve Increase, Set Aggregate Nominal Amount of Share Repurchase and Dividends of MXN 2.3 Billion	Mgmt	For	For	For
5	Information on Election or Ratification of Three Directors and Their Alternates of Series BB Shareholders	Mgmt			
6.a	Ratify and Elect Eric Delobel as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.b	Ratify and Elect Pierre-Hugues Schmit as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.c	Ratify and Elect Emmanuelle Huon as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.d	Ratify and Elect Ricardo Maldonado Yanez as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.e	Ratify and Elect Alejandro Ortega Aguayo as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.f	Ratify and Elect Federico Patino Marquez as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For

Grupo Aeroportuario del Centro Norte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.g	Ratify and Elect Martin Werner Wainfeld as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.h	Ratify and Elect Luis Ignacio Solorzano Aizpuru as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
7.a	Ratify and/or Elect Nicolas NOTEBAERT as Board Chairman	Mgmt	For	For	For
7.b	Ratify and/or Elect Adriana Diaz Galindo as Secretary (Non-Member) of Board	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
9.a	Ratify and/or Elect Alejandro Ortega Aguayo as Chairman of Audit Committee	Mgmt	For	For	For
9.b	Ratify and/or Elect Ricardo Maldonado as Chairman of Committee of Corporate Practices, Finance, Planning and Sustainability	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

MSCI Inc.

Meeting Date: 04/25/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For
1c	Elect Director Wayne Edmunds	Mgmt	For	For	For
1d	Elect Director Catherine R. Kinney	Mgmt	For	For	For
1e	Elect Director Robin L. Matlock	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
1i	Elect Director Linda H. Riefler	Mgmt	For	For	For
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For
1k	Elect Director Rajat Taneja	Mgmt	For	For	For
1l	Elect Director Paula Volent	Mgmt	For	For	For

MSCI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Ryan Specialty Holdings, Inc.

Meeting Date: 05/01/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Bolger	Mgmt	For	For	For
1.2	Elect Director Nicholas D. Cortezi	Mgmt	For	For	For
1.3	Elect Director Robert (Bobby) Le Blanc	Mgmt	For	Withhold	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 05/03/2023

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Elect Catherine Guillouard as Director	Mgmt	For	For	For
6	Elect Christina Law as Director	Mgmt	For	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Meeting Date: 05/03/2023

Country: USA

Meeting Type: Annual

International Flavors & Fragrances Inc.

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

Archer-Daniels-Midland Company

Meeting Date: 05/04/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
1b	Elect Director Theodore Colbert	Mgmt	For	For	For
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

Ecolab Inc.

Meeting Date: 05/04/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
1e	Elect Director Eric M. Green	Mgmt	For	For	For
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1g	Elect Director Michael Larson	Mgmt	For	For	For
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1m	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Require Independent Board Chair	SH	Against	For	Against

First Quantum Minerals Ltd.

Meeting Date: 05/04/2023

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Ten	Mgmt	For	For	For
2.1	Elect Director Andrew B. Adams	Mgmt	For	For	For
2.2	Elect Director Alison C. Beckett	Mgmt	For	For	For
2.3	Elect Director Robert J. Harding	Mgmt	For	For	For
2.4	Elect Director Kathleen A. Hogenson	Mgmt	For	For	For
2.5	Elect Director Charles Kevin McArthur	Mgmt	For	For	For
2.6	Elect Director Philip K. R. Pascall	Mgmt	For	For	For
2.7	Elect Director Anthony Tristan Pascall	Mgmt	For	For	For
2.8	Elect Director Simon J. Scott	Mgmt	For	For	For
2.9	Elect Director Joanne K. Warner	Mgmt	For	For	For
2.10	Elect Director Geoff Chater	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Re-approve Shareholder Rights Plan	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/04/2023

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	For
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Ordinary Business Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lonza Group AG

Meeting Date: 05/05/2023

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Rightmove Plc

Meeting Date: 05/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For

Rightmove Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Johan Svanstrom as Director	Mgmt	For	For	For
8	Re-elect Andrew Fisher as Director	Mgmt	For	For	For
9	Re-elect Alison Dolan as Director	Mgmt	For	For	For
10	Re-elect Jacqueline de Rojas as Director	Mgmt	For	For	For
11	Re-elect Andrew Findlay as Director	Mgmt	For	For	For
12	Re-elect Amit Tiwari as Director	Mgmt	For	For	For
13	Re-elect Lorna Tilbian as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Darling Ingredients Inc.

Meeting Date: 05/09/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	Mgmt	For	For	For
1b	Elect Director Charles Adair	Mgmt	For	For	For
1c	Elect Director Beth Albright	Mgmt	For	For	For
1d	Elect Director Larry A. Barden	Mgmt	For	For	For
1e	Elect Director Celeste A. Clark	Mgmt	For	For	For
1f	Elect Director Linda Goodspeed	Mgmt	For	For	For
1g	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1h	Elect Director Gary W. Mize	Mgmt	For	For	For

Darling Ingredients Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Michael E. Rescoe	Mgmt	For	For	For
1j	Elect Director Kurt Stoffel	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

HelloFresh SE

Meeting Date: 05/12/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6.1	Elect John Rittenhouse to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ursula Radeke-Pietsch to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Stefan Smalla to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Derek Zissman to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	Against	Against
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

HelloFresh SE

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

Techtronic Industries Co., Ltd.

Meeting Date: 05/12/2023

Country: Hong Kong

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Horst Julius Pudwill as Director	Mgmt	For	For	For
3b	Elect Joseph Galli Jr. as Director	Mgmt	For	For	For
3c	Elect Frank Chi Chung Chan as Director	Mgmt	For	For	For
3d	Elect Robert Hinman Getz as Director	Mgmt	For	For	For
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve the Amendments to Share Award Scheme	Mgmt	For	Against	Against
8	Approve the Amendments to Share Option Scheme	Mgmt	For	Against	Against

Weyerhaeuser Company

Meeting Date: 05/12/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
1b	Elect Director Rick R. Holley	Mgmt	For	For	For

Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
1e	Elect Director Al Monaco	Mgmt	For	For	For
1f	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
1g	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
1h	Elect Director Devin W. Stockfish	Mgmt	For	For	For
1i	Elect Director Kim Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Chubb Limited

Meeting Date: 05/17/2023

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	Against	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
5.5	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.6	Elect Director Sheila P. Burke	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	Against	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For	For
10.2	Reduction of Par Value	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For	For
11.3	Approve Remuneration Report	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
15	Report on Human Rights Risk Assessment	SH	Against	Against	Against

O'Reilly Automotive, Inc.

Meeting Date: 05/18/2023

Country: USA

Meeting Type: Annual

O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David O'Reilly	Mgmt	For	For	For
1b	Elect Director Larry O'Reilly	Mgmt	For	For	For
1c	Elect Director Greg Henslee	Mgmt	For	For	For
1d	Elect Director Jay D. Burchfield	Mgmt	For	For	For
1e	Elect Director Thomas T. Hendrickson	Mgmt	For	For	For
1f	Elect Director John R. Murphy	Mgmt	For	For	For
1g	Elect Director Dana M. Perlman	Mgmt	For	For	For
1h	Elect Director Maria A. Sastre	Mgmt	For	For	For
1i	Elect Director Andrea M. Weiss	Mgmt	For	For	For
1j	Elect Director Fred Whitfield	Mgmt	For	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	Against

Rayonier Inc.

Meeting Date: 05/18/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dod A. Fraser	Mgmt	For	For	For
1b	Elect Director Keith E. Bass	Mgmt	For	For	For
1c	Elect Director Gregg A. Gonsalves	Mgmt	For	For	For
1d	Elect Director Scott R. Jones	Mgmt	For	For	For
1e	Elect Director V. Larkin Martin	Mgmt	For	For	For
1f	Elect Director Meridee A. Moore	Mgmt	For	For	For
1g	Elect Director Ann C. Nelson	Mgmt	For	For	For
1h	Elect Director David L. Nunes	Mgmt	For	For	For
1i	Elect Director Matthew J. Rivers	Mgmt	For	For	For
1j	Elect Director Andrew G. Wiltshire	Mgmt	For	For	For

Rayonier Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young, LLP as Auditors	Mgmt	For	For	For

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 05/22/2023

Country: Mexico

Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Information on Election or Ratification of Directors and Their Alternates of Series BB Shareholders	Mgmt			
2.a	Ratify Carlos Cardenas Guzman as Director	Mgmt	For	For	For
2.b	Ratify Angel Losada Moreno as Director	Mgmt	For	For	For
2.c	Ratify Joaquin Vargas Guajardo as Director	Mgmt	For	For	For
2.d	Ratify Juan Diez-Canedo Ruiz as Director	Mgmt	For	For	For
2.e	Ratify Luis Tellez Kuenzler as Director	Mgmt	For	For	For
2.f	Ratify Alejandra Palacios Prieto as Director	Mgmt	For	For	For
2.g	Elect Alejandra Yazmin Soto Aych as Director	Mgmt	For	For	For
3.a	Elect Luis Tellez Kuenzler as Director of Series B Shareholders and Member of Nominations and Compensation Committee	Mgmt	For	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Tenable Holdings, Inc.

Meeting Date: 05/24/2023

Country: USA

Meeting Type: Annual

Tenable Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John C. Huffard, Jr.	Mgmt	For	Withhold	Withhold
1.2	Elect Director A. Brooke Seawell	Mgmt	For	Withhold	Withhold
1.3	Elect Director Raymond Vicks, Jr.	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 05/31/2023

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Mgmt			
3	Opportunity to Make Recommendations	Mgmt			
4	Elect Marga de Jager to Supervisory Board	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Booking Holdings Inc.

Meeting Date: 06/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Wei Hopeman	Mgmt	For	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Larry Quinlan	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023

Country: Taiwan

Meeting Type: Annual

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

McKesson Corporation

Meeting Date: 07/21/2023

Country: USA

Meeting Type: Annual

McKesson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For
1h	Elect Director Maria Martinez	Mgmt	For	For	For
1i	Elect Director Susan R. Salka	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
10	Publish a Tax Transparency Report	SH	Against	Against	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against

AutoZone, Inc.

Meeting Date: 12/20/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	For	For	For
1.2	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
1.4	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For

AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director D. Bryan Jordan	Mgmt	For	For	For
1.7	Elect Director Gale V. King	Mgmt	For	For	For
1.8	Elect Director George R. Mrkonjac, Jr.	Mgmt	For	For	For
1.9	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1.10	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Intuit Inc.

Meeting Date: 01/18/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Micron Technology, Inc.

Meeting Date: 01/18/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Novo Nordisk A/S

Meeting Date: 03/21/2024

Country: Denmark

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
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
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
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
9	Other Business	Mgmt			

Fortum Oyj

Meeting Date: 03/25/2024

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.15 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 128,200 for Chair, EUR 79,400 for Deputy Chair and EUR 56,800 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson, Essimari Kairisto (Vice-Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstram and Vesa-Pekka Takala as Directors	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Amend Articles Re: Auditor	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Approve Charitable Donations	Mgmt	For	For	For
23	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For	For
24	Close Meeting	Mgmt			