

VOTE SUMMARY REPORT

REPORTING PERIOD: 12/31/2024 to 06/30/2025

Jabil Inc.

Meeting Date: 01/23/2025Country: USATicker: JBL

Meeting Type: Annual

Votable Shares: 50,100

Shares Voted: 50,100

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	For	Against	Against
1b	Elect Director Michael Dastoor	For	For	For
1c	Elect Director Christopher S. Holland	For	For	For
1d	Elect Director Mark T. Mondello	For	For	For
1e	Elect Director John C. Plant	For	For	For
1f	Elect Director Steven A. Raymund	For	Against	Against
1g	Elect Director James Siminoff	For	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	For	Against	Against
1i	Elect Director Kathleen A. Walters	For	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Against
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	Against	Against

Siemens AG

Meeting Date: 02/13/2025Country: GermanyTicker: SIE

Meeting Type: Annual

Votable Shares: 3,475

Shares Voted: 3,475

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)			

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	For	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	For	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	For	For	For

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	For	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	For	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	For	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	For	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	For	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	For	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	For	For	For
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	For	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	For	For	For

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

Keysight Technologies, Inc.

Meeting Date: 03/20/2025	Country: USA	Ticker: KEYS
	Meeting Type: Annual	

Votable Shares: 44,240			Shares Voted: 44,240	
Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	For	For	For
1.2	Elect Director Michelle J. Holthaus	For	For	For
1.3	Elect Director Jean M. Nye	For	For	For

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Joanne B. Olsen	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
4	Declassify the Board of Directors	Against	For	For

H. Lundbeck A/S

Meeting Date: 03/26/2025Country: DenmarkTicker: HLUN.BMeeting Type: Annual

Votable Shares: 426,266Shares Voted: 426,266

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board			
2	Accept Financial Statements and Statutory Reports	For	For	For
3	Approve Allocation of Income and Dividends of DKK 0.95 Per Share	For	For	For
4	Approve Remuneration Report (Advisory Vote)	For	For	For
5.1	Reelect Dorothea Wenzel as Director	For	For	For
5.2	Reelect Lene Skole-Sorensen as Director	For	Abstain	Abstain
5.3	Reelect Lars Erik Holmqvist as Director	For	For	For
5.4	Reelect Jeffrey Berkowitz as Director	For	Abstain	Abstain
5.5	Reelect Santiago Arroyo as Director	For	For	For
5.6	Reelect Jakob Riis as Director	For	For	For
5.7	Elect Lars Green as New Director	For	For	For
6	Approve Remuneration of Directors	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting	For	For	For
8.1	Authorize Share Repurchase Program	For	For	For

H. Lundbeck A/S

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Change Location of General Meeting to Greater Copenhagen	For	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For	For
8.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	For
9	Other Business			

Swisscom AG

Meeting Date: 03/26/2025

Country: Switzerland

Ticker: SCMN

Meeting Type: Annual

Votable Shares: 3,072

Shares Voted: 3,072

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	For	For	For
1.3	Approve Non-Financial Report	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	For	For	For
3	Approve Discharge of Board and Senior Management	For	For	For
4	Reelect Michael Rechsteiner as Director and Board Chair	For	For	For
4.2	Reelect Roland Abt as Director	For	For	For
4.3	Reelect Monique Bourquin as Director	For	For	For
4.4	Elect Laura Cioli as Director	For	For	For
4.5	Reelect Guus Dekkers as Director	For	For	For
4.6	Reelect Frank Esser as Director	For	For	For
4.7	Reelect Sandra Lathion-Zweifel as Director	For	For	For
4.8	Reelect Anna Mossberg as Director	For	For	For
4.9	Reelect Daniel Muenger as Director	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reappoint Roland Abt as Member of the Compensation Committee	For	For	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	For	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	For	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	For	For	For
7	Reelect Reber Rechtsanwaelte as Independent Proxy	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For
9	Transact Other Business (Voting)	For	Against	Against

Swisscom AG

Meeting Date: 03/26/2025

Country: Switzerland

Ticker: SCMN

Meeting Type: Annual

Votable Shares: 720

Shares Voted: 720

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Canon, Inc.

Meeting Date: 03/28/2025

Country: Japan

Ticker: 7751

Meeting Type: Annual

Votable Shares: 75,000

Shares Voted: 75,000

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For	For
2.1	Elect Director Mitarai, Fujio	For	For	For
2.2	Elect Director Tanaka, Toshizo	For	For	For
2.3	Elect Director Homma, Toshio	For	For	For
2.4	Elect Director Ogawa, Kazuto	For	For	For
2.5	Elect Director Takeishi, Hiroaki	For	For	For
2.6	Elect Director Asada, Minoru	For	For	For
2.7	Elect Director Kawamura, Yusuke	For	For	For
2.8	Elect Director Ikegami, Masayuki	For	For	For
2.9	Elect Director Suzuki, Masaki	For	For	For
2.10	Elect Director Ito, Akiko	For	For	For
3.1	Appoint Statutory Auditor Morikawa, Takeshi	For	For	For
3.2	Appoint Statutory Auditor Shigetomi, Yuka	For	For	For
4	Approve Annual Bonus	For	For	For

Banco Santander SA

Meeting Date: 04/03/2025

Country: Spain

Ticker: SAN

Meeting Type: Annual

Votable Shares: 481,500

Shares Voted: 481,500

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	For	For	For
1B	Approve Non-Financial Information Statement	For	For	For
1C	Approve Discharge of Board	For	For	For
2	Approve Allocation of Income and Dividends	For	For	For
3A	Fix Number of Directors at 15	For	For	For
3B	Reelect Luis Isasi Fernandez de Bobadilla as Director	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
3C	Reelect Hector Blas Grisi Checa as Director	For	For	For
3D	Reelect Glenn Hogan Hutchins as Director	For	For	For
3E	Reelect Pamela Ann Walkden as Director	For	For	For
3F	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	For
5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	For	For	For
6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For
6B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	For
7A	Approve Remuneration Policy	For	For	For
7B	Approve Remuneration of Directors	For	For	For
7C	Fix Maximum Variable Compensation Ratio	For	For	For
7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	For	For
7E	Approve Buy-out Policy	For	For	For
7F	Advisory Vote on Remuneration Report	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For

SIG Group AG

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: SIGN

Meeting Type: Annual

Votable Shares: 92,600

Shares Voted: 92,600

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Non-Financial Report	For	For	For
3	Approve Discharge of Board and Senior Management	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income	For	For	For
5	Approve Dividends of CHF 0.49 per Share from Capital Contribution Reserves	For	For	For
6.1	Approve Remuneration Report (Non-Binding)	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	For	For
7.1.1	Reelect Werner Bauer as Director	For	Against	Against
7.1.2	Reelect Thomas Dittrich as Director	For	For	For
7.1.3	Reelect Mariel Hoch as Director	For	Against	Against
7.1.4	Reelect Florence Jeantet as Director	For	Against	Against
7.1.5	Reelect Abdallah al Obeikan as Director	For	For	For
7.1.6	Reelect Martine Snels as Director	For	Against	Against
7.2.1	Elect Ola Rollen as Director	For	For	For
7.2.2	Elect Niren Chaudhary as Director	For	For	For
7.2.3	Elect Urs Riedener as Director	For	For	For
7.3	Elect Ola Rollen as Board Chair	For	For	For
7.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	For	Against	Against
7.4.2	Appoint Niren Chaudhary as Member of the Compensation Committee	For	For	For
7.4.3	Appoint Urs Riedener as Member of the Compensation Committee	For	For	For
8	Designate Keller AG as Independent Proxy	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For
10	Transact Other Business (Voting)	For	Against	Against

SIG Group AG

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: SIGN

Meeting Type: Annual

SIG Group AG

Votable Shares: 21,800

Shares Voted: 21,800

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Zurich Insurance Group AG

Meeting Date: 04/09/2025

Country: Switzerland

Ticker: ZURN

Meeting Type: Annual

Votable Shares: 2,510

Shares Voted: 2,510

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For	For
1.2	Approve Remuneration Report	For	For	For
1.3	Approve Sustainability Report	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For	For	For
3	Approve Discharge of Board and Senior Management	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	For	Against	Against
4.1.b	Reelect Joan Amble as Director	For	Against	Against
4.1.c	Reelect Catherine Bessant as Director	For	For	For
4.1.d	Reelect Christoph Franz as Director	For	Against	Against
4.1.e	Reelect Michael Halbherr as Director	For	Against	Against
4.1.h	Reelect Sabine Keller-Busse as Director	For	For	For
4.1.i	Reelect Kishore Mahbubani as Director	For	For	For
4.1.j	Reelect Peter Maurer as Director	For	Against	Against
4.1.k	Reelect John Rafter as Director	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	For	For	For
4.1.m	Reelect Barry Stowe as Director	For	For	For
4.1.n	Elect Thomas Jordan as Director	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	For	Against	Against
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	For	Against	Against
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For	For	For
4.3	Designate Keller AG as Independent Proxy	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	For	For	For
6	Transact Other Business (Voting)	For	Against	Against

Zurich Insurance Group AG

Meeting Date: 04/09/2025Country: SwitzerlandTicker: ZURN

Meeting Type: Annual

Votable Shares: 650

Shares Voted: 650

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Emmi AG

Meeting Date: 04/10/2025Country: SwitzerlandTicker: EMMN

Meeting Type: Annual

Votable Shares: 1,925

Shares Voted: 1,925

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For	For
1.2	Approve Non-Financial Report	For	For	For
2	Approve Discharge of Board of Directors	For	For	For
3	Approve Allocation of Income and Dividends of CHF 16.50 per Share	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	For	For	For
4.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	Against	Against
5.1.1	Reelect Urs Riedener as Director and Board Chair	For	Against	Against
5.1.2	Reelect Monique Bourquin as Director	For	Against	Against
5.1.3	Reelect Dominik Buergy as Director	For	For	For
5.1.4	Reelect Thomas Grueter as Director	For	Against	Against
5.1.5	Reelect Nadja Lang as Director	For	For	For
5.1.6	Reelect Hubert Muff as Director	For	Against	Against
5.2.1	Elect Rebekka Iten as Director	For	Against	Against
5.2.2	Elect Christian Troxler as Director	For	Against	Against
5.2.3	Elect Anette Weber as Director	For	Against	Against
5.3.1	Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	For	Against	Against
5.3.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	For	Against	Against
5.3.3	Reappoint Dominik Buergy as Member of the Personnel and Compensation Committee	For	For	For
5.3.4	Reappoint Thomas Grueter as Member of the Personnel and Compensation	For	Against	Against
6	Ratify KPMG AG as Auditors	For	For	For

Emmi AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Designate Pascal Engelberger as Independent Proxy	For	For	For
8	Transact Other Business (Voting)	For	Against	Against

Emmi AG

Meeting Date: 04/10/2025Country: SwitzerlandTicker: EMMN

Meeting Type: Annual

Votable Shares: 480

Shares Voted: 480

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Synopsys, Inc.

Meeting Date: 04/10/2025Country: USATicker: SNPS

Meeting Type: Annual

Votable Shares: 14,681

Shares Voted: 14,681

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	For	For	For
1b	Elect Director John G. Schwarz	For	For	For
1c	Elect Director Sassine Ghazi	For	For	For
1d	Elect Director Luis Borgen	For	For	For
1e	Elect Director Janice D. Chaffin	For	For	For
1f	Elect Director Bruce R. Chizen	For	For	For
1g	Elect Director Mercedes Johnson	For	For	For
1h	Elect Director Robert G. Painter	For	For	For
1i	Elect Director Jeannine P. Sargent	For	For	For
2	Amend Omnibus Stock Plan	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
5	Ratify KPMG LLP as Auditors	For	For	For

Synopsys, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Submit Severance Agreement to Shareholder Vote	Against	For	For

Tecan Group AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: TECN
Meeting Type: Annual		

Votable Shares: 8,310	Shares Voted: 8,310
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Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Non-Financial Report	For	For	For
3.a	Approve Allocation of Income and Dividends of CHF 1.50 per Share	For	For	For
3.b	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	For	For	For
4	Approve Discharge of Board and Senior Management	For	For	For
5.a	Reelect Lukas Braunschweiler as Director	For	For	For
5.b	Reelect Myra Eskes as Director	For	For	For
5.c	Reelect Oliver Fetzer as Director	For	For	For
5.d	Reelect Matthias Gillner as Director	For	For	For
5.e	Reelect Christa Kreuzburg as Director	For	For	For
5.f	Reelect Monica Manotas as Director	For	For	For
5.g	Reelect Daniel Marshak as Director	For	For	For
6	Reelect Lukas Braunschweiler as Board Chair	For	For	For
7.a	Reappoint Myra Eskes as Member of the Compensation Committee	For	For	For
7.b	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For	For
7.c	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For	For
8	Ratify Ernst & Young AG as Auditors	For	For	For

Tecan Group AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	For
10.1	Approve Remuneration Report (Non-Binding)	For	Against	Against
10.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	For	For
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	For
11	Transact Other Business (Voting)	For	Against	Against

Tecan Group AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: TECN
	Meeting Type: Annual	

Votable Shares: 1,980Shares Voted: 1,980

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Sandoz Group AG

Meeting Date: 04/15/2025	Country: Switzerland	Ticker: SDZ
	Meeting Type: Annual	

Votable Shares: 38,388Shares Voted: 38,388

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Non-Financial Report	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.60 per Share	For	For	For
4	Approve Discharge of Board and Senior Management	For	For	For
5.1	Change Location of Registered Office/Headquarters to Basel, Switzerland	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 24.2 Million and the Lower Limit of CHF 22 Million with or without Exclusion of Preemptive Rights	For	For	For
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	For	For
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	For	For	For
5.5	Amend Articles Re: Limitation of Subscription Rights	For	For	For
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	For	For	For
6.1.b	Reelect Karen Huebscher as Director	For	For	For
6.1.c	Reelect Shamiram Feinglass as Director	For	For	For
6.1.d	Reelect Mathai Mammen as Director	For	For	For
6.1.e	Reelect Graeme Pitkethly as Director	For	For	For
6.1.f	Reelect Michael Rechsteiner as Director	For	For	For
6.1.g	Reelect Urs Riedener as Director	For	For	For
6.1.h	Reelect Aarti Shah as Director	For	For	For
6.1.i	Reelect Ioannis Skoufalos as Director	For	For	For
6.1.j	Reelect Maria Varsellona as Director	For	For	For
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	For	For	For
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	For	For	For
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	For	For	For
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	For	For	For
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	For	For	For
7.3	Approve Remuneration Report (Non-Binding)	For	For	For
8	Ratify KPMG AG as Auditors	For	For	For
9	Designate Advoro Zurich AG as Independent Proxy	For	For	For
10	Transact Other Business (Voting)	For	Against	Against

Sandoz Group AG

Meeting Date: 04/15/2025	Country: Switzerland	Ticker: SDZ
	Meeting Type: Annual	

Votable Shares: 9,700	Shares Voted: 9,700
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Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Geberit AG

Meeting Date: 04/16/2025	Country: Switzerland	Ticker: GEBN
	Meeting Type: Annual	

Votable Shares: 2,700	Shares Voted: 0
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Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	
2	Approve Allocation of Income and Dividends of CHF 12.80 per Share	For	For	
3	Approve Non-Financial Report	For	For	
4	Approve Discharge of Board of Directors	For	For	
5.1.1	Reelect Albert Baehny as Director and Board Chair	For	For	
5.1.2	Reelect Thomas Bachmann as Director	For	Against	
5.1.3	Reelect Felix Ehrat as Director	For	Against	

Geberit AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.4	Reelect Werner Karlen as Director	For		Against
5.1.5	Reelect Bernadette Koch as Director	For		For
5.1.6	Reelect Eunice Zehnder-Lai as Director	For		Against
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For		Against
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For		Against
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For		Against
6	Designate Roger Mueller as Independent Proxy	For		For
7	Ratify Ernst & Young AG as Auditors	For		For
8.1	Approve Remuneration Report	For		For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For		For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million	For		For
9	Transact Other Business (Voting)	For		Against

Geberit AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: GEBN

Meeting Type: Annual

Votable Shares: 700

Shares Voted: 700

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Prysmian SpA

Meeting Date: 04/16/2025

Country: Italy

Ticker: PRY

Meeting Type: Annual/Special

Prysmian SpA

Votable Shares: 57,900

Shares Voted: 57,900

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business			
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Allocation of Income	For	For	For
	Appoint Internal Statutory Auditors (Slate Election)			
3	Slate 1 Submitted by Institutional Investors (Assogestioni)	None	For	For
4	Approve Internal Auditors' Remuneration	For	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	For
6	Approve Employee Share Purchase Plan	For	For	For
7	Approve Employee Share Grant Plan	For	For	For
8	Approve Remuneration Policy	For	For	For
9	Approve Second Section of the Remuneration Report	For	Against	Against
	Extraordinary Business			
1	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 6	For	For	For
2	Approve Capital Increase to Service Share-Based Plans	For	For	For

ASML Holding NV

Meeting Date: 04/23/2025

Country: Netherlands

Ticker: ASML

Meeting Type: Annual

Votable Shares: 4,220

Shares Voted: 4,220

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda			
1	Open Meeting			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability			
3a	Approve Remuneration Report	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Adopt Financial Statements and Statutory Reports	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy			
3d	Approve Dividends	For	For	For
4a	Approve Discharge of Management Board	For	For	For
4b	Approve Discharge of Supervisory Board	For	For	For
5	Approve Number of Shares for Management Board	For	For	For
6	Amend Remuneration Policy of Executive Board	For	For	For
7	Amend Remuneration of Supervisory Board	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	For	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	For	For	For
8c	Discuss Composition of the Supervisory Board			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
12	Authorize Cancellation of Ordinary Shares	For	For	For
13	Other Business (Non-Voting)			
14	Close Meeting			

RELX Plc

Votable Shares: 70,750

Shares Voted: 70,750

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Remuneration Report	For	For	For
3	Approve Final Dividend	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
6	Elect Andy Halford as Director	For	For	For
7	Re-elect Paul Walker as Director	For	Against	Against
8	Re-elect Erik Engstrom as Director	For	For	For
9	Re-elect Nick Luff as Director	For	For	For
10	Re-elect Alistair Cox as Director	For	For	For
11	Re-elect June Felix as Director	For	For	For
12	Re-elect Charlotte Hogg as Director	For	For	For
13	Re-elect Andrew Sukawaty as Director	For	Against	Against
14	Re-elect Bianca Tetteroo as Director	For	For	For
15	Re-elect Suzanne Wood as Director	For	Against	Against
16	Authorise Issue of Equity	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For

Abbott Laboratories

Votable Shares: 60,468

Shares Voted: 60,468

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	For	For	For
1.3	Elect Director Sally E. Blount	For	For	For
1.4	Elect Director Robert B. Ford	For	For	For
1.5	Elect Director Paola Gonzalez	For	For	For
1.6	Elect Director Michelle A. Kumbier	For	For	For
1.7	Elect Director Darren W. McDew	For	For	For
1.8	Elect Director Nancy McKinstry	For	For	For
1.9	Elect Director Michael G. O'Grady	For	For	For
1.10	Elect Director Michael F. Roman	For	For	For
1.11	Elect Director Daniel J. Starks	For	For	For
1.12	Elect Director John G. Stratton	For	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against

Atlas Copco AB

Meeting Date: 04/29/2025

Country: Sweden

Ticker: ATCO.A

Meeting Type: Annual

Votable Shares: 160,400

Shares Voted: 160,400

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	For	For	For
2	Prepare and Approve List of Shareholders	For	For	For
3	Approve Agenda of Meeting	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	For	For	For
5	Acknowledge Proper Convening of Meeting	For	For	For
6	Receive Financial Statements and Statutory Reports			

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive CEO's Report			
8.a	Accept Financial Statements and Statutory Reports	For	For	For
8.b1	Approve Discharge of Jumana Al Sibai	For	For	For
8.b2	Approve Discharge of Johan Forssell	For	For	For
8.b3	Approve Discharge of Helene Mellquist	For	For	For
8.b4	Approve Discharge of Anna Ohlsson-Leijon	For	For	For
8.b5	Approve Discharge of Mats Rahmstrom	For	For	For
8.b6	Approve Discharge of Vagner Rego	For	For	For
8.b7	Approve Discharge of Gordon Riske	For	For	For
8.b8	Approve Discharge of Karin Radstrom	For	For	For
8.b9	Approve Discharge of Hans Straberg	For	For	For
8.b10	Approve Discharge of Peter Wallenberg Jr	For	For	For
8.b11	Approve Discharge of Mikael Bergstedt	For	For	For
8.b12	Approve Discharge of Helena Hemstrom	For	For	For
8.b13	Approve Discharge of Benny Larsson	For	For	For
8.b14	Approve Discharge of CEO Vagner Rego	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	For	For	For
8.d	Approve Record Date for Dividend Payment	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	For
10.a1	Reelect Juman Al Sibai as Director	For	For	For
10.a2	Reelect Johan Forssell as Director	For	Against	Against
10.a3	Reelect Helene Mellquist as Director	For	For	For
10.a4	Reelect Anna Ohlsson-Leijon as Director	For	For	For

Atlas Copco AB

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a5	Reelect Vagner Rego as Director	For	For	For
10.a6	Reelect Gordon Riske as Director	For	For	For
10.a7	Reelect Karin Radstrom as Director	For	For	For
10.a8	Reelect Hans Straberg as Director	For	Against	Against
10.a9	Reelect Peter Wallenberg Jr as Director	For	Against	Against
10.b	Reelect Hans Straberg as Board Chair	For	Against	Against
10.c	Ratify Ernst & Young as Auditors	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For	For	For
11.b	Approve Remuneration of Auditors	For	For	For
12.a	Approve Remuneration Report	For	For	For
12.b	Approve Stock Option Plan 2025 for Key Employees	For	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan	For	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	For	For	For
14	Close Meeting			

Sandvik Aktiebolag

Meeting Date: 04/29/2025

Country: Sweden

Ticker: SAND

Meeting Type: Annual

Votable Shares: 138,300

Shares Voted: 138,300

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting			
2.1	Elect Patrik Marcellius as Chair of Meeting	For	For	For
3	Prepare and Approve List of Shareholders	For	For	For
4	Designate Inspector(s) of Minutes of Meeting			
5	Approve Agenda of Meeting	For	For	For
6	Acknowledge Proper Convening of Meeting	For	For	For
7	Receive Financial Statements and Statutory Reports			
8	Receive President's Report			
9	Accept Financial Statements and Statutory Reports	For	For	For
10.1	Approve Discharge of Johan Molin	For	For	For
10.2	Approve Discharge of Jennifer Allerton	For	For	For
10.3	Approve Discharge of Claes Boustedt	For	For	For
10.4	Approve Discharge of Marika Fredriksson	For	For	For
10.5	Approve Discharge of Andreas Nordbrandt	For	For	For
10.6	Approve Discharge of Susanna Schneeberger	For	For	For
10.7	Approve Discharge of Helena Stjernholm	For	For	For
10.8	Approve Discharge of Stefan Widing	For	For	For
10.9	Approve Discharge of Kai Warn	For	For	For
10.10	Approve Discharge of Thomas Andersson	For	For	For
10.11	Approve Discharge of Fredrik Haf	For	For	For
10.12	Approve Discharge of Thomas Lilja	For	For	For
10.13	Approve Discharge of Erik Knebel	For	For	For
10.14	Approve Discharge of Carl-Ake Jansson	For	For	For
10.15	Approve Discharge of Jessica Smedjegard	For	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.16	Approve Discharge of CEO Stefan Widing	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.75 Per Share	For	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	For	For	For
14.1	Reelect Claes Boustedt as Director	For	For	For
14.2	Reelect Marika Fredriksson as Director	For	For	For
14.3	Reelect Johan Molin as Director	For	Against	Against
14.4	Reelect Andreas Nordbrandt as Director	For	For	For
14.5	Reelect Susanna Schneeberger as Director	For	For	For
14.6	Reelect Helena Stjernholm as Director	For	For	For
14.7	Reelect Stefan Widing as Director	For	For	For
14.8	Reelect Kai Warn as Director	For	For	For
15.1	Reelect Johan Molin as Board Chair	For	Against	Against
16.1	Ratify PricewaterhouseCoopers as Auditors	For	For	For
17	Approve Remuneration Report	For	For	For
18	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	For	Against	Against
19	Authorize Share Repurchase Program	For	For	For
	Shareholder Proposals Submitted by Kent Eklund			
20	Approve Contribution to the Cost of Saving Edske Masung	Against	Against	Against
21	Close Meeting			

Meeting Date: 04/30/2025

Country: Switzerland

Ticker: ARYN

Meeting Type: Annual

Votable Shares: 800,000

Shares Voted: 800,000

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For	For
1.2	Approve Sustainability Report	For	For	For
1.3	Approve Remuneration Report	For	For	For
2	Approve Treatment of Net Loss	For	For	For
3	Approve Discharge of Board of Directors	For	For	For
4.1.1	Reelect Urs Jordi as Director and Board Chair	For	For	For
4.1.2	Reelect Cornelia Gehrig as Director	For	For	For
4.1.3	Reelect Heiner Kamps as Director	For	For	For
4.1.4	Reelect Alejandro Zaragueeta as Director	For	For	For
4.1.5	Reelect Helene Weber-Dubi as Director	For	For	For
4.2.1	Reappoint Cornelia Gehrig as Member of the Compensation Committee	For	For	For
4.2.2	Reappoint Heiner Kamps as Member of the Compensation Committee	For	For	For
4.2.3	Reappoint Helene Weber-Dubi as Member of the Compensation Committee	For	For	For
4.3	Ratify Ernst & Young AG as Auditors	For	For	For
4.4	Designate Patrick O'Neill as Independent Proxy	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million	For	For	For
6.1	Approve CHF 0.66 Ordinary Share Capital Increase without Preemptive Rights, if Item 6.2 is Approved	For	For	For
6.2	Approve 40:1 Reverse Stock Split	For	For	For

Aryzta AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 21.8 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights, if Items 6.1 and 6.2 are Approved	For	For	For
7	Transact Other Business (Voting)	For	Against	Against

Aryzta AG

Meeting Date: 04/30/2025	Country: Switzerland	Ticker: ARYN
	Meeting Type: Annual	
Votable Shares: 200,000		Shares Voted: 200,000

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2025	Country: France	Ticker: EL
	Meeting Type: Annual/Special	
Votable Shares: 10,850		Shares Voted: 10,850

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business			
1	Approve Financial Statements and Statutory Reports	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For	For
5	Approve Compensation Report of Corporate Officers	For	Against	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	For	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Directors	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	For	Against	Against
10	Approve Remuneration Policy of Vice-CEO	For	Against	Against
11	Renew Appointment of Forvis Mazars as Auditor	For	For	For
12	Appoint Ernst & Young Audit as Auditor	For	For	For
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
15	Extraordinary Business	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares			
16	Amend Article 22 of Bylaws Re: Alternate Auditors	For	For	For
17	Ordinary Business	For	For	For
	Authorize Filing of Required Documents/Other Formalities			

Intuitive Surgical, Inc.

Meeting Date: 05/01/2025

Country: USA

Ticker: ISRG

Meeting Type: Annual

Votable Shares: 13,030

Shares Voted: 13,030

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	For	For	For
1b	Elect Director Joseph C. Beery	For	For	For
1c	Elect Director Lewis Chew	For	For	For
1d	Elect Director Gary S. Guthart	For	For	For
1e	Elect Director Amal M. Johnson	For	For	For
1f	Elect Director Sreelakshmi Kolli	For	For	For
1g	Elect Director Amy L. Ladd	For	For	For
1h	Elect Director Keith R. Leonard, Jr.	For	For	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Jami Dover Nachtsheim	For	For	For
1j	Elect Director Monica P. Reed	For	For	For
1k	Elect Director David J. Rosa	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
4	Amend Omnibus Stock Plan	For	For	For
5	Improve Executive Compensation Program	Against	For	For
6	Submit Severance Agreement to Shareholder Vote	Against	For	For

Pearson Plc

Meeting Date: 05/02/2025Country: United KingdomTicker: PSON

Meeting Type: Annual

Votable Shares: 194,500

Shares Voted: 194,500

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Final Dividend	For	For	For
3	Re-elect Omar Abbosh as Director	For	For	For
4	Re-elect Sherry Coutu as Director	For	For	For
5	Re-elect Alison Dolan as Director	For	For	For
6	Re-elect Alex Hardiman as Director	For	For	For
7	Re-elect Sally Johnson as Director	For	For	For
8	Re-elect Omid Kordestani as Director	For	For	For
9	Re-elect Esther Lee as Director	For	For	For
10	Re-elect Graeme Pitkethly as Director	For	For	For
11	Re-elect Annette Thomas as Director	For	For	For
12	Re-elect Lincoln Wallen as Director	For	For	For

Pearson Plc

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Report	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
16	Authorise Issue of Equity	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For

Eli Lilly and Company

Meeting Date: 05/05/2025

Country: USA

Ticker: LLY

Meeting Type: Annual

Votable Shares: 9,900

Shares Voted: 9,900

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	For	For	For
1b	Elect Director Mary Lynne Hedley	For	For	For
1c	Elect Director Kimberly H. Johnson	For	For	For
1d	Elect Director Juan R. Luciano	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For	For
4	Declassify the Board of Directors	For	For	For
5	Eliminate Supermajority Vote Requirement	For	For	For

S&P Global Inc.

Meeting Date: 05/07/2025Country: USATicker: SPGI

Meeting Type: Annual

Votable Shares: 15,530

Shares Voted: 15,530

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	For	For	For
1.2	Elect Director Martina L. Cheung	For	For	For
1.3	Elect Director Jacques Esculier	For	For	For
1.4	Elect Director William D. Green	For	For	For
1.5	Elect Director Stephanie C. Hill	For	For	For
1.6	Elect Director Rebecca Jacoby	For	For	For
1.7	Elect Director Ian Paul Livingston	For	For	For
1.8	Elect Director Maria R. Morris	For	For	For
1.9	Elect Director Gregory Washington	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	For	For	For
4	Amend Clawback Policy	Against	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/08/2025Country: USATicker: EW

Meeting Type: Annual

Votable Shares: 108,560

Shares Voted: 108,560

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	For	For	For
1.2	Elect Director David T. Feinberg	For	For	For
1.3	Elect Director Kieran T. Gallahue	For	For	For
1.4	Elect Director Leslie S. Heisz	For	For	For
1.5	Elect Director Paul A. LaViolette	For	For	For
1.6	Elect Director Steven R. Loranger	For	For	For
1.7	Elect Director Ramona Sequeira	For	For	For

Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Nicholas J. Valeriani	For	For	For
1.9	Elect Director Bernard J. Zovighian	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	For	For	For
5	Amend Nonqualified Employee Stock Purchase Plan	For	For	For

AbbVie Inc.

Meeting Date: 05/09/2025

Country: USA

Ticker: ABBV

Meeting Type: Annual

Votable Shares: 39,562

Shares Voted: 39,562

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	For	For	For
1b	Elect Director Thomas C. Freyman	For	For	For
1c	Elect Director Brett J. Hart	For	For	For
1d	Elect Director Edward J. Rapp	For	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
4	Eliminate Supermajority Vote Requirement	For	For	For
5	Adopt Simple Majority Vote	Against	For	For

Lonza Group AG

Meeting Date: 05/09/2025

Country: Switzerland

Ticker: LONN

Meeting Type: Annual

Votable Shares: 2,700

Shares Voted: 2,700

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Non-Financial Report	For	For	For
3	Approve Remuneration Report	For	For	For
4	Approve Discharge of Board and Senior Management	For	For	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	For	For	For
6.1.1	Reelect Marion Helmes as Director	For	Against	Against
6.1.2	Reelect Jean-Marc Huet as Director	For	Against	Against
6.1.3	Reelect Angelica Kohlmann as Director	For	For	For
6.1.4	Reelect Christoph Maeder as Director	For	For	For
6.1.5	Reelect Roger Nitsch as Director	For	Against	Against
6.1.6	Reelect Barbara Richmond as Director	For	For	For
6.1.7	Reelect Juergen Steinemann as Director	For	Against	Against
6.2.1	Elect Juan Andres as Director	For	For	For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	For	For	For
6.2.3	Elect David Meline as Director	For	For	For
6.3	Reelect Jean-Marc Huet as Board Chair	For	Against	Against
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	For	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	For	Against	Against
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	For	For	For
6.4.5	Appoint David Meline as Member of the Compensation Committee	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Designate Lenz Caemmerer as Independent Proxy	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	For	For	For
11	Transact Other Business (Voting)	For	Against	Against

Lonza Group AG

Meeting Date: 05/09/2025Country: SwitzerlandTicker: LONNMeeting Type: Annual

Votable Shares: 700Shares Voted: 700

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

SAP SE

Meeting Date: 05/13/2025Country: GermanyTicker: SAPMeeting Type: Annual

Votable Shares: 11,950Shares Voted: 11,950

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)			
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	For	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	For	For	For

SAP SE

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For
6	Approve Remuneration Report	For	For	For
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	For	For	For
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	For	For	For

Tele2 AB

Meeting Date: 05/13/2025

Country: Sweden

Ticker: TEL2.B

Meeting Type: Annual

Votable Shares: 208,717

Shares Voted: 208,717

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting			
2	Elect Chair of Meeting	For	For	For
3	Prepare and Approve List of Shareholders			
4	Approve Agenda of Meeting	For	For	For
5	Designate Inspector(s) of Minutes of Meeting			
6	Acknowledge Proper Convening of Meeting	For	For	For
7	Receive Chair's Report			
8	Receive CEO's Report			
9	Receive Financial Statements and Statutory Reports			
10	Accept Financial Statements and Statutory Reports	For	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.35 Per Share	For	For	For
12(a)	Approve Discharge of Thomas Reynaud	For	For	For
12(b)	Approve Discharge of Stina Bergfors	For	For	For

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
12(c)	Approve Discharge of Aude Durand	For	For	For
12(d)	Approve Discharge of CEO Jean Marc Harion	For	For	For
12(e)	Approve Discharge of Nicholas Hogberg	For	For	For
12(f)	Approve Discharge of Sam Kini	For	For	For
12(g)	Approve Discharge of Eva Lindqvist	For	For	For
12(h)	Approve Discharge of Lars-Ake Norling	For	For	For
12(i)	Approve Discharge of Former CEO Kjell Johnsen	For	For	For
12(j)	Approve Discharge of Andrew Barron	For	For	For
12(k)	Approve Discharge of Georgi Ganev	For	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	For	For	For
14(a)	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	For	For	For
14(b)	Approve Remuneration of Auditors	For	For	For
15(a)	Reelect Thomas Reynaud as Director	For	Against	Against
15(b)	Reelect Stina Bergfors as Director	For	Against	Against
15(c)	Reelect Aude Durand as Director	For	Against	Against
15(d)	Reelect Jean Marc Harion as Director	For	Against	Against
15(e)	Reelect Nicholas Hogberg as Director	For	Against	Against
15(f)	Reelect Sam Kini as Director	For	Against	Against
15(g)	Elect Mathias Hermansson as New Director	For	For	For
15(h)	Elect Maxime Lombardini as New Director	For	Against	Against
16	Elect Thomas Reynaud as Board Chair	For	Against	Against
17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditors	For	For	For

Tele2 AB

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	For
19	Approve Remuneration Report	For	For	For
20(a)	Approve Performance Incentive Plan LTI 2025	For	For	For
20(b)	Approve Equity Plan Financing Through Issuance of Class C Shares	For	For	For
20(c)	Approve Equity Plan Financing Through Repurchase of Class C Shares	For	For	For
20(d)	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	For	For	For
20(e)	Approve Equity Plan Financing Through Reissuance of Class B Shares	For	For	For
20(f)	Authorize Share Swap Agreement	For	For	For
21	Authorize Share Repurchase Program	For	For	For
	Shareholder Proposals Submitted by Martin Green			
22(a)	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	None	Against	Against
22(b)	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	None	Against	Against
22(c)	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	None	Against	Against
23	Close Meeting			

Bayerische Motoren Werke AG (BMW)

Meeting Date: 05/14/2025

Country: Germany

Ticker: BMW

Meeting Type: Annual

Bayerische Motoren Werke AG (BMW)

Votable Shares: 39,850

Shares Voted: 39,850

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)			
2	Approve Allocation of Income and Dividends of EUR 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	For	Against	Against
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	For	Against	Against
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2024	For	Against	Against
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2024	For	Against	Against
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2024	For	Against	Against
4.6	Approve Discharge of Supervisory Board Member Christiane Benner (until May 15, 2024) for Fiscal Year 2024	For	Against	Against
4.7	Approve Discharge of Supervisory Board Member Ulrich Bauer (from May 15, 2024) for Fiscal Year 2024	For	Against	Against
4.8	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2024	For	Against	Against
4.9	Approve Discharge of Supervisory Board Member Bernhard Ebner (until May 15, 2024) for Fiscal Year 2024	For	Against	Against
4.10	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2024	For	Against	Against

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2024	For	Against	Against
4.12	Approve Discharge of Supervisory Board Member Johann Horn (until May 15, 2024) for Fiscal Year 2024	For	Against	Against
4.13	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2024	For	Against	Against
4.14	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2024	For	Against	Against
4.15	Approve Discharge of Supervisory Board Member Gerhard Kurz (until Oct. 31, 2024) for Fiscal Year 2024	For	Against	Against
4.16	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2024	For	Against	Against
4.17	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2024	For	Against	Against
4.18	Approve Discharge of Supervisory Board Member Michael Nikolaides (from Nov. 1, 2024) for Fiscal Year 2024	For	Against	Against
4.19	Approve Discharge of Supervisory Board Member Horst Ott (from May 15, 2024) for Fiscal Year 2024	For	Against	Against
4.20	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2024	For	Against	Against
4.21	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2024	For	Against	Against
4.22	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2024	For	Against	Against
4.23	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2024	For	Against	Against

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.24	Approve Discharge of Supervisory Board Member Johanna Wenckebach (from May 15, 2024) for Fiscal Year 2024	For	Against	Against
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	For	Against	Against
6.2	Elect Rachel Empey to the Supervisory Board	For	Against	Against
6.3	Elect Nicolas Peter to the Supervisory Board	For	For	For
6.4	Elect Anke Schaeferkordt to the Supervisory Board	For	Against	Against
6.5	Elect Christoph Schmidt to the Supervisory Board	For	Against	Against
7	Approve Remuneration Report	For	For	For
8	Approve Remuneration Policy	For	For	For
9	Approve Remuneration of Supervisory Board	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2030	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	For

Swiss Life Holding AG

Meeting Date: 05/14/2025Country: SwitzerlandTicker: SLHN

Meeting Type: Annual

Votable Shares: 470

Shares Voted: 470

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Swiss Life Holding AG

Meeting Date: 05/14/2025Country: SwitzerlandTicker: SLHN

Meeting Type: Annual

Votable Shares: 1,805

Shares Voted: 1,805

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For	For
1.2	Approve Remuneration Report	For	For	For
1.3	Approve Non-Financial Report	For	For	For
2	Approve Allocation of Income and Dividends of CHF 35.00 per Share	For	For	For
3	Approve Discharge of Board of Directors	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	For	For	For
5.2	Reelect Thomas Buess as Director	For	For	For
5.3	Reelect Monika Buetler as Director	For	Against	Against
5.4	Reelect Philomena Colatrella as Director	For	For	For
5.5	Reelect Adrienne Fumagalli as Director	For	For	For
5.6	Reelect Damir Filipovic as Director	For	For	For
5.7	Reelect Stefan Locker as Director	For	For	For
5.8	Reelect Severin Moser as Director	For	For	For
5.9	Reelect Henry Peter as Director	For	For	For
5.10	Reelect Martin Schmid as Director	For	Against	Against
5.11	Reelect Franziska Sauber as Director	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	For	Against	Against
5.13	Appoint Monika Buetler as Member of the Compensation Committee	For	Against	Against

Swiss Life Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	For	Against	Against
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	Against	Against
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	For
9	Transact Other Business (Voting)	For	Against	Against

Orange SA

Meeting Date: 05/21/2025

Country: France

Ticker: ORA

Meeting Type: Annual/Special

Votable Shares: 231,900

Shares Voted: 231,900

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business			
1	Approve Financial Statements and Statutory Reports	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For
5	Elect Nadia Zak-Calvet as Representative of Employee Shareholders to the Board	For	For	For
6	Reelect Bpifrance Participations as Director	For	For	For
7	Approve Compensation Report	For	For	For
8	Approve Compensation of Christel Heydemann, CEO	For	For	For

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	For	For	For
10	Approve Remuneration Policy of CEO	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	For	For	For
12	Approve Remuneration Policy of Directors	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
	Extraordinary Business			
14	Amend Article 15 of Bylaws to Comply with Legal Changes	For	For	For
15	Amend Article 21 of Bylaws to Comply with Legal Changes	For	For	For
16	Amend Article 20 of Bylaws Re: Alternate Auditors	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For
21	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	For	For	For
22	Authorize Capital Increase of up to EUR 1 Billion for Contributions in Kind	For	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	For	For	For

Orange SA

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Executive Corporate Officers With Performance Conditions Attached	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions			
A	Amending Item 24 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Against	Against	Against
B	Limitation on the Accumulation of Mandates of the Chairman of the Board	Against	Against	Against

Partners Group Holding AG

Meeting Date: 05/21/2025

Country: Switzerland

Ticker: PGHN

Meeting Type: Annual

Votable Shares: 360			Shares Voted: 360	
Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	For	For	For

Partners Group Holding AG

Meeting Date: 05/21/2025

Country: Switzerland

Ticker: PGHN

Meeting Type: Annual

Partners Group Holding AG

Votable Shares: 1,510

Shares Voted: 1,510

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For	For
1.2	Approve Non-Financial Report	For	For	For
2	Approve Allocation of Income and Dividends of CHF 42.00 per Share	For	For	For
3	Approve Discharge of Board and Senior Management	For	For	For
4	Approve Remuneration Report	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	For
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	For	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	For	For	For
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	For	For	For
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	For	For	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	For	For	For
6.1.1	Reelect Steffen Meister as Director and Board Chair	For	For	For
6.1.2	Elect Urban Angehrn as Director	For	For	For
6.1.3	Reelect Marcel Erni as Director	For	For	For
6.1.4	Reelect Alfred Gantner as Director	For	For	For
6.1.5	Reelect Anne Lester as Director	For	Against	Against
6.1.6	Reelect Gaelle Olivier as Director	For	Against	Against
6.1.7	Reelect Urs Wietlisbach as Director	For	For	For
6.1.8	Reelect Flora Zhao as Director	For	Against	Against
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For	Against	Against

Partners Group Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For	Against	Against
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	For	Against	Against
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For
7	Transact Other Business (Voting)	For	Against	Against

Waters Corporation

Meeting Date: 05/22/2025Country: USATicker: WAT

Meeting Type: Annual

Votable Shares: 19,600

Shares Voted: 19,600

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	For	For	For
1.2	Elect Director Linda Baddour	For	For	For
1.3	Elect Director Udit Batra	For	For	For
1.4	Elect Director Dan Brennan	For	For	For
1.5	Elect Director Richard Fearon	For	For	For
1.6	Elect Director Pearl S. Huang	For	For	For
1.7	Elect Director Wei Jiang	For	For	For
1.8	Elect Director Heather Knight	For	For	For
1.9	Elect Director Christopher A. Kuebler	For	For	For
1.10	Elect Director Mark Vergnano	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
4	Amend Qualified Employee Stock Purchase Plan	For	For	For

AIA Group Limited

Meeting Date: 05/23/2025

Country: Hong Kong

Ticker: 1299

Meeting Type: Annual

Votable Shares: 304,000

Shares Voted: 304,000

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For	For
2	Approve Final Dividend	For	For	For
3	Elect George Yong-boon Yeo as Director	For	For	For
4	Elect Lawrence Juen-Yee Lau as Director	For	For	For
5	Elect Narongchai Akrasanee as Director	For	For	For
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	For
7B	Authorize Repurchase of Issued Share Capital	For	For	For

SBA Communications Corporation

Meeting Date: 05/23/2025

Country: USA

Ticker: SBAC

Meeting Type: Annual

Votable Shares: 33,000

Shares Voted: 33,000

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin L. Beebe	For	For	For
1.2	Elect Director Jack Langer	For	For	For
1.3	Elect Director Jeffrey A. Stoops	For	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For

Salesforce, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: CRM

Meeting Type: Annual

Salesforce, Inc.

Votable Shares: 28,600

Shares Voted: 28,600

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	For	For	For
1b	Elect Director Laura Alber	For	For	For
1c	Elect Director Craig Conway	For	For	For
1d	Elect Director Arnold Donald	For	For	For
1e	Elect Director Parker Harris	For	For	For
1f	Elect Director Neelie Kroes	For	For	For
1g	Elect Director Sachin Mehra	For	For	For
1h	Elect Director G. Mason Morfit	For	For	For
1i	Elect Director Oscar Munoz	For	For	For
1j	Elect Director John V. Roos	For	For	For
1k	Elect Director Robin Washington	For	For	For
1l	Elect Director Maynard Webb	For	For	For
2	Amend Omnibus Stock Plan	For	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For

Trane Technologies Plc

Meeting Date: 06/05/2025

Country: Ireland

Ticker: TT

Meeting Type: Annual

Votable Shares: 21,000

Shares Voted: 21,000

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	For	For	For
1b	Elect Director Ana P. Assis	For	For	For
1c	Elect Director Ann C. Berzin	For	For	For
1d	Elect Director April Miller Boise	For	For	For
1e	Elect Director Mark R. George	For	For	For
1f	Elect Director John A. Hayes	For	For	For
1g	Elect Director Linda P. Hudson	For	For	For
1h	Elect Director Myles P. Lee	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Matthew F. Pine	For	For	For
1j	Elect Director David S. Regnery	For	For	For
1k	Elect Director Melissa N. Schaeffer	For	For	For
1l	Elect Director John P. Surma	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For	For
4	Authorize Issue of Equity	For	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	For	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	For	For	For

Best Buy Co., Inc.

Meeting Date: 06/13/2025

Country: USA

Ticker: BBY

Meeting Type: Annual

Votable Shares: 118,800

Shares Voted: 118,800

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	For	For	For
1b	Elect Director Lisa M. Caputo	For	For	For
1c	Elect Director David W. Kenny	For	For	For
1d	Elect Director David C. Kimbell	For	For	For
1e	Elect Director Mario J. Marte	For	For	For
1f	Elect Director Karen A. McLoughlin	For	For	For
1g	Elect Director Claudia F. Munce	For	For	For
1h	Elect Director Richelle P. Parham	For	For	For
1i	Elect Director Steven E. Rendle	For	For	For
1j	Elect Director Sima D. Sistani	For	For	For
1k	Elect Director Melinda D. Whittington	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For	For

Best Buy Co., Inc.

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
4	Amend Omnibus Stock Plan	For	For	For
5	Provide Right to Act by Written Consent	Against	Against	Against
6	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	Against	Against	Against
7	Report on LGBTQIA+ Inclusion Efforts	Against	For	For
8	Publish Climate Transition Plan	Against	For	For

MetLife, Inc.

Meeting Date: 06/17/2025	Country: USA	Ticker: MET
Meeting Type: Annual		

Votable Shares: 100,550Shares Voted: 100,550

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos M. Gutierrez	For	For	For
1b	Elect Director Carla A. Harris	For	For	For
1c	Elect Director Laura J. Hay	For	For	For
1d	Elect Director R. Glenn Hubbard	For	For	For
1e	Elect Director Jeh C. Johnson	For	For	For
1f	Elect Director William E. Kennard	For	For	For
1g	Elect Director Michel A. Khalaf	For	For	For
1h	Elect Director Diana L. McKenzie	For	For	For
1i	Elect Director Denise M. Morrison	For	For	For
1j	Elect Director Christian Mumenthaler	For	For	For
1k	Elect Director Mark A. Weinberger	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For

Tokyo Electron Ltd.

Meeting Date: 06/17/2025Country: JapanTicker: 8035

Meeting Type: Annual

Votable Shares: 17,220

Shares Voted: 17,220

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	For	For	For
1.2	Elect Director Sasaki, Sadao	For	For	For
1.3	Elect Director Tahara, Kazushi	For	For	For
1.4	Elect Director Sasaki, Michio	For	For	For
1.5	Elect Director Ichikawa, Sachiko	For	For	For
1.6	Elect Director Joseph A. Kraft Jr	For	For	For
1.7	Elect Director Suzuki, Yukari	For	For	For
1.8	Elect Director Shinohara, Yukihiro	For	For	For
2.1	Appoint Statutory Auditor Matura, Tsuguhiko	For	For	For
2.2	Appoint Statutory Auditor Makino, Ayako	For	For	For
3	Approve Performance-Based Cash Compensation Ceiling for Directors	For	For	For
4	Approve Deep Discount Stock Option Plan	For	For	For
5	Approve Deep Discount Stock Option Plan	For	For	For
6	Approve Trust-Type Equity Compensation Plan	For	For	For

LY Corp.

Meeting Date: 06/19/2025Country: JapanTicker: 4689

Meeting Type: Annual

Votable Shares: 805,900

Shares Voted: 805,900

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawabe, Kentaro	For	For	For
1.2	Elect Director Idezawa, Takeshi	For	For	For
2	Elect Director and Audit Committee Member Usumi, Yoshio	For	For	For

NEC Corp.

Meeting Date: 06/20/2025	Country: Japan	Ticker: 6701
Meeting Type: Annual		

Votable Shares: 143,000			Shares Voted: 143,000	
Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oka, Masashi	For	For	For
1.2	Elect Director Mochizuki, Harufumi	For	For	For
1.3	Elect Director Okada, Joji	For	For	For
1.4	Elect Director Yamada, Yoshihito	For	For	For
1.5	Elect Director Sato, Shinjiro	For	For	For
1.6	Elect Director Nagata, Shiori	For	For	For
1.7	Elect Director Nishimura, Mika	For	For	For
1.8	Elect Director Yatsu, Tomomi	For	For	For
1.9	Elect Director Niino, Takashi	For	For	For
1.10	Elect Director Morita, Takayuki	For	For	For
1.11	Elect Director Fujikawa, Osamu	For	For	For

Mastercard Incorporated

Meeting Date: 06/24/2025	Country: USA	Ticker: MA
Meeting Type: Annual		

Votable Shares: 14,185			Shares Voted: 14,185	
Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	For	For	For
1b	Elect Director Candido Bracher	For	For	For
1c	Elect Director Richard K. Davis	For	For	For
1d	Elect Director Julius Genachowski	For	For	For
1e	Elect Director Choon Phong Goh	For	For	For
1f	Elect Director Oki Matsumoto	For	For	For
1g	Elect Director Michael Miebach	For	For	For
1h	Elect Director Youngme Moon	For	For	For
1i	Elect Director Rima Qureshi	For	For	For
1j	Elect Director Gabrielle Sulzberger	For	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Harit Talwar	For	For	For
1l	Elect Director Lance Uggla	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	For	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	For	For	For
6	Amend Certificate of Incorporation	For	For	For
7	Oversee and Report on a Racial Equity Audit	Against	For	For
8	Report on Discrimination Risks of Affirmative Action Initiatives	Against	Against	Against

Kurita Water Industries Ltd.

Meeting Date: 06/25/2025

Country: Japan

Ticker: 6370

Meeting Type: Annual

Votable Shares: 76,984

Shares Voted: 76,984

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	For	For	For
2.1	Elect Director Kadota, Michiya	For	For	For
2.2	Elect Director Ejiri, Hirohiko	For	For	For
2.3	Elect Director Shirode, Shuji	For	For	For
2.4	Elect Director Kachi, Norikazu	For	For	For
2.5	Elect Director Kobayashi, Kenjiro	For	For	For
2.6	Elect Director Miyazaki, Masahiro	For	For	For
2.7	Elect Director Takayama, Yoshiko	For	For	For
2.8	Elect Director Matsuo, Mie	For	For	For

Votable Shares: 69,830

Shares Voted: 69,830

Proposal Number	Proposal Text	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	For	For	For
1b	Elect Director Tench Coxo	For	For	For
1c	Elect Director John O. Dabiri	For	For	For
1d	Elect Director Persis S. Drell	For	For	For
1e	Elect Director Jen-Hsun Huang	For	For	For
1f	Elect Director Dawn Hudson	For	For	For
1g	Elect Director Harvey C. Jones	For	For	For
1h	Elect Director Melissa B. Lora	For	For	For
1i	Elect Director Stephen C. Neal	For	For	For
1j	Elect Director Ellen Ochoa	For	For	For
1k	Elect Director A. Brooke Seawell	For	For	For
1l	Elect Director Aarti Shah	For	For	For
1m	Elect Director Mark A. Stevens	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
4	Eliminate Supermajority Vote Requirements	For	For	For
5	Amend Right to Call Special Meeting	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	Against	Against
7	Enhance Workforce Data Reporting	Against	For	For