

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Webstep ASA

**Meeting Date:** 01/05/2024      **Country:** Norway      **Ticker:** WSTEP  
**Record Date:** 12/28/2023      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** R0R13G101

Shares Voted: 320,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4.1	Elect Kjell Magne Leirgulen as Board Chair	Mgmt	For	For	For
4.2	Dismiss Kari Mette Toverud as Director	Mgmt	For	For	For
5	Elect Nicolay Eger as Member of Nominating Committee	Mgmt	For	For	For

### Trigano SA

**Meeting Date:** 01/09/2024      **Country:** France      **Ticker:** TRI  
**Record Date:** 01/05/2024      **Meeting Type:** Annual/Special  
**Primary Security ID:** F93488108

Shares Voted: 7,679

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For

## Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy of CEOs	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 264,075	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Mgmt	For	Against	Against
13	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	For	Against	Against
14	Approve Compensation of Michel Freiche, CEO	Mgmt	For	Against	Against
15	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

## Viaplay Group AB

**Meeting Date:** 01/10/2024

**Country:** Sweden

**Ticker:** VPLAY.B

**Record Date:** 01/02/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W5806J108

**Shares Voted:** 200,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For

## Viaplay Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Amend Articles; Approve Reduction in Share Capital; Amend Articles; Approve Issuance of Class B Shares for Private Placement; Approve Issuance of Class B Shares with Preemptive Rights; Approve Issuance of Class B Shares for Private Placement	Mgmt	For	For	For
8	Amend Articles Re: Equity-Related	Mgmt	For	For	For
9	Approve Sale of Shares in Subsidiary Paprika Holding AB	Mgmt	For	For	For
10	Close Meeting	Mgmt			

## Hexagon Purus ASA

**Meeting Date:** 01/11/2024

**Country:** Norway

**Ticker:** HPUR

**Record Date:** 01/04/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** R3R381109

**Shares Voted:** 179,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of List of shareholders	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Authorize Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 100 Million	Mgmt	For	For	For
5	Approve Issuance of 270 Million Warrants without Preemptive Rights	Mgmt	For	For	For
6	Approve Issuance of 14 Million Additional Warrants without Preemptive Rights	Mgmt	For	For	For

## Carasent ASA

**Meeting Date:** 01/22/2024

**Country:** Norway

**Ticker:** CARA

**Record Date:** 01/15/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** R1519E128

**Shares Voted:** 1,429,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
	Shareholder Proposals Submitted by ACapital CARA HoldCo AS	Mgmt			
3	Approve Extraordinary Dividend	SH	None	Against	Against
4	Shareholder Proposals Submitted by ACapital CARA HoldCo AS to Elect Two New Board Members	SH	None	Against	Against
5.a	Elect One Additional Board Member	SH	None	Against	Against
5.b	Elect Jonas Stromberg as New Director	SH	None	Against	Against
6.a	Elect One Additional Board Member	SH	None	Against	Against
6.b	Elect One Additional Board Member (Proposal Submitted by ACapital CARA HoldCo AS)	SH	None	Against	Against

## Visa Inc.

**Meeting Date:** 01/23/2024

**Country:** USA

**Ticker:** V

**Record Date:** 11/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 92826C839

**Shares Voted:** 31,000

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

## Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

## Avantium NV

**Meeting Date:** 01/24/2024

**Country:** Netherlands

**Ticker:** AVTX

**Record Date:** 12/27/2023

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N0805A109

**Shares Voted:** 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Grant Board Authority to Issue Ordinary Shares and Restrict or Exclude Preemptive Rights	Mgmt	For	For	For
2b	Grant Board Authority to Issue Warrants for Shares and to Exclude Preemptive Rights	Mgmt	For	For	For
2c	Amend Articles of Association Re: Increase of the Authorized Share Capital	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

**Meeting Date:** 01/25/2024

**Country:** United Kingdom

**Ticker:** BVIC

**Record Date:** 01/23/2024

**Meeting Type:** Annual

**Primary Security ID:** G17387104

**Shares Voted:** 109,201

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Ian Durant as Director	Mgmt	For	For	For
5	Elect Rebecca Napier as Director	Mgmt	For	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For	For
7	Re-elect William Eccleshare as Director	Mgmt	For	For	For
8	Re-elect Emer Finnan as Director	Mgmt	For	For	For
9	Re-elect Hounaida Lasry as Director	Mgmt	For	For	For
10	Re-elect Simon Litherland as Director	Mgmt	For	For	For
11	Re-elect Euan Sutherland as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Adopt New Articles of Association	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## RTX A/S

**Meeting Date:** 01/25/2024

**Country:** Denmark

**Ticker:** RTX

**Record Date:** 01/18/2024

**Meeting Type:** Annual

**Primary Security ID:** K8400C100

**Shares Voted:** 175,000

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	For
4.a	Reelect Peter Thostrup as Director	Mgmt	For	Abstain	Abstain
4.b	Reelect Jesper Mailind as Director	Mgmt	For	For	For
4.c	Reelect Henrik Schimmel as Director	Mgmt	For	For	For
4.d	Reelect Lars Christian Tofft as Director	Mgmt	For	For	For
4.e	Reelect Katja Millard as Director	Mgmt	For	For	For
4.f	Elect Mogens Vedel Hestbaek as Director	Mgmt	For	For	For
5.a	Ratify KPMG as Auditors	Mgmt	For	For	For
6	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
7.a	Approve Creation of DKK 4,233,919 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.b	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
8	Other Business	Mgmt			

## Trealt Plc

**Meeting Date:** 01/25/2024

**Country:** United Kingdom

**Ticker:** TET

**Record Date:** 01/23/2024

**Meeting Type:** Annual

**Primary Security ID:** G9026D113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ryan Govender as Director	Mgmt	For	For	For
5	Re-elect Christine Sisler as Director	Mgmt	For	For	For
6	Re-elect Philip O'Connor as Director	Mgmt	For	For	For
7	Re-elect Vijay Thakrar as Director	Mgmt	For	For	For
8	Re-elect David Johnston as Director	Mgmt	For	For	For
9	Elect Bronagh Kennedy as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Share Incentive Plan	Mgmt	For	For	For
13	Approve Long-Term Incentive Plan	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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Verbio SE

Meeting Date: 02/02/2024

Country: Germany

Ticker: VBK

Record Date: 01/11/2024

Meeting Type: Annual

Primary Security ID: D86145105



Shares Voted: 85,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
7	Approve Affiliation Agreement with VERBIO Chem GmbH	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Nordic Semiconductor ASA

Meeting Date: 02/06/2024

Country: Norway

Ticker: NOD

Record Date: 01/30/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: R4988P103

Shares Voted: 520,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4.a	Elect Dieter May as New Director	Mgmt	For	For	For
4.b	Elect Helmut Gassel as New Director	Mgmt	For	For	For

## Rockwell Automation, Inc.

Meeting Date: 02/06/2024

Country: USA

Ticker: ROK

Record Date: 12/11/2023

Meeting Type: Annual

Primary Security ID: 773903109

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For	For
A.2	Elect Director Lisa A. Payne	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Siemens AG

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 38,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
9	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 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## SyntheticMR AB

**Meeting Date:** 02/20/2024      **Country:** Sweden      **Ticker:** SYNT  
**Record Date:** 02/12/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W9567M102

Shares Voted: 915,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate an Inspector of Minutes of Meeting	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
7	Approve Incentive Program TO 2 for Key Employees	Mgmt	For	For	For
8	Approve Incentive Program TO 3 for CCO	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## Infineon Technologies AG

**Meeting Date:** 02/23/2024      **Country:** Germany      **Ticker:** IFX  
**Record Date:** 02/16/2024      **Meeting Type:** Annual  
**Primary Security ID:** D35415104

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	For	For

## Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

## Apple Inc.

**Meeting Date:** 02/28/2024      **Country:** USA      **Ticker:** AAPL  
**Record Date:** 01/02/2024      **Meeting Type:** Annual  
**Primary Security ID:** 037833100

**Shares Voted:** 110,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For



## Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Use of Artificial Intelligence	SH	Against	For	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

## Novozymes A/S

**Meeting Date:** 03/04/2024

**Country:** Denmark

**Ticker:** NZYM.B

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

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** K7317J133

**Shares Voted:** 75,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonosis AS as Secondary Name	Mgmt	For	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain	Abstain
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

## Novartis AG

**Meeting Date:** 03/05/2024

**Country:** Switzerland

**Ticker:** NOVN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H5820Q150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	Against	Against
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
6.12	Reelect William Winters as Director	Mgmt	For	For	For
6.13	Reelect John Young as Director	Mgmt	For	For	For

## Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Demant A/S

**Meeting Date:** 03/06/2024      **Country:** Denmark      **Ticker:** DEMANT  
**Record Date:** 02/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** K3008M105

Shares Voted: 50,000

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 Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	For	For
6.d	Reelect Kristian Villumsen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

## Demant A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.a	Amend Articles Re: Board-Related	Mgmt	For	For	For
8.b	Approve DKK 569,929.60 Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program	Mgmt	For	For	For
8.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

## Genmab A/S

**Meeting Date:** 03/13/2024

**Country:** Denmark

**Ticker:** GMAB

**Record Date:** 03/06/2024

**Meeting Type:** Annual

**Primary Security ID:** K3967W102

**Shares Voted:** 10,000

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; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For	For
6	Ratify Deloitte as Auditors	Mgmt	For	For	For

## Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
7.b	Approve Director Indemnification	Mgmt	For	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Against
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	For
7.g	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

## GN Store Nord A/S

**Meeting Date:** 03/13/2024

**Country:** Denmark

**Ticker:** GN

**Record Date:** 03/06/2024

**Meeting Type:** Annual

**Primary Security ID:** K4001S214

**Shares Voted:** 55,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	For

## GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
7.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
7.b.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	For	For
7.b.2	Reelect Klaus Holse as Director	Mgmt	For	For	For
7.b.3	Reelect Helene Barnekow as Director	Mgmt	For	Abstain	Abstain
7.b.4	Reelect Anette Weber as Director	Mgmt	For	For	For
7.b.5	Elect Kim Vejlbj Hansen as New Director	Mgmt	For	For	For
7.b.6	Elect Jorgen Bundgaard Hansen as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9.a	Approve Creation of DKK 301.8 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
9.b	Approve Creation of DKK 60.4 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.c	Authorize Share Repurchase Program	Mgmt	For	For	For
9.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
9.e1	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
9.e2	Amend Articles Re: Indemnification	Mgmt	For	For	For
9.e3	Amend Remuneration Policy	Mgmt	For	For	For
10	Other Proposals from Shareholders (None Submitted)	Mgmt			
11	Other Business (Non-Voting)	Mgmt			

# ALK-Abello A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: ALK.B

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K03294137

Shares Voted: 70,000

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; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK 700,000 for Vice Chairman and DKK 350,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Hedegaard (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For
8.a	Reelect Gitte Aabo as Director	Mgmt	For	For	For
8.b	Reelect Lars Holmqvist as Director	Mgmt	For	Abstain	Abstain
8.c	Reelect Jesper Hoiland as Director	Mgmt	For	For	For
8.d	Reelect Bertil Lindmark as Director	Mgmt	For	For	For
8.e	Reelect Alan Main as Director	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
10.c	Amend Remuneration Policy	Mgmt	For	Against	Against
10.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
11	Other Business	Mgmt			

## All for One Group SE

Meeting Date: 03/14/2024

Country: Germany

Ticker: A1OS

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: D0274C132

Shares Voted: 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For

## DATAGROUP SE

Meeting Date: 03/14/2024

Country: Germany

Ticker: D6H

Record Date: 02/21/2024

Meeting Type: Annual

Primary Security ID: D1666N108

Shares Voted: 59,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Andreas Baresel for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sabine Laukemann for Fiscal Year 2022/23	Mgmt	For	For	For



## DATAGROUP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Oliver Thome for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Heinz Hilgert for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Hubert Deutsch for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hans-Hermann Schaber for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify BANSBACH GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For

## DSV A/S

**Meeting Date:** 03/14/2024

**Country:** Denmark

**Ticker:** DSV

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** K31864117

**Shares Voted:** 28,000

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 7 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For	For

## DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	Abstain	Abstain
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For	For
9	Other Business	Mgmt			

## Nepa AB

**Meeting Date:** 03/15/2024

**Country:** Sweden

**Ticker:** NEPA

**Record Date:** 03/07/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W5S357107

**Shares Voted:** 373,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	Shareholder Proposals Submitted by Ulrich Boyer	Mgmt			

## Nepa AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Determine Number of Members and Deputy Members of Board	SH	None	Against	Against
7	Elect Directors	SH	None	Against	Against
8	Close Meeting	Mgmt			

## Meyer Burger Technology AG

Meeting Date: 03/18/2024

Country: Switzerland

Ticker: MBTN

Record Date: 03/08/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: H5498Z128

Shares Voted: 3,000,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves Followed by Creation of CHF 250 Million Pool of Share Capital with Preemptive Rights	Mgmt	For	For	For
2	Approve Creation of CHF 21.8 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments, if Item 1 is Accepted	Mgmt	For	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 314.6 Million and the Lower Limit of CHF 286 Million with or without Exclusion of Preemptive Rights, if Item 1 is Accepted	Mgmt	For	For	For
4	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024

Country: Sweden

Ticker: SEB.A

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: W25381141

Shares Voted: 210,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Against
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16a	Approve Remuneration Report	Mgmt	For	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For	For
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	For
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Change Bank Software	SH	None	Against	Against
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt			
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against	Against
24	Close Meeting	Mgmt			

## Brodrene A. & O. Johansen A/S

Meeting Date: 03/20/2024

Country: Denmark

Ticker: AOJ.B

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: K9743U120

Shares Voted: 200,000

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; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 3.75 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors for 2024 in the Aggregate Amount of DKK 3.7 Million	Mgmt	For	Against	Against
6.a	Reelect Henning Dyremose (Chair) as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Erik Holm (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Ann Fogelgren-Pedersen as Director	Mgmt	For	For	For
6.d	Reelect Peter Gath as Director	Mgmt	For	For	For
6.e	Reelect Niels A. Johansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

## ALSO Holding AG

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: ALSN

Record Date:

Meeting Type: Annual

Primary Security ID: H0178Q159

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 4.80 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	Against	Against
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Mgmt	For	Against	Against
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 4.5 Million	Mgmt	For	Against	Against
7.1.1	Reelect Peter Athanas as Director	Mgmt	For	Against	Against
7.1.2	Reelect Walter Droege as Director	Mgmt	For	For	For
7.1.3	Reelect Frank Tanski as Director	Mgmt	For	For	For
7.1.4	Reelect Ernest-W. Droege as Director	Mgmt	For	For	For
7.1.5	Reelect Thomas Fuerer as Director	Mgmt	For	For	For
7.1.6	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For	For	For
7.2	Reelect Gustavo Moeller-Hergt as Board Chair	Mgmt	For	Against	Against
7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against
7.4	Ratify Ernst and Young AG as Auditors	Mgmt	For	For	For



## ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Munters Group AB

**Meeting Date:** 03/21/2024      **Country:** Sweden      **Ticker:** MTRS  
**Record Date:** 03/13/2024      **Meeting Type:** Annual  
**Primary Security ID:** W5S77G155

**Shares Voted:** 240,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Designate Inspector(s) of Minutes of Meeting	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Hakan Buskhe	Mgmt	For	For	For
10.b	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For	For	For
10.c	Approve Discharge of CEO Klas Forsstrom	Mgmt	For	For	For
10.d	Approve Discharge of Simon Henriksson	Mgmt	For	For	For
10.e	Approve Discharge of Maria Hakansson	Mgmt	For	For	For
10.f	Approve Discharge of Tor Jansson	Mgmt	For	For	For
10.g	Approve Discharge of Anders Lindqvist	Mgmt	For	For	For
10.h	Approve Discharge of Linus Morell	Mgmt	For	For	For

# Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.i	Approve Discharge of Magnus Nicolin	Mgmt	For	For	For
10.j	Approve Discharge of Kristian Sildeby	Mgmt	For	For	For
10.k	Approve Discharge of Sabine Simeon-Aissaoui	Mgmt	For	For	For
10.l	Approve Discharge of Robert Wahlgren	Mgmt	For	For	For
10.m	Approve Discharge of Anna Westerberg	Mgmt	For	For	For
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.3 Million for Chair and SEK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.a	Reelect Helen Fasth Gillstedt as Director	Mgmt	For	For	For
13.b	Reelect Maria Hakansson as Director	Mgmt	For	For	For
13.c	Reelect Anders Lindqvist as Director	Mgmt	For	For	For
13.d	Reelect Magnus Nicolin as Director	Mgmt	For	Against	Against
13.e	Reelect Kristian Sildeby as Director	Mgmt	For	Against	Against
13.f	Reelect Sabine Simeon-Aissaoui as Director	Mgmt	For	For	For
13.g	Elect Elizabeth Nugent as New Director	Mgmt	For	For	For
14.a	Reelect Magnus Nicolin as Board Chair	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
17	Approve Remuneration Report	Mgmt	For	Against	Against
18	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Meeting Date: 03/21/2024

Country: Denmark

Ticker: NOVO.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: K72807140

Shares Voted: 282,800

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	Abstain	Abstain
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
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

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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			

## Sika AG

**Meeting Date:** 03/26/2024

**Country:** Switzerland

**Ticker:** SIKA

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7631K273

**Shares Voted:** 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Elect Thomas Aebischer as Director	Mgmt	For	For	For

## Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Volvo AB

**Meeting Date:** 03/27/2024      **Country:** Sweden      **Ticker:** VOLV.B  
**Record Date:** 03/19/2024      **Meeting Type:** Annual  
**Primary Security ID:** 928856301

**Shares Voted:** 105,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Elect Par Boman as New Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
14.5	Reelect Eric Elzvik as Director	Mgmt	For	Against	Against
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	Against	Against
14.7	Reelect Kurt Jofs as Director	Mgmt	For	Against	Against
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	Against	Against
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	Against	Against
14.10	Reelect Martina Merz as Director	Mgmt	For	Against	Against
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For

## Canon, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7751

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J05124144

Shares Voted: 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	For	For
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For	For
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Okayama, Chikahiro	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

## BHG Group AB

Meeting Date: 04/02/2024

Country: Sweden

Ticker: BHG

Record Date: 03/21/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: W2R38X105

Shares Voted: 370,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			



## BHG Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7.1	Determine Number of Directors (6) and Deputy Directors (0) of Board	Mgmt	For	For	For
7.2	Elect Pernille Fabricius as New Director	Mgmt	For	For	For
7.3	Approve Remuneration of New Director	Mgmt	For	For	For
8	Approve Transaction with Related Parties	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## The Walt Disney Company

**Meeting Date:** 04/03/2024

**Country:** USA

**Ticker:** DIS

**Record Date:** 02/05/2024

**Meeting Type:** Proxy Contest

**Primary Security ID:** 254687106

**Shares Voted:** 44,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	Do Not Vote	Do Not Vote
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	Do Not Vote	Do Not Vote
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	Do Not Vote	Do Not Vote
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	Do Not Vote	Do Not Vote
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	Do Not Vote	Do Not Vote
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	Do Not Vote	Do Not Vote
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	Do Not Vote	Do Not Vote
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	Do Not Vote	Do Not Vote
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	Do Not Vote	Do Not Vote

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	Do Not Vote	Do Not Vote
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	Do Not Vote	Do Not Vote
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	Do Not Vote	Do Not Vote
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Do Not Vote	Do Not Vote
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Do Not Vote	Do Not Vote
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Do Not Vote	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	Against	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Do Not Vote	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	For	For

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Withhold	Withhold
	OPPOSED COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	For	For
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Withhold	Withhold
	ACCEPTABLE COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	For	For
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	For	For
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	For	For
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	For	For
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	For	For
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	For	For
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	For	For
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	For	For
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	For	For
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	For	For
	BLACKWELLS NOMINEES	Mgmt			
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Withhold	Withhold
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Withhold	Withhold
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	For	For
4	Amend Omnibus Stock Plan	Mgmt	None	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Against	Against

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	For	For
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Against	Against
8	Report on Charitable Contributions	SH	None	Against	Against
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	For	For
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Against	Against
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Do Not Vote	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Do Not Vote	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Do Not Vote	Do Not Vote
	COMPANY NOMINEES	Mgmt			
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Do Not Vote	Do Not Vote
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Do Not Vote	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Do Not Vote	Do Not Vote

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Do Not Vote	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt			
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	None	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Do Not Vote	Do Not Vote

# Rio Tinto Plc

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

**Country:** United Kingdom

**Ticker:** RIO

**Record Date:** 04/02/2024

**Meeting Type:** Annual

**Primary Security ID:** G75754104

**Shares Voted:** 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

# Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
5	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
6	Elect Dean Valle as Director	Mgmt	For	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
8	Elect Martina Merz as Director	Mgmt	For	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For	For
10	Re-elect Dominic Barton as Director	Mgmt	For	For	For
11	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
12	Re-elect Simon Henry as Director	Mgmt	For	For	For
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
22	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
23	Authorise Issue of Equity	Mgmt	For	For	For

## Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## BAWAG Group AG

**Meeting Date:** 04/08/2024

**Country:** Austria

**Ticker:** BG

**Record Date:** 03/29/2024

**Meeting Type:** Annual

**Primary Security ID:** A0997C107

**Shares Voted:** 79,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte Audit as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6	Ratify KPMG Austria GmbH as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy	Mgmt	For	Against	Against
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Creation of EUR 31.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For

## BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Creation of EUR 7.9 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2029	Mgmt	For	For	For

## Alfen NV

**Meeting Date:** 04/09/2024      **Country:** Netherlands      **Ticker:** ALFEN  
**Record Date:** 03/12/2024      **Meeting Type:** Annual  
**Primary Security ID:** N0227W101

Shares Voted: 18,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements	Mgmt	For	For	For
3	Discussion on Company's Corporate Governance	Mgmt			
4a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4b	Discuss Allocation of Income	Mgmt			
5a	Approve Discharge of Management Board	Mgmt	For	For	For
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Management Board	Mgmt	For	For	For
7	Elect Boudewijn Tans to Management Board	Mgmt	For	For	For
8	Elect Willem Ackermans to Supervisory Board	Mgmt	For	For	For
9a	Amend Articles of Association of the Company I	Mgmt	For	For	For
9b	Amend Articles of Association of the Company II	Mgmt	For	Against	Against
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For



## Alfen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

## VINCI SA

**Meeting Date:** 04/09/2024      **Country:** France      **Ticker:** DG  
**Record Date:** 04/05/2024      **Meeting Type:** Annual/Special  
**Primary Security ID:** F5879X108

Shares Voted: 37,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
4	Reelect Benoit Bazin as Director	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Koninklijke Ahold Delhaize NV

**Meeting Date:** 04/10/2024      **Country:** Netherlands      **Ticker:** AD  
**Record Date:** 03/13/2024      **Meeting Type:** Annual  
**Primary Security ID:** N0074E105

Shares Voted: 178,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Management Board (Non-Voting)	Mgmt			
2.2	Discussion on Company's Corporate Governance Structure	Mgmt			
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.4	Adopt Financial Statements	Mgmt	For	For	For
2.5	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	For	For	For
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	For	For	For
5.4	Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	For	For	For
5.5	Elect Laura Miller to Supervisory Board	Mgmt	For	For	For

## Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
7.4	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Close Meeting	Mgmt			

## Telia Co. AB

**Meeting Date:** 04/10/2024      **Country:** Sweden      **Ticker:** TELIA  
**Record Date:** 04/02/2024      **Meeting Type:** Annual  
**Primary Security ID:** W95890104

Shares Voted: 550,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports; Receive CEO and President Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.a	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b	Mgmt			
9.b.1	Approve Record Date for Dividend Payment Proposal by the Board of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt			
9.b.2	Approve Record Date for Dividend Payment Proposal by Shareholder	SH	None	Against	Against
	Management Proposals	Mgmt			
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For	For
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For	For
10.4	Approve Discharge of Sarah Eccleston	Mgmt	For	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For	For
10.9	Approve Discharge of Nina Linander	Mgmt	For	For	For
10.10	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For
10.11	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For
10.12	Approve Discharge of Martin Saaf	Mgmt	For	For	For
10.13	Approve Discharge of Rickard Wast	Mgmt	For	For	For
10.14	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 955,000 for Vice Chairman, and SEK 685,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For

## Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.2	Reelect Ingrid Bonde as Director	Mgmt	For	For	For
14.3	Reelect Luisa Delgado as Director	Mgmt	For	For	For
14.4	Reelect Sarah Eccleston as Director	Mgmt	For	For	For
14.5	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For
14.8	Reelect Jeanette Jager as Director	Mgmt	For	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For
15.2	Reelect Ingrid Bonde as Vice Chairman	Mgmt	For	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
20.a	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	For
20.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Zurich Insurance Group AG

**Meeting Date:** 04/10/2024

**Country:** Switzerland

**Ticker:** ZURN

**Record Date:** 04/04/2024

**Meeting Type:** Annual

**Primary Security ID:** H9870Y105

**Shares Voted:** 3,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For

# Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.k	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect John Rafter as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

## Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Adecco Group AG

**Meeting Date:** 04/11/2024      **Country:** Switzerland      **Ticker:** ADEN  
**Record Date:** 04/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** H00392318

Shares Voted: 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Rachel Duan as Director	Mgmt	For	For	For
5.1.3	Reelect Alexander Gut as Director	Mgmt	For	For	For
5.1.4	Reelect Didier Lamouche as Director	Mgmt	For	For	For
5.1.5	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.6	Reelect Sandhya Venugopal as Director	Mgmt	For	For	For

## Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.1.8	Elect Stefano Grassi as Director	Mgmt	For	For	For
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Amend Articles of Association	Mgmt	For	For	For
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 18.5 Million and the Lower Limit of CHF 15.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## AstraZeneca PLC

**Meeting Date:** 04/11/2024

**Country:** United Kingdom

**Ticker:** AZN

**Record Date:** 04/09/2024

**Meeting Type:** Annual

**Primary Security ID:** G0593M107

**Shares Voted:** 78,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For



## AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5h	Elect Anna Manz as Director	Mgmt	For	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Amend Performance Share Plan 2020	Mgmt	For	Against	Against
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Davide Campari-Milano NV

**Meeting Date:** 04/11/2024

**Country:** Netherlands

**Ticker:** CPR

**Record Date:** 03/14/2024

**Meeting Type:** Annual

**Primary Security ID:** N24565108

# Daive Campari-Milano NV

Shares Voted: 325,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Annual Report	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	Against	Against
2c	Adopt Financial Statements	Mgmt	For	For	For
3a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3b	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4b	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
5a	Elect Matteo Fantacchiotti as Executive Director	Mgmt	For	For	For
5b	Elect Robert Kunze-Concewitz as Non-Executive Director	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Long Term Incentive Plan for the Members of the Lead Team	Mgmt	For	Against	Against
8	Approve Long Term Incentive Plan for Selected Beneficiaries, other than the Members of the Lead Team	Mgmt	For	For	For
9	Approve CFOO Last Mile Incentive Plan	Mgmt	For	Against	Against
10	Authorize Board to Repurchase Shares	Mgmt	For	Against	Against
11	Close Meeting	Mgmt			

## Dometic Group AB

Meeting Date: 04/11/2024

Country: Sweden

Ticker: DOM

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: W2R936106

Shares Voted: 200,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For

## Dometic Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspectors of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive President's Report	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.90 Per Share	Mgmt	For	For	For
8.c.1	Approve Discharge of Fredrik Cappelen	Mgmt	For	For	For
8.c.2	Approve Discharge of Erik Olsson	Mgmt	For	For	For
8.c.3	Approve Discharge of Helene Vibbleus	Mgmt	For	For	For
8.c.4	Approve Discharge of Jacqueline Hoogerbrugge	Mgmt	For	For	For
8.c.5	Approve Discharge of Magnus Yngen	Mgmt	For	For	For
8.c.6	Approve Discharge of Patrik Frisk	Mgmt	For	For	For
8.c.7	Approve Discharge of Mengmeng Du	Mgmt	For	For	For
8.c.8	Approve Discharge of Peter Sjolander	Mgmt	For	For	For
8.c.9	Approve Discharge of Rainer E. Schmuckle	Mgmt	For	For	For
8.c.10	Approve Discharge of Juan Vargues	Mgmt	For	For	For
9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chairman and SEK 485,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For

## Dometic Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Reelect Fredrik Cappelen as Director	Mgmt	For	Against	Against
11.2	Reelect Erik Olsson as Director	Mgmt	For	For	For
11.3	Reelect Helene Vibbleus as Director	Mgmt	For	For	For
11.4	Reelect Jacqueline Hoogerbrugge as Director	Mgmt	For	For	For
11.5	Reelect Mengmeng Du as Director	Mgmt	For	For	For
11.6	Reelect Peter Sjolander as Director	Mgmt	For	For	For
11.7	Reelect Rainer E. Schmuckle as Director	Mgmt	For	For	For
11.8	Reelect Patrik Frisk as Director	Mgmt	For	For	For
11.9	Reelect Fredrik Cappelen as Board Chair	Mgmt	For	Against	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	Against	Against
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For

## Intercos SpA

**Meeting Date:** 04/11/2024

**Country:** Italy

**Ticker:** ICOS

**Record Date:** 04/02/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** T5R00Q176

**Shares Voted:** 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

## Intercos SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Dafe 4000 Srl and Dafe 5000 Srl	Mgmt			
3.1	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.2.1	Slate 1 Submitted by Dafe 4000 Srl and Dafe 5000 Srl	SH	None	Against	Against
3.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Dafe 4000 Srl and Dafe 5000 Srl	Mgmt			
3.3	Elect Dario Gianandrea Ferrari as Board Chair	SH	None	For	For
3.4	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1.1	Slate 1 Submitted by Dafe 4000 Srl and Dafe 5000 Srl	SH	None	Against	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Dafe 4000 Srl and Dafe 5000 Srl	Mgmt			
4.2	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
5	Approve Performance Shares Plan 2024-2026	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service Performance Shares Plan 2024-2026	Mgmt	For	For	For

## Telefonica SA

**Meeting Date:** 04/11/2024

**Country:** Spain

**Ticker:** TEF

**Record Date:** 04/05/2024

**Meeting Type:** Annual

**Primary Security ID:** 879382109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Reelect Isidro Faine Casas as Director	Mgmt	For	For	For
4.2	Reelect Jose Javier Echenique Landiribar as Director	Mgmt	For	For	For
4.3	Reelect Peter Loscher as Director	Mgmt	For	For	For
4.4	Reelect Veronica Maria Pascual Boe as Director	Mgmt	For	For	For
4.5	Reelect Claudia Sender Ramirez as Director	Mgmt	For	For	For
4.6	Ratify Appointment of and Elect Solange Sobral Targa as Director	Mgmt	For	For	For
4.7	Ratify Appointment of and Elect Alejandro Reynal Ample as Director	Mgmt	For	For	For
5	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

## Sigmaroc Plc

Meeting Date: 04/12/2024

Country: United Kingdom

Ticker: SRC

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: G81267109

Shares Voted: 1,830,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint PKF Littlejohn LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
3	Approve Remuneration Committee Report	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
7	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

**Cibus Nordic Real Estate AB**

Meeting Date: 04/15/2024

Country: Sweden

Ticker: CIBUS

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: W24214103

Shares Voted: 190,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	Mgmt	For	For	For

# Cibus Nordic Real Estate AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.1	Approve Discharge of Patrick Gylling	Mgmt	For	For	For
9c.2	Approve Discharge of Elisabeth Norman	Mgmt	For	For	For
9c.3	Approve Discharge of Victoria Skoglund	Mgmt	For	For	For
9c.4	Approve Discharge of Stefan Gattberg	Mgmt	For	For	For
9c.5	Approve Discharge of Nils Styf	Mgmt	For	For	For
9c.6	Approve Discharge of Sverker Kalgarden	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount EUR 63,000 for Chairman and 31,500 for Other Directors	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11a.1	Reelect Patrick Gylling as Director	Mgmt	For	For	For
11a.2	Reelect Elisabeth Norman as Director	Mgmt	For	For	For
11a.3	Reelect Victoria Skoglund as Director	Mgmt	For	For	For
11a.4	Reelect Stefan Gattberg as Director	Mgmt	For	For	For
11a.5	Reelect Nils Styf as Director	Mgmt	For	For	For
11a.6	Reelect Patrick Gylling as Board Chairman	Mgmt	For	For	For
11b.1	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11b.2	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
12	Approve Nomination Committee Procedures	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For



## Cibus Nordic Real Estate AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## 123fahrschule SE

**Meeting Date:** 04/16/2024      **Country:** Germany      **Ticker:** 123F  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** D5S1LL103

Shares Voted: 143,985

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify MORISON Koeln AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Creation of EUR 2.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6	Change Location of Registered Office Headquarters to Cologne, Germany	Mgmt	For	For	For
7	Approve Increase in Size of Board to Five Members	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	Against	Against
9	Elect Mathias Mandt to the Supervisory Board	Mgmt	For	Against	Against

## Aker BioMarine AS

**Meeting Date:** 04/16/2024      **Country:** Norway      **Ticker:** AKBM  
**Record Date:** 04/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** R0R38R108

## Aker BioMarine AS

Shares Voted: 400,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt	For	For	For
5	Approve Remuneration Statement	Mgmt	For	Against	Against
6	Reelect Ola Snove (Chair), Frank O. Reite and Cilia Holmes Indahl as Directors	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of NOK 662,000 for Chairman, and NOK 341,000 for Other Directors; Approve Committee Fees	Mgmt	For	For	For
9	Approve Remuneration for Members of Nomination Committee	Mgmt	For	For	For
10	Approve Issuance of Shares without Preemptive Rights	Mgmt	For	For	For
11	Approve Equity Plan Financing	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Stellantis NV

Meeting Date: 04/16/2024

Country: Netherlands

Ticker: STLAM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: N82405106

Shares Voted: 204,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			

## Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	Against	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

## Adobe Inc.

Meeting Date: 04/17/2024

Country: USA

Ticker: ADBE

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 18,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	For	For
1c	Elect Director Brett Biggs	Mgmt	For	For	For
1d	Elect Director Melanie Boulden	Mgmt	For	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For	For

## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Shantanu Narayen	Mgmt	For	For	For
1h	Elect Director Spencer Neumann	Mgmt	For	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1k	Elect Director David Ricks	Mgmt	For	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For

## Carasent ASA

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

**Country:** Norway

**Ticker:** CARA

**Record Date:** 04/10/2024

**Meeting Type:** Annual

**Primary Security ID:** R1519E128

**Shares Voted:** 1,429,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of NOK 500,000 for Chairman and NOK 250,000 for Other Members	Mgmt	For	For	For
6	Approve Remuneration Statement	Mgmt	For	For	For

## Carasent ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Stock Option Plan for Key Employees	Mgmt	For	Against	Against
8	Approve Equity Plan Financing	Mgmt	For	Against	Against
9	Approve Creation of NOK 9.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Reelect Petri Nemi (Chair), Camilla Skoog and Ulrika Cederskog Sundling as Directors; Elect Henric Carlsson as New Director	Mgmt	For	For	For
12	Elect Niclas Lindlof (Chair), Jesper Jannerberg and Peder Strand as Members of Nominating Committee	Mgmt	For	For	For
13	Amend Articles Re: General Meeting; Voting	Mgmt	For	For	For

## LVMH Moët Hennessy Louis Vuitton SE

**Meeting Date:** 04/18/2024

**Country:** France

**Ticker:** MC

**Record Date:** 04/16/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F58485115

**Shares Voted:** 14,700

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 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against
6	Elect Henri de Castries as Director	Mgmt	For	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

## Nestle SA

**Meeting Date:** 04/18/2024      **Country:** Switzerland      **Ticker:** NESN  
**Record Date:** 04/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** H57312649

Shares Voted: 45,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For

## Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	For	For
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Shareholder Proposal Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	Mgmt SH	Against	Against	Against
8	Management Proposal Transact Other Business (Voting)	Mgmt	Against	Against	Against

## Scatec Solar ASA

**Meeting Date:** 04/18/2024

**Country:** Norway

**Ticker:** SCATC

**Record Date:** 04/11/2024

**Meeting Type:** Annual

**Primary Security ID:** R7562P100

**Shares Voted:** 12,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Receive Information on the Business	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Discuss Company's Corporate Governance Statement	Mgmt			
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
8	Approve Remuneration Report	Mgmt	For	Against	Against
9.1	Elect Jorgen Kildahl as Board Chair	Mgmt	For	For	For



## Scatec Solar ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Reelect Maria Moraeus Hanssen as Director	Mgmt	For	For	For
9.3	Reelect Mette Krogsrud as Director	Mgmt	For	For	For
9.4	Reelect Espen Gundersen as Director	Mgmt	For	For	For
9.5	Elect Maria Tallaksen as New Director	Mgmt	For	For	For
9.6	Elect Pal Kildemo as New Director	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of NOK 644,000 for Chairman and NOK 398,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Audit Committee	Mgmt	For	For	For
11	Reelect Kristine Ryssdal (Chair) as Member of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Members of Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares in Connection with Acquisitions, Mergers, Demergers or Similar	Mgmt	For	Against	Against
15	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	Against	Against
16	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Mgmt	For	Against	Against
17	Approve Creation of up to NOK 397,293 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	Against	Against

## Siemens Healthineers AG

**Meeting Date:** 04/18/2024

**Country:** Germany

**Ticker:** SHL

**Record Date:** 04/11/2024

**Meeting Type:** Annual

**Primary Security ID:** D6T479107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For

# Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Corporate Purpose	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	Against	Against
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	For	Against	Against
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against

## Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against

## SoftwareONE Holding AG

**Meeting Date:** 04/18/2024      **Country:** Switzerland      **Ticker:** SWON  
**Record Date:** 04/10/2024      **Meeting Type:** Annual  
**Primary Security ID:** H5682F102

**Shares Voted:** 230,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 0.36 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Jose Duarte as Director	Mgmt	For	For	For
4.2	Reelect Jim Freeman as Director	Mgmt	For	For	For
4.3	Reelect Marie-Pierre Rogers as Director	Mgmt	For	For	For
4.4	Reelect Elizabeth Theophille as Director	Mgmt	For	For	For
4.5	Reelect Adam Warby as Director	Mgmt	For	For	For
4.6	Elect Till Streichert as Director	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4.7	Elect Annabella Bassler as Director	SH	For	For	For
4.8	Elect Andrea Sieber as Director	SH	For	For	For
4.9	Reelect Daniel von Stockar as Director	SH	For	For	For
4.10	Elect Rene Gilli as Director	SH	Against	Against	Against
4.11	Elect Joerg Riboni as Director	SH	Against	Against	Against
4.12	Elect Till Spillmann as Director	SH	Against	Against	Against

## SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposal	Mgmt			
5.1	Reelect Adam Warby as Board Chair	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
5.2	Elect Daniel von Stockar as Board Chair	SH	Against	Against	Against
	Management Proposals	Mgmt			
5.3	Reelect Adam Warby as Board Chair, if Items 5.1 and 5.2 are Accepted	Mgmt	For	For	For
6.1	Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Jose Duarte as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Adam Warby as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
6.4	Appoint Annabella Bassler as Member of the Nomination and Compensation Committee	SH	Against	Against	Against
6.5	Appoint Rene Gilli as Member of the Nomination and Compensation Committee	SH	Against	Against	Against
6.6	Appoint Andrea Sieber as Member of the Nomination and Compensation Committee	SH	For	For	For
	Management Proposals	Mgmt			
7	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.7 Million	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## u-blox Holding AG

**Meeting Date:** 04/18/2024

**Country:** Switzerland

**Ticker:** UBXN

**Record Date:** 04/10/2024

**Meeting Type:** Annual

**Primary Security ID:** H89210100

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve CHF 7.3 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 1.00 per Share	Mgmt	For	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 84.5 Million and the Lower Limit of CHF 69.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.3	Approve Creation of CHF 3.8 Million Pool of Conditional Capital for Employee Participation Plans	Mgmt	For	For	For
6.1	Reelect Andre Mueller as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Ulrich Looser as Director	Mgmt	For	Against	Against
6.3	Reelect Markus Borchert as Director	Mgmt	For	For	For
6.4	Reelect Karin Sonnenmoser as Director	Mgmt	For	For	For
6.5	Reelect Elke Eckstein as Director	Mgmt	For	For	For
6.6	Elect Fabian Rauch as Director	Mgmt	For	For	For
7.1	Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	Against	Against
7.2	Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
8.2	Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For	For	For

## u-blox Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Designate KBT Treuhand AG as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Flughafen Zuerich AG

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

**Country:** Switzerland

**Ticker:** FHZN

**Record Date:** 04/15/2024

**Meeting Type:** Annual

**Primary Security ID:** H26552135

**Shares Voted:** 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2	Receive Auditor's Report (Non-Voting)	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Non-Financial Report	Mgmt	For	For	For
5	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6	Approve Discharge of Board of Directors	Mgmt	For	For	For
7.1	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
7.2	Approve Dividends of CHF 1.30 per Share from Capital Contribution Reserves	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
9.1.1	Reelect Guglielmo Brentel as Director	Mgmt	For	For	For
9.1.2	Reelect Josef Felder as Director	Mgmt	For	For	For
9.1.3	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
9.1.4	Reelect Corine Mauch as Director	Mgmt	For	For	For

## Flughafen Zuerich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1.5	Reelect Claudia Pletscher as Director	Mgmt	For	For	For
9.2	Reelect Josef Felder as Board Chair	Mgmt	For	For	For
9.3.1	Reappoint Vincent Albers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.2	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.3	Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.3.4	Reappoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9.4	Designate Marianne Sieger as Independent Proxy	Mgmt	For	For	For
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.1	Additional Voting Instructions - General Additions and Amendments	Mgmt	None	Against	Against
10.2	Additional Voting Instructions - Convocation of an Extraordinary General Meeting	Mgmt	None	Against	Against
10.3	Additional Voting Instructions - Execution of a Special Audit	Mgmt	None	Against	Against

## ING Groep NV

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

**Country:** Netherlands

**Ticker:** INGA

**Record Date:** 03/25/2024

**Meeting Type:** Annual

**Primary Security ID:** N4578E595

**Shares Voted:** 290,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Discussion on Company's Corporate Governance Structure	Mgmt			



## ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2D	Approve Remuneration Report	Mgmt	For	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	For	For	For
6A	Approve Remuneration Policy of the Executive Board	Mgmt	For	For	For
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	For	For	For
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	For	Against	Against
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	For	Against	Against
7C	Reelect Harold Naus to Supervisory Board	Mgmt	For	Against	Against
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

## AXA SA

**Meeting Date:** 04/23/2024      **Country:** France      **Ticker:** CS  
**Record Date:** 04/19/2024      **Meeting Type:** Annual/Special  
**Primary Security ID:** F06106102

**Shares Voted:** 177,521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For	For
13	Reelect Isabel Hudson as Director	Mgmt	For	For	For
14	Reelect Angélien Kemna as Director	Mgmt	For	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt			
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

**Beijer Ref AB**

**Meeting Date:** 04/23/2024      **Country:** Sweden      **Ticker:** BEIJ.B  
**Record Date:** 04/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** W14029123

**Shares Voted:** 131,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Madeleine Rydberger as Chairman of Meeting	Mgmt	For	For	For

# Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive CEO's Report	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For	For
8.c	Approve Remuneration Report	Mgmt	For	For	For
8.d.1	Approve Discharge of Kate Swann	Mgmt	For	For	For
8.d.2	Approve Discharge of Per Bertland	Mgmt	For	For	For
8.d.3	Approve Discharge of Nathalie Delbreuves	Mgmt	For	For	For
8.d.4	Approve Discharge of Albert Gustafsson	Mgmt	For	For	For
8.d.5	Approve Discharge of Kerstin Lindvall	Mgmt	For	For	For
8.d.6	Approve Discharge of Joen Magnusson	Mgmt	For	For	For
8.d.7	Approve Discharge of Frida Norrbom Sams	Mgmt	For	For	For
8.d.8	Approve Discharge of William Striebe	Mgmt	For	For	For
8.d.9	Approve Discharge of Christopher Norbye	Mgmt	For	For	For
9	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 925,000 for Chairman and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Per Bertland as Director	Mgmt	For	Against	Against
12.b	Reelect Nathalie Delbreuve as Director	Mgmt	For	For	For

## Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.c	Reelect Albert Gustafsson as Director	Mgmt	For	Against	Against
12.d	Reelect Kerstin Lindvall as Director	Mgmt	For	For	For
12.e	Reelect Joen Magnusson as Director	Mgmt	For	Against	Against
12.f	Reelect Frida Norrbom Sams as Director	Mgmt	For	For	For
12.g	Reelect William Striebe as Director	Mgmt	For	Against	Against
12.h	Reelect Kate Swann as Director	Mgmt	For	Against	Against
12.i	Reelect Kate Swann as Board Chair	Mgmt	For	Against	Against
13	Ratify Deloitte as Auditors	Mgmt	For	For	For
14	Approve Nomination Committee Procedures	Mgmt	For	Against	Against
15	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
16.A	Approve Performance Share Matching Plan LTI 2024 for Key Employees	Mgmt	For	Against	Against
16.B	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Mgmt	For	Against	Against
16.C	Approve Alternative Equity Plan Financing of LTI 2024, if Item 16.B is Not Approved	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

## L'Oreal SA

**Meeting Date:** 04/23/2024

**Country:** France

**Ticker:** OR

**Record Date:** 04/19/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F58149133

**Shares Voted:** 15,300

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For	For
6	Reelect Ilham Kadri as Director	Mgmt	For	For	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Plejd AB

**Meeting Date:** 04/23/2024      **Country:** Sweden      **Ticker:** PLEJD  
**Record Date:** 04/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** W72642106

Shares Voted: 135,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of SEK 385,000 for Chairman and SEK 175,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
9	Reelect Ylwa Karlgren (Chairman), Erik Calissendorff, Nico Jonkers, Halldora von Koenigsegg and Anders Persson as Directors; Elect Magnus Zederfeldt as New Director; Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	Against	Against
10	Approve Nomination Committee Procedures	Mgmt	For	For	For

## Plejd AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Halldora von Koenigsegg, Iman Habib, Erik Calissendorff and Marcus Neckmar as Members of Nominating Committee	Mgmt	For	For	For
12	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
13	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
14	Close Meeting	Mgmt			

## Reply SpA

**Meeting Date:** 04/23/2024

**Country:** Italy

**Ticker:** REY

**Record Date:** 04/12/2024

**Meeting Type:** Annual

**Primary Security ID:** T60326112

**Shares Voted:** 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposal Submitted by Alika Srl	Mgmt			
2a	Fix Number of Directors and Duration of Their Term	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Alika Srl	SH	None	Against	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Alika Srl	Mgmt			
2c	Elect Mario Rizzante as Board Chair	SH	None	Against	Against
2d	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			



## Reply SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a.1	Slate 1 Submitted by Alika Srl	SH	None	Against	Against
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Alika Srl	Mgmt			
3b	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
5a	Approve Remuneration Policy	Mgmt	For	Against	Against
5b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against

## ASML Holding NV

**Meeting Date:** 04/24/2024      **Country:** Netherlands      **Ticker:** ASML  
**Record Date:** 03/27/2024      **Meeting Type:** Annual  
**Primary Security ID:** N07059202

Shares Voted: 20,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For	For
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

## Assa Abloy AB

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

**Country:** Sweden

**Ticker:** ASSA.B

**Record Date:** 04/16/2024

**Meeting Type:** Annual

**Primary Security ID:** W0817X204

**Shares Voted:** 160,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			

# Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	For	Against	Against

## Assa Abloy AB

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

## Atlas Copco AB

**Meeting Date:** 04/24/2024      **Country:** Sweden      **Ticker:** ATCO.A  
**Record Date:** 04/16/2024      **Meeting Type:** Annual  
**Primary Security ID:** W1R924252

Shares Voted: 500,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For	For
8.b2	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	For
8.b8	Approve Discharge of Hans Straberg	Mgmt	For	For	For
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For

# Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b11	Approve Discharge of Benny Larsson	Mgmt	For	For	For
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	For	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For	For
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For	For
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Against	Against
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	For
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Against
10.b1	Elect Vagner Rego as New Director	Mgmt	For	For	For
10.b2	Elect Karin Radstrom as New Director	Mgmt	For	For	For
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Report	Mgmt	For	For	For

## Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12.c	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	Mgmt	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

## Bank of America Corporation

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

**Country:** USA

**Ticker:** BAC

**Record Date:** 03/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 060505104

**Shares Voted:** 185,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For

## Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Clayton S. Rose	Mgmt	For	Against	Against
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director Maria T. Zuber	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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
8	Provide Right to Act by Written Consent	SH	Against	For	For
9	Require Independent Board Chair	SH	Against	For	For
10	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

## Eaton Corporation plc

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

**Country:** Ireland

**Ticker:** ETN

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

**Meeting Type:** Annual

**Primary Security ID:** G29183103

**Shares Voted:** 21,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For	For
1d	Elect Director Sandra Pianalto	Mgmt	For	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For	For
1f	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
1g	Elect Director Gerald B. Smith	Mgmt	For	For	For

## Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Dorothy C. Thompson	Mgmt	For	For	For
1i	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

## Mayr-Melnhof Karton AG

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

**Country:** Austria

**Ticker:** MMK

**Record Date:** 04/14/2024

**Meeting Type:** Annual

**Primary Security ID:** A42818103

**Shares Voted:** 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve EUR 8 Million of Authorized Capital Increase with or without Exclusion of Preemptive Rights	Mgmt	For	For	For



## Mayr-Melnhof Karton AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	Mgmt	For	For	For

## Medistim ASA

**Meeting Date:** 04/24/2024      **Country:** Norway      **Ticker:** MEDI  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** R448B2105

Shares Voted: 180,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda; Registration of Attending Shareholders and Proxies	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Accept Annual Report	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income; Authorize Board to Distribute Dividends of NOK 4.5 Per Share	Mgmt	For	For	For
6	Approve Remuneration Statement	Mgmt	For	Against	Against
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8.a	Elect Jon H. Hoem as Director	Mgmt	For	For	For
8.b	Elect Peder Strand as Director	Mgmt	For	For	For
8.c	Elect Tove Raanes as Director	Mgmt	For	For	For
8.d	Elect Gry Dahle as Director	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of NOK 500,000 for Chairman and NOK 290,000 for Other Directors	Mgmt	For	For	For
10.a	Elect Eirik Rogstad as Member of Nominating Committee	Mgmt	For	For	For

## Medistim ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b	Elect Jonathan Schonback Members of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12.a	Approve Remuneration of Remuneration Committee	Mgmt	For	For	For
12.b	Approve Remuneration of Audit Committee	Mgmt	For	For	For
13	Approve Financial Assistance to Senior Executives in Connection with Purchase of Shares Under a Long-Term Incentive Agreement	Mgmt	For	For	For
14	Approve Creation of NOK 458,433.25 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For

## medmix AG

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

**Country:** Switzerland

**Ticker:** MEDX

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H5316Q102

**Shares Voted:** 29,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
1.3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
5.1	Reelect Rob ten Hoedt as Director and Board Chair	Mgmt	For	Against	Against

## medmix AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.1	Reelect Marco Musetti as Director	Mgmt	For	For	For
5.2.2	Reelect Barbara Angehrn as Director	Mgmt	For	For	For
5.2.3	Reelect Rene Willi as Director	Mgmt	For	For	For
5.2.4	Reelect Daniel Flammer as Director	Mgmt	For	For	For
5.2.5	Reelect David Metzger as Director	Mgmt	For	For	For
5.3	Elect Susanne Hundsbaek-Pedersen as Director	Mgmt	For	For	For
6.1	Reappoint Barbara Angehrn as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Rob ten Hoedt as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint David Metzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Nordic Semiconductor ASA

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

**Country:** Norway

**Ticker:** NOD

**Record Date:** 04/17/2024

**Meeting Type:** Annual

**Primary Security ID:** R4988P103

**Shares Voted:** 350,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For

# Nordic Semiconductor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7.a	Approve Creation of NOK 192,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.b	Approve Convertible Loans	Mgmt	For	For	For
8.a	Reelect Birger Kristian Steen (Chair) as Director	Mgmt	For	Against	Against
8.b	Reelect Inger Berg Orstavik as Director	Mgmt	For	For	For
8.c	Reelect Anita Huun as Director	Mgmt	For	For	For
8.d	Reelect Snorre Kjesbu as Director	Mgmt	For	For	For
8.e	Reelect Annastiina Hintsa as Director	Mgmt	For	For	For
8.f	Reelect Dieter May as Director	Mgmt	For	For	For
8.g	Reelect Helmut Gassel as Director	Mgmt	For	For	For
9.a	Reelect Viggo Leisner (Chair) as Member of Nominating Committee	Mgmt	For	For	For
9.b	Reelect Eivind Lotsberg as Member of Nominating Committee	Mgmt	For	For	For
9.c	Reelect Fredrik Thoresen as Member of Nominating Committee	Mgmt	For	For	For
10.a	Approve Remuneration of Directors	Mgmt	For	For	For
10.b	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
10.c	Approve Remuneration of Auditors	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
12.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12.2	Approve Long-Term Incentive Plan	Mgmt	For	For	For

## SFS Group AG

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

**Country:** Switzerland

**Ticker:** SFSN

**Record Date:** 04/10/2024

**Meeting Type:** Annual

**Primary Security ID:** H7482F118

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 Sustainability Report	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For
3.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
3.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	For	For
3.4	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For	For	For
6.1	Reelect Peter Bauschatz as Director	Mgmt	For	For	For
6.2	Reelect Nick Huber as Director	Mgmt	For	For	For
6.3	Reelect Urs Kaufmann as Director	Mgmt	For	Against	Against
6.4	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For	Against	Against
6.5	Reelect Manuela Suter as Director	Mgmt	For	For	For
6.6	Reelect Fabian Tschan as Director	Mgmt	For	For	For
6.7	Reelect Joerg Walther as Director	Mgmt	For	For	For
6.8	Elect Tanja Birner as Director	Mgmt	For	For	For
7.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

## SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## The PNC Financial Services Group, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: PNC

Record Date: 02/02/2024

Meeting Type: Annual

Primary Security ID: 693475105

Shares Voted: 23,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director William S. Demchak	Mgmt	For	For	For
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1h	Elect Director Renu Khator	Mgmt	For	For	For
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1l	Elect Director Bryan S. Salesky	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Risk Management and Implementation of Human Rights Statement	SH	Against	For	For

## Trelleborg AB

Meeting Date: 04/24/2024

Country: Sweden

Ticker: TREL.B

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: W96297101

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive President's Report	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Board and Committees Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6.75 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Johan Malmquist	Mgmt	For	For	For
9c.2	Approve Discharge of Gunilla Fransson	Mgmt	For	For	For
9c.3	Approve Discharge of Monica Gimre	Mgmt	For	For	For
9c.4	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9c.5	Approve Discharge of Peter Nilsson	Mgmt	For	For	For
9c.6	Approve Discharge of Anne Mette Olesen	Mgmt	For	For	For
9c.7	Approve Discharge of Jan Stahlberg	Mgmt	For	For	For
9c.8	Approve Discharge of Jimmy Faltin	Mgmt	For	For	For
9c.9	Approve Discharge of Maria Eriksson	Mgmt	For	For	For
9c.10	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
9c.11	Approve Discharge of Magnus Olofsson	Mgmt	For	For	For
9c.12	Approve Discharge of CEO Peter Nilsson	Mgmt	For	For	For
9c.13	Approve Discharge of Hans Biorck	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Receive Nominating Committee's Report	Mgmt			
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.15 Million for Chairman and SEK 725,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13a	Reelect Gunilla Fransson as Director	Mgmt	For	Against	Against
13b	Reelect Monica Gimre as Director	Mgmt	For	For	For
13c	Reelect Johan Malmquist as Director	Mgmt	For	For	For
13d	Reelect Peter Nilsson as Director	Mgmt	For	For	For
13e	Reelect Anne Mette Olesen as Director	Mgmt	For	For	For
13f	Reelect Jan Stahlberg as Director	Mgmt	For	For	For
13g	Reelect Henrik Lange as Director	Mgmt	For	For	For
13h	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against	Against
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
17a	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
17b	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For	For
17c	Approve Equity Plan Financing Through Transfer of Own Series B Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve SEK 139.5 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 139.5 Million for a Bonus Issue	Mgmt	For	For	For



## Trelleborg AB

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

## Alfa Laval AB

**Meeting Date:** 04/25/2024      **Country:** Sweden      **Ticker:** ALFA  
**Record Date:** 04/17/2024      **Meeting Type:** Annual  
**Primary Security ID:** W04008152

Shares Voted: 90,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9.c7	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For

# Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c10	Approve Discharge of Anna Muller	Mgmt	For	For	For
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	Against	Against
13.3	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For	For
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.6	Reelect Ray Mauritsson as Director	Mgmt	For	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
13.8	Reelect Anna Muller as Director	Mgmt	For	For	For
13.9	Reelect Nadine Crauwels as Director	Mgmt	For	For	For
13.10	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	For
13.11	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For

## Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.12	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

## Atea ASA

**Meeting Date:** 04/25/2024      **Country:** Norway      **Ticker:** ATEA  
**Record Date:** 04/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** R0728G106

Shares Voted: 105,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Receive President's Report	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends of NOK 7 Per Share	Mgmt	For	For	For
7	Elect Directors (Vote for All Candidates)	Mgmt	For	Against	Against
7.1	Reelect Sven Madsen (Chair) as Director	Mgmt	For	Against	Against
7.2	Reelect Morten Jurs as Director	Mgmt	For	Against	Against
7.3	Reelect Lisbeth Toftkaer Kvan as Director	Mgmt	For	For	For
7.4	Reelect Saloume Djoudat as Director	Mgmt	For	For	For
7.5	Reelect Lone Kunoe as Director	Mgmt	For	For	For
7.6	Reelect Carl Espen Wollebekk as Director	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9.1	Approve Remuneration of Chair of the Board	Mgmt	For	For	For
9.2	Approve Remuneration of Members Elected by the Shareholders	Mgmt	For	For	For

## Atea ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Approve Remuneration of Members Elected by the Employees	Mgmt	For	For	For
9.4	Approve Remuneration of Head of Audit Committee	Mgmt	For	For	For
9.5	Approve Remuneration of Other Members of the Audit Committee	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against
12	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
13	Approve Creation of NOK 11 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

## BASF SE

**Meeting Date:** 04/25/2024

**Country:** Germany

**Ticker:** BAS

**Record Date:** 04/18/2024

**Meeting Type:** Annual

**Primary Security ID:** D06216317

**Shares Voted:** 27,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For	For

## BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	Against	Against
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	For	For
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	For	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	Against	Against
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

## Biotage AB

**Meeting Date:** 04/25/2024

**Country:** Sweden

**Ticker:** BIOT

**Record Date:** 04/17/2024

**Meeting Type:** Annual

**Primary Security ID:** W25769139

**Shares Voted:** 190,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 1.60 Per Share	Mgmt	For	For	For

## Biotage AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 850,000 for Chair and SEK 325,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Reelect Kieran Murphy (Chair), Torben Jorgensen, Asa Hedin, Peter Ehrenheim, Mark Bradley, Karen Lykke Sorensen and Kugan Sathiyandarajah as Directors	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Against
16	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
18	Approve Remuneration Report	Mgmt	For	For	For
19	Approve Performance Share Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
20.a	Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Mgmt	For	Against	Against
20.b	Approve Issuance of up to 10 Percent of Issued Common Shares without Preemptive Rights (Secondary Proposal)	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Boozt AB

**Meeting Date:** 04/25/2024

**Country:** Sweden

**Ticker:** BOOZT

**Record Date:** 04/17/2024

**Meeting Type:** Annual

**Primary Security ID:** W2198L106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
0	Open Meeting	Mgmt			
1	Elect Ola Grahn as Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive President's Report	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
8.c.1	Approve Discharge of Henrik Theilbjorn	Mgmt	For	For	For
8.c.2	Approve Discharge of Aileen O'Toole	Mgmt	For	For	For
8.c.3	Approve Discharge of Benjamin Buscher	Mgmt	For	For	For
8.c.4	Approve Discharge of Cecilia Lannebo	Mgmt	For	For	For
8.c.5	Approve Discharge of Jon Bjornsson	Mgmt	For	For	For
8.c.6	Approve Discharge of Julie Wiese	Mgmt	For	For	For
8.c.7	Approve Discharge of Luca Martines	Mgmt	For	For	For
8.c.8	Approve Discharge of CEO Hermann Haraldsson	Mgmt	For	For	For
9.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

## Boozt AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chairman and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For	For
11.1	Reelect Henrik Theilbjorn as Director	Mgmt	For	Against	Against
11.2	Reelect Jon Bjornsson as Director	Mgmt	For	Against	Against
11.3	Reelect Cecilia Lannebo as Director	Mgmt	For	For	For
11.4	Reelect Julie Wiese as Director	Mgmt	For	Against	Against
11.5	Reelect Aileen O`Toole as Director	Mgmt	For	For	For
11.6	Reelect Benjamin Buscher as Director	Mgmt	For	For	For
11.7	Reelect Henrik Theilbjorn as Board Chair	Mgmt	For	Against	Against
12.1	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
13	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Performance Share Plan for Key Employees (LTI 2024)	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## BP Plc

**Meeting Date:** 04/25/2024

**Country:** United Kingdom

**Ticker:** BP

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** G12793108



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	Re-elect Helge Lund as Director	Mgmt	For	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Melody Meyer as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
13	Re-elect Johannes Teysen as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Scrip Dividend Programme	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/25/2024

Country: France

Ticker: BN

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F12033134

Shares Voted: 23,393

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 2.10 per Share	Mgmt	For	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For	For
9	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

# Electrolux Professional AB

Meeting Date: 04/25/2024

Country: Sweden

Ticker: EPRO.B

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: W2457W116

Shares Voted: 200,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 0.80 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Kai Warn	Mgmt	For	For	For
10.2	Approve Discharge of Katharine Clark	Mgmt	For	For	For
10.3	Approve Discharge of Lorna Donatone	Mgmt	For	For	For
10.4	Approve Discharge of Hans Ola Meyer	Mgmt	For	For	For
10.5	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For
10.6	Approve Discharge of Martine Snels	Mgmt	For	For	For
10.7	Approve Discharge of Carsten Voigtlander	Mgmt	For	For	For
10.8	Approve Discharge of Josef Matosevic	Mgmt	For	For	For
10.9	Approve Discharge of Joachim Nord (Employee Representative)	Mgmt	For	For	For
10.10	Approve Discharge of Jens Pierard (Employee Representative)	Mgmt	For	For	For
10.11	Approve Discharge of Per Magnusson (Deputy Employee Representative)	Mgmt	For	For	For
10.12	Approve Discharge of Alberto Zanata (CEO)	Mgmt	For	For	For

## Electrolux Professional AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.76 Million to Chair and SEK 585,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Kai Warn as Director	Mgmt	For	Against	Against
13.2	Reelect Katharine Clark as Director	Mgmt	For	For	For
13.3	Reelect Lorna Donatone as Director	Mgmt	For	For	For
13.4	Reelect Hans Ola Meyer as Director	Mgmt	For	For	For
13.5	Reelect Daniel Nodhall as Director	Mgmt	For	For	For
13.6	Reelect Martine Snels as Director	Mgmt	For	For	For
13.7	Reelect Carsten Voigtlander as Director	Mgmt	For	For	For
13.8	Reelect Josef Matosevic as New Director	Mgmt	For	For	For
13.9	Reelect Kai Warn as Board Chair	Mgmt	For	Against	Against
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
17.1	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Against
17.2	Approve Equity Plan Financing	Mgmt	For	Against	Against
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Heineken NV

**Meeting Date:** 04/25/2024

**Country:** Netherlands

**Ticker:** HEIA

**Record Date:** 03/28/2024

**Meeting Type:** Annual

**Primary Security ID:** N39427211

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt			
1a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt			
1c	Approve Remuneration Report	Mgmt	For	For	For
1d	Adopt Financial Statements	Mgmt	For	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

# I.A.R. Systems Group AB

Meeting Date: 04/25/2024

Country: Sweden

Ticker: IAR.B

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: W4254V119

Shares Voted: 859,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
8	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 525,000 for Chairman and SEK 210,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
10	Reelect Nicolas Hassbjer (Chair), Michael Ingellog, Fred Wikstrom, Cecilia Wachtmeister and Sabina Linden as Directors	Mgmt	For	Against	For
11	Ratify Deloitte as Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13.a	Approve Performance Share Plan LTI 2024	Mgmt	For	For	For
13.b	Approve Transfer of Shares to Participants of LTI 2024	Mgmt	For	For	For
13.c	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
14	Approve Issuance of up to 1.6 Million Class B Shares without Preemptive Rights	Mgmt	For	Against	For

## I.A.R. Systems Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Change Location of Registered Office to Uppsala	Mgmt	For	For	For
17	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## Intuitive Surgical, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: ISRG

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: 46120E602

Shares Voted: 19,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	For	For

## Johnson & Johnson

Meeting Date: 04/25/2024

Country: USA

Ticker: JNJ

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 33,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For	For
1m	Elect Director Eugene A. Woods	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	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH			

## Omda AS

Meeting Date: 04/25/2024

Country: Norway

Ticker: OMDA

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: R16066103



Shares Voted: 175,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 0.47693 Per Share	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of NOK 400,000 for Chair, NOK 250,000 for Other Directors and NOK 5,000 Per Meeting for Deputy Directors	Mgmt	For	For	For
6	Approve Remuneration of Nominating Committee and Remuneration Committee	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Reelect Ase Aulie Michelet (Chair), Marianne Elisabeth Johnsen (Vice Chair), Hans Erik Robbestad, Daniel Forslund and Gunnar Bjorkavag as Directors	Mgmt	For	Against	Against
9	Elect Knut Ivar Rodningen (Chair), Ronny Hermansen and Camilla Huse Bondesson as Members of Nominating and Remuneration Committee	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	Against	Against

Pfizer Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: PFE

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 168,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For

## Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayan	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	For	For
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

## SP Group A/S

**Meeting Date:** 04/25/2024

**Country:** Denmark

**Ticker:** SPG

**Record Date:** 04/18/2024

**Meeting Type:** Annual

**Primary Security ID:** K9235W139

**Shares Voted:** 30,000

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

## SP Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 3.00 Per Share	Mgmt	For	For	For
5.a	Approve Remuneration of Directors in the Amount of DKK 600,000 for Chair, DKK 350,000 for Vice Chair and DKK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.b	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5.c	Approve Creation of DKK 10 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 4.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
5.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
5.e	Approve Issuance of Warrants to Board Members and Senior Employees	Mgmt	For	Against	Against
5.f	Authorize Share Repurchase Program	Mgmt	For	Against	Against
5.g	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
6	Reelect Hans Wilhelm Schur, Erik Preben Holm, Hans-Henrik Horsted Eriksen, Bente Overgaard and Marie Bakholdt Lund as Directors	Mgmt	For	For	For
7.a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Abstain
7.b	Ratify PricewaterhouseCoopers as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Other Business	Mgmt			

## Swedencare AB

**Meeting Date:** 04/25/2024

**Country:** Sweden

**Ticker:** SECARE

**Record Date:** 04/17/2024

**Meeting Type:** Annual

**Primary Security ID:** W942AH117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 0.23 Per Share	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of SEK 700,000 for Chairman and SEK 250,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
9	Reelect Hakan Svanberg (Chair), Johan Bergdahl, Thomas Eklund, Sara Brandt, Ulrika Valassi, Jean Yves Parisot and Heinz-Juergen Bertram as Directors; Ratify Deloitte AB as Auditors Auditors	Mgmt	For	Against	Against
10	Approve Nomination Committee Procedures	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against
12	Approve Issuance of up to 17.6 Million Shares without Preemptive Rights	Mgmt	For	Against	Against
13	Allow Shareholder Meetings to be Held by Electronic Means	Mgmt	For	Against	Against
14	Close Meeting	Mgmt			

## The Weir Group Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: WEIR

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G95248137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
5	Re-elect Jon Stanton as Director	Mgmt	For	For	For
6	Elect Brian Puffer as Director	Mgmt	For	For	For
7	Elect Andrew Agg as Director	Mgmt	For	For	For
8	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For	For
9	Elect Penelope Freer as Director	Mgmt	For	For	For
10	Re-elect Tracey Kerr as Director	Mgmt	For	For	For
11	Re-elect Ben Magara as Director	Mgmt	For	For	For
12	Re-elect Stephen Young as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Tomra Systems ASA

Meeting Date: 04/25/2024

Country: Norway

Ticker: TOM

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: R91733155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Receive Management Report on the Status of the Company and Group	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.95 Per Share	Mgmt	For	For	For
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
8	Approve Remuneration Statement	Mgmt	For	Against	Against
9	Discuss Company's Corporate Governance Statement (Not Voting)	Mgmt			
10	Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc and Hege Skryseth as Directors; Elect Erik Osmundsen as New Director	Mgmt	For	Against	Against
11	Reelect Rune Selmar (Chair) and Tine Fosslund as Members of Nominating Committee; Elect Jacob Chris Lassen and Geert-Jan Hoppers as New Members of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chair and NOK 620,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
14	Approve Board Member Share Ownership	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For

## Tomra Systems ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	Mgmt	For	For	For
17	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For

## Coor Service Management Holding AB

**Meeting Date:** 04/26/2024      **Country:** Sweden      **Ticker:** COOR  
**Record Date:** 04/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** W2256G106

Shares Voted: 125,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Mats Granryd as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Executive Remuneration	Mgmt			
8	Receive President's Report	Mgmt			
9	Receive Board's Report on Remuneration, Audit and Project Committees	Mgmt			
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
10c.1	Approve Discharge of Mats Granryd	Mgmt	For	For	For
10c.2	Approve Discharge of Karin Jarl Mansson	Mgmt	For	For	For
10c.3	Approve Discharge of Magnus Meyer	Mgmt	For	For	For
10c.4	Approve Discharge of Kristina Schauman	Mgmt	For	For	For

## Coor Service Management Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10c.5	Approve Discharge of Heidi Skaaret	Mgmt	For	For	For
10c.6	Approve Discharge of Linda Wikstrom	Mgmt	For	For	For
10c.7	Approve Discharge of Glenn Evans	Mgmt	For	For	For
10c.8	Approve Discharge of Rikard Milde	Mgmt	For	For	For
10c.9	Approve Discharge of Urban Raaf	Mgmt	For	For	For
10c10	Approve Discharge of CEO AnnaCarin Grandin	Mgmt	For	For	For
11	Receive Nomination Committee's Report	Mgmt			
12.1	Approve Remuneration of Directors in the Amount of SEK 865,000 for Chairman and SEK 315,000 for Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
13.2	Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.1	Elect Catarina Fritz as New Director	Mgmt	For	For	For
14.2	Reelect Mats Granryd as Director	Mgmt	For	For	For
14.3	Reelect Karin Jarl Manssonas Director	Mgmt	For	For	For
14.4	Elect Jens Loow as New Director	Mgmt	For	For	For
14.5	Reelect Magnus Meyer as Director	Mgmt	For	For	For
14.6	Reelect Heidi Skaaret as Director	Mgmt	For	For	For
14.7	Reelect Linda Wikstrom as Director	Mgmt	For	For	For
14.8	Elect Mats Granryd as Board Chairman	Mgmt	For	For	For
14.9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16.a	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
16.b	Approve Equity Plan Financing	Mgmt	For	For	For



## Coor Service Management Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## HEXPOL AB

**Meeting Date:** 04/26/2024

**Country:** Sweden

**Ticker:** HPOL.B

**Record Date:** 04/18/2024

**Meeting Type:** Annual

**Primary Security ID:** W4580B159

**Shares Voted:** 260,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Alf Goransson	Mgmt	For	For	For
9.c2	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
9.c3	Approve Discharge of Jan-Anders Manson	Mgmt	For	For	For

## HEXPOL AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c4	Approve Discharge of Malin Persson	Mgmt	For	For	For
9.c5	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9.c6	Approve Discharge of Nils-Johan Andersson	Mgmt	For	For	For
9.c7	Approve Discharge of Henrik Elmin	Mgmt	For	For	For
9.c8	Approve Discharge of Peter Rosen	Mgmt	For	For	For
9.c9	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c10	Approve Discharge of Georg Brunstam	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman, and SEK 485,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Alf Goransson, Kerstin Lindell, Jan-Anders E. Manson, Malin Persson, Marta Schorling Andreen, Nils-Johan Andersson and Henrik Elmin as Directors	Mgmt	For	Against	Against
12.2	Reelect Alf Goransson as Board Chairman	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors; Ratify Peter Gunnarsson and Henrik Rosengren as Deputy Auditors	Mgmt	For	For	For
14	Reelect Mikael Ekdahl (Chair), Jesper Wilgodt and Hjalmar Ek as Members of Nominating Committee; Elect Jan Dworsky as New Member of Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16	Close Meeting	Mgmt			

## Interpump Group SpA

Meeting Date: 04/26/2024

Country: Italy

Ticker: IP

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: T5513W107

## Interpump Group SpA

Shares Voted: 24,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

## Medicover AB

Meeting Date: 04/26/2024

Country: Sweden

Ticker: MCOV.B

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: W56135101

Shares Voted: 100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For

# Medicover AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.a	Approve Discharge of Fredrik Stenmo	Mgmt	For	For	For
12.b	Approve Discharge of Peder af Jochnick	Mgmt	For	For	For
12.c	Approve Discharge of Robert af Jochnick	Mgmt	For	For	For
12.d	Approve Discharge of Anne Berner	Mgmt	For	For	For
12.e	Approve Discharge of Arno Bohn	Mgmt	For	For	For
12.f	Approve Discharge of Sonali Chandmal	Mgmt	For	For	For
12.g	Approve Discharge of Michael Flemming	Mgmt	For	For	For
12.h	Approve Discharge of Margareta Nordenvall	Mgmt	For	For	For
12.i	Approve Discharge of CEO Fredrik Ragmark	Mgmt	For	For	For
12.j	Approve Discharge of Azita Shariati	Mgmt	For	For	For
13.a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman and EUR 56,800 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Fredrik Stenmo as Director	Mgmt	For	Against	Against
15.b	Reelect Peder af Jochnick as Director	Mgmt	For	Against	Against
15.c	Reelect Anne Berner as Director	Mgmt	For	For	For
15.d	Reelect Arno Bohn as Director	Mgmt	For	Against	Against
15.e	Reelect Sonali Chandmal as Director	Mgmt	For	For	For
15.f	Reelect Michael Flemming as Director	Mgmt	For	For	For
15.g	Reelect Margareta Nordenvall as Director	Mgmt	For	Against	Against
15.h	Reelect Fredrik Ragmark as Director	Mgmt	For	For	For
15.i	Reelect Azita Shariati as New Director	Mgmt	For	For	For

## Medicover AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.j	Reelect Fredrik Stenmo as Board Chair	Mgmt	For	Against	Against
15.k	Ratify BDO Sweden AB as Auditors	Mgmt	For	For	For
16	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	Against	Against
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.a	Approve Performance-Based Share Program (Plan 2024) for Key Employees	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
18.c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
18.d	Approve Inclusion of CEO and Board Member Fredrik Ragmark in Incentive Plan 2024	Mgmt	For	For	For
19	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Merck KGaA

**Meeting Date:** 04/26/2024

**Country:** Germany

**Ticker:** MRK

**Record Date:** 04/04/2024

**Meeting Type:** Annual

**Primary Security ID:** D5357W103

**Shares Voted:** 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For

## Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Thule Group AB

**Meeting Date:** 04/26/2024

**Country:** Sweden

**Ticker:** THULE

**Record Date:** 04/18/2024

**Meeting Type:** Annual

**Primary Security ID:** W9T18N112

**Shares Voted:** 86,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Hans Eckerstrom as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			

# Thule Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Board's and Board Committee's Reports	Mgmt			
9.a	Receive Financial Statements and Statutory Reports	Mgmt			
9.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt			
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.d	Receive Board's Report	Mgmt			
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.b	Approve Allocation of Income and Dividends of SEK 9.50 Per Share	Mgmt	For	For	For
10c1	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10c2	Approve Discharge of Mattias Ankarberg as CEO	Mgmt	For	For	For
10c3	Approve Discharge of Mattias Ankarberg as Board Member	Mgmt	For	For	For
10c4	Approve Discharge of Anders Jensen	Mgmt	For	For	For
10c5	Approve Discharge of Sarah McPhee	Mgmt	For	For	For
10c6	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
10c7	Approve Discharge of Johan Westman	Mgmt	For	For	For
10c8	Approve Discharge of Helene Willberg	Mgmt	For	For	For
10c9	Approve Discharge of Therese Reutersward	Mgmt	For	For	For
10c10	Approve Discharge of Magnus Welander	Mgmt	For	For	For
10.d	Approve Remuneration Report	Mgmt	For	Against	Against
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chairman and SEK 455,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

## Thule Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
13.2	Reelect Anders Jensen as Director	Mgmt	For	For	For
13.3	Reelect Sarah McPhee as Director	Mgmt	For	For	For
13.4	Reelect Johan Westman as Director	Mgmt	For	Against	Against
13.5	Reelect Helene Willberg as Director	Mgmt	For	Against	Against
13.6	Elect Sandra Finer as New Director	Mgmt	For	For	For
13.7	Elect Paul Gustavsson as New Director	Mgmt	For	For	For
13.8	Reelect Hans Eckerstrom as Board Chair	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## Aker Carbon Capture AS

**Meeting Date:** 04/29/2024      **Country:** Norway      **Ticker:** ACC  
**Record Date:** 04/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** R00762113

Shares Voted: 98,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Approve Remuneration of Auditors	Mgmt	For	For	For



## Aker Carbon Capture AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against	Against
8	Reelect Kristian Monsen Rokke (Chair) as Director. Elect Karl Erik Kjelstad as Deputy Director	Mgmt	For	Against	Against
9	Approve Remuneration of Directors in the Amount of NOK 662,000 for Chairman and NOK 341,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Creation of NOK 120.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program in Connection with Incentive Plans	Mgmt	For	Against	Against
14	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Mgmt	For	Against	Against
15	Amend Corporate Purpose	Mgmt	For	For	For

## Hexagon AB

**Meeting Date:** 04/29/2024

**Country:** Sweden

**Ticker:** HEXA.B

**Record Date:** 04/19/2024

**Meeting Type:** Annual

**Primary Security ID:** W4R431112

**Shares Voted:** 430,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive the Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Ola Rollen	Mgmt	For	For	For
9.c2	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c3	Approve Discharge of Marta Schorling	Mgmt	For	For	For
9.c4	Approve Discharge of John Brandon	Mgmt	For	For	For
9.c5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
9.c6	Approve Discharge of Brett Watson	Mgmt	For	For	For
9.c7	Approve Discharge of Erik Huggers	Mgmt	For	For	For
9.c8	Approve Discharge of Ulrika Francke	Mgmt	For	For	For
9.c9	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9c.10	Approve Discharge of Patrick Soderlund	Mgmt	For	For	For
9c.11	Approve Discharge of Paolo Guglielmini	Mgmt	For	For	For
9c.12	Approve Discharge of Ola Rollen	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair and SEK 740,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against	Against

## Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.3	Reelect John Brandon as Director	Mgmt	For	For	For
12.4	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Against
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against	Against
12.6	Reelect Brett Watson as Director	Mgmt	For	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	For
12.8	Elect Annika Falkengren as New Director	Mgmt	For	For	For
12.9	Elect Ralph Haupter as New Director	Mgmt	For	For	For
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against	Against
12.11	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Nordnet AB

**Meeting Date:** 04/29/2024

**Country:** Sweden

**Ticker:** SAVE

**Record Date:** 04/19/2024

**Meeting Type:** Annual

**Primary Security ID:** W6S819112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Chairman's Report	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 7.20 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Anna Back	Mgmt	For	For	For
12.b	Approve Discharge of Charlotta Nilsson	Mgmt	For	For	For
12.c	Approve Discharge of Tom Dinkelspiel	Mgmt	For	For	For
12.d	Approve Discharge of Karitha Ericson	Mgmt	For	For	For
12.e	Approve Discharge of Gustaf Unger	Mgmt	For	For	For
12.f	Approve Discharge of Fredrik Bergstrom	Mgmt	For	For	For
12.g	Approve Discharge of Henrik Rattzen	Mgmt	For	For	For
12.h	Approve Discharge of Per Widerstrom	Mgmt	For	For	For
12.i	Approve Discharge of Lars-Ake Norling (CEO)	Mgmt	For	For	For
13.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.a1	Approve Remuneration of Directors in the Amount of SEK 472,500 for Chair and for Other Directors	Mgmt	For	For	For

## Nordnet AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a2	Approve Remuneration for the Risk and Compliance Committee	Mgmt	For	For	For
14.a3	Approve Remuneration for the Audit Committee	Mgmt	For	For	For
14.a4	Approve Remuneration for the IT committee	Mgmt	For	For	For
14.a5	Approve Remuneration for the Remuneration Committee	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a1	Reelect Tom Dinkelspiel as Director	Mgmt	For	For	For
15.a2	Reelect Fredrik Bergstrom as Director	Mgmt	For	For	For
15.a3	Reelect Anna Back as Director	Mgmt	For	For	For
15.a4	Reelect Karitha Ericson as Director	Mgmt	For	For	For
15.a5	Reelect Charlotta Nilsson as Director	Mgmt	For	For	For
15.a6	Reelect Henrik Rattzen as Director	Mgmt	For	For	For
15.a7	Elect Therese Hillman as New Director	Mgmt	For	For	For
15.a8	Elect Johan Akerblom as New Director	Mgmt	For	For	For
15.b	Reelect Tom Dinkelspiel as Board Chair	Mgmt	For	For	For
15.c	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Warrant Plan 2024/2027 for Key Employees	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Air Liquide SA

**Meeting Date:** 04/30/2024

**Country:** France

**Ticker:** AI

**Record Date:** 04/26/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F01764103

**Shares Voted:** 30,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

# Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	Against	Against
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

## Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Bakkafrost P/F

**Meeting Date:** 04/30/2024

**Country:** Faroe Islands

**Ticker:** BAKKA

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** K0840B107

**Shares Voted:** 40,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Receive Report of Board	Mgmt	For	For	For
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 8.70 Per Share	Mgmt	For	For	For
5.1	Reelect Gudrid Hojgaard as Director	Mgmt	For	For	For
5.2	Reelect Annika Frederiksberg as Director	Mgmt	For	For	For
5.3	Reelect Einar Wathne as Director	Mgmt	For	For	For
5.4	Reelect Oystein Sandvik as Director	Mgmt	For	For	For
5.5	Reelect Teitur Samuelsen as Director	Mgmt	For	Against	Against
5.6	Elect Alf-Helge Aarskog as New Director	Mgmt	For	For	For
6	Reelect Runi M. Hansen (Chair) as Director	Mgmt	For	Against	Against

## Bakkafrost P/F

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of DKK 510,000 for Chairman and DKK 255,000 for Other Directors; Approve Remuneration of Accounting Committee	Mgmt	For	For	For
8.1	Reelect Rogvi Jacobsen as Member of Election Committee	Mgmt	For	For	For
8.2	Reelect Gunnar i Lida (Chair) as Member of Election Committee	Mgmt	For	For	For
9	Approve Remuneration of Election Committee	Mgmt	For	For	For
10	Ratify P/F Januar as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12.1	Amend Articles Re: Article 4	Mgmt	For	For	For
12.2	Amend Articles Re: Article 4B	Mgmt	For	For	For
12.3	Amend Articles Re: Article 5	Mgmt	For	For	For

## Europpris ASA

**Meeting Date:** 04/30/2024

**Country:** Norway

**Ticker:** EPR

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** R2R97J126

**Shares Voted:** 188,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Presentation of Business Activities	Mgmt			
6	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Approve Dividends of NOK 3.25 Per Share	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against



## Europris ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of NOK 660,000 for Chairman and NOK 350,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Audit Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditor	Mgmt	For	For	For
11.a	Elect Bente Sollid Storehaug as Director	Mgmt	For	For	For
11.b	Elect Pal Wibe as Director	Mgmt	For	For	For
11.c	Elect Susanne Holmstrm as Director	Mgmt	For	For	For
12a.1	Elect Alf Inge Gjerde (Chair) as Member of Nominating Committee	Mgmt	For	For	For
12a.2	Elect Inger Johanne Solhaug as Member of Nominating Committee	Mgmt	For	For	For
12a.3	Elect Tine Fosslund as Member of Nominating Committee	Mgmt	For	For	For
12b	Approve Remuneration of Members of Nominating Committee	Mgmt	For	For	For
13.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
13.2	Approve Equity Plan Financing	Mgmt	For	For	For
14	Approve Creation of NOK 16.7 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For

## Novonosis AS Novozymes AS

**Meeting Date:** 04/30/2024

**Country:** Denmark

**Ticker:** NSIS.B

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** K7317J133

**Shares Voted:** 80,097

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

# Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
8.b	Reelect Sharon James as Director	Mgmt	For	For	For
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.d	Reelect Lise Kaae as Director	Mgmt	For	For	For
8.e	Reelect Kevin Lane as Director	Mgmt	For	For	For
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
8.g	Reelect Kim Stratton as Director	Mgmt	For	For	For
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For

## Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Amend Remuneration Policy	Mgmt	For	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

## Royal Unibrew A/S

**Meeting Date:** 04/30/2024

**Country:** Denmark

**Ticker:** RBREW

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** K8390X122

**Shares Voted:** 90,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7.1	Authorize Share Repurchase Program	Mgmt	For	For	For
7.2	Authorize Board to Distribute Extraordinary Dividends of DKK 14.5 Per Share	Mgmt	For	For	For
8.a	Reelect Peter Ruzicka as Director	Mgmt	For	For	For
8.b	Reelect Jais Valeur as Director	Mgmt	For	For	For
8.c	Reelect Catharina Stackelberg-Hammaren as Director	Mgmt	For	For	For
8.d	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For	For	For

## Royal Unibrew A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.e	Reelect Torben Carlsen as Director	Mgmt	For	For	For
8.f	Elect Lise Mortensen as New Director	Mgmt	For	For	For
9	Ratify Deloitte as Auditors	Mgmt	For	For	For
10	Other Business	Mgmt			

## Sanofi

**Meeting Date:** 04/30/2024

**Country:** France

**Ticker:** SAN

**Record Date:** 04/26/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F5548N101

**Shares Voted:** 64,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	Mgmt	For	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Elect Clotilde Delbos as Director	Mgmt	For	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
8	Elect John Sundry as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Appoint Mazars as Auditor	Mgmt	For	For	For
17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	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

**WALLENIUS WILHELMSSEN ASA**

**Meeting Date:** 04/30/2024

**Country:** Norway

**Ticker:** WAWI

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** R9820L103

**Shares Voted:** 410,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For

# WALLENIUS WILHELMSSEN ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 1.14 Per Share	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Remuneration Statement	Mgmt	For	Against	Against
7	Discuss Company's Corporate Governance Statement	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Elect Directors	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee Members	Mgmt	For	For	For
12	Approve Remuneration of Audit Committee Members	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	Against	Against
14	Authorize Share Repurchase Program	Mgmt	For	For	For
15	Approve Creation of NOK 22 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For

## Pool Corporation

**Meeting Date:** 05/01/2024

**Country:** USA

**Ticker:** POOL

**Record Date:** 03/14/2024

**Meeting Type:** Annual

**Primary Security ID:** 73278L105

**Shares Voted:** 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For	For
1b	Elect Director Martha "Marty" S. Gervasi	Mgmt	For	For	For
1c	Elect Director James "Jim" D. Hope	Mgmt	For	For	For
1d	Elect Director Debra S. Oler	Mgmt	For	For	For
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1f	Elect Director Carlos A. Sabater	Mgmt	For	For	For

## Pool Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John E. Stokely	Mgmt	For	For	For
1h	Elect Director David G. Whalen	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

## Unilever Plc

**Meeting Date:** 05/01/2024

**Country:** United Kingdom

**Ticker:** ULVR

**Record Date:** 04/29/2024

**Meeting Type:** Annual

**Primary Security ID:** G92087165

**Shares Voted:** 87,220

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 Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

## Unilever Plc

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

## Ecolab Inc.

**Meeting Date:** 05/02/2024      **Country:** USA      **Ticker:** ECL  
**Record Date:** 03/05/2024      **Meeting Type:** Annual  
**Primary Security ID:** 278865100

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director David W. MacLennan	Mgmt	For	For	For
1h	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Victoria J. Reich	Mgmt	For	For	For
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	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



# Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Require Independent Board Chair	SH	Against	For	For

# engcon AB

Meeting Date: 05/02/2024

Country: Sweden

Ticker: ENGCON.B

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: W3R14Y109

Shares Voted: 323,939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Annika Baremo as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.94 Per Share	Mgmt	For	For	For
9.c.a	Approve Discharge of Annika Baremo	Mgmt	For	For	For
9.c.b	Approve Discharge of Monica Engstrom	Mgmt	For	For	For
9.c.c	Approve Discharge of Stig Engstrom	Mgmt	For	For	For
9.c.d	Approve Discharge of Bob Persson	Mgmt	For	For	For
9.c.e	Approve Discharge of Anna Stalenbring	Mgmt	For	For	For
9.c.f	Approve Discharge of Krister Blomgren	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.a	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For

## engcon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12.a	Approve Remuneration of Directors in the Amount of SEK 525,000 to Chairman and SEK 262,500 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.b	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1a	Reelect Annika Baremo as Director	Mgmt	For	For	For
13.1b	Reelect Anna Stalenbring as Director	Mgmt	For	For	For
13.1c	Reelect Monica Engstrom as Director	Mgmt	For	For	For
13.1d	Reelect Stig Engstrom as Director	Mgmt	For	For	For
13.1e	Elect Peter Hofvenstam as New Director	Mgmt	For	For	For
13.2	Reelect Annika Baremo as Board Chair	Mgmt	For	Against	Against
13.3	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Amend Articles Re: Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means; Approve Third Party Presence at General Meetings	Mgmt	For	Against	Against
15	Approve Issuance of Class B Shares without Preemptive Rights	Mgmt	For	For	For
16	Close Meeting	Mgmt			

## Fenix Outdoor International AG

**Meeting Date:** 05/02/2024

**Country:** Switzerland

**Ticker:** FOI.B

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** H2467A101

**Shares Voted:** 68,971

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 Allocation of Income and Dividends of SEK 15.00 per Share B and SEK 1.50 per Share A	Mgmt	For	For	For

## Fenix Outdoor International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Ulf Gustafsson as Director	Mgmt	For	Against	Against
4.1.2	Reelect Mats Olsson as Director	Mgmt	For	Against	Against
4.1.3	Reelect Sebastian Von Wallwitz as Director	Mgmt	For	Against	Against
4.1.4	Reelect Susanne Nordin as Director	Mgmt	For	Against	Against
4.1.5	Reelect Rolf Schmid as Director	Mgmt	For	Against	Against
4.2	Reelect Martin Nordin as Director and Board Chair	Mgmt	For	Against	Against
4.3.1	Reappoint Ulf Gustafsson as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Susanne Nordin as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Designate Philippe Meyer and Lars Sandberg as Independent Proxy	Mgmt	For	For	For
4.5	Ratify Ernst & Young Ltd as Auditors	Mgmt	For	Against	Against
5.1	Approve Remuneration of Directors in the Amount of EUR 1.9 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3.5 Million for Fiscal Year 2025	Mgmt	For	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.5 Million for Fiscal Year 2023	Mgmt	For	For	For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of EUR 0 for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Sustainability Report	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## KBC Group SA/NV

**Meeting Date:** 05/02/2024

**Country:** Belgium

**Ticker:** KBC

**Record Date:** 04/18/2024

**Meeting Type:** Annual

**Primary Security ID:** B5337G162

Shares Voted: 52,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Approve Discharge of Auditors	Mgmt	For	For	For
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	For	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	For	For
13	Transact Other Business	Mgmt			

## Kerry Group Plc

Meeting Date: 05/02/2024

Country: Ireland

Ticker: KRZ

Record Date: 04/28/2024

Meeting Type: Annual

Primary Security ID: G52416107

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Genevieve Berger as Director	Mgmt	For	For	For
3b	Elect Catherine Godson as Director	Mgmt	For	For	For
3c	Elect Liz Hewitt as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
4c	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4d	Re-elect Michael Kerr as Director	Mgmt	For	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4h	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
4j	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend 2021 Long-Term Incentive Plan	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For

## Kerry Group Plc

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

## SmartCraft ASA

**Meeting Date:** 05/02/2024      **Country:** Norway      **Ticker:** SMCRT  
**Record Date:** 04/24/2024      **Meeting Type:** Annual  
**Primary Security ID:** R7T54K113

Shares Voted: 150,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration of Auditor	Mgmt	For	For	For
6	Discuss Company's Corporate Governance Statement	Mgmt			
7	Approve Remuneration of Directors in the Amount of NOK 390,000 for Chair, NOK 300,000 for Deputy Chair and NOK 200,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
9	Approve Remuneration Statement (Advisory)	Mgmt	For	Against	Against
10	Reelect Arild Bodal (Chair) and Helen Fasth Gillstedt as Members of Nominating Committee; Elect Ingeborg Aavatsmark as New Member of Nominating Committee	Mgmt	For	For	For
11	Elect Mette Kamsvag (Vice Chair) and Eva Hemb as New Directors	Mgmt	For	For	For
12.1	Approve Creation of NOK 171,522.305 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
12.2	Approve Equity Plan Financing	Mgmt	For	For	For

## SmartCraft ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Share Repurchase Program	Mgmt	For	For	For

## CellaVision AB

**Meeting Date:** 05/03/2024      **Country:** Sweden      **Ticker:** CEVI  
**Record Date:** 04/24/2024      **Meeting Type:** Annual  
**Primary Security ID:** W2128U119

**Shares Voted:** 161,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 2.25 Per Share	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 700,000 for Chairman and SEK 260,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Reelect Mikael Worning as Director	Mgmt	For	For	For
14.2	Reelect Christer Fahraeus as Director	Mgmt	For	For	For
14.3	Reelect Stefan Wolf as Director	Mgmt	For	For	For

## CellaVision AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.4	Reelect Ann-Charlotte Jarleryd as Director	Mgmt	For	For	For
14.5	Reelect Louise Armstrong-Denby as Director	Mgmt	For	For	For
15	Reelect Mikael Worning as Board Chair	Mgmt	For	For	For
16	Ratify KPMG as Auditors	Mgmt	For	For	For
17	Approve Nomination Committee Procedures	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	Against	Against
19	Close Meeting	Mgmt			

## Deutsche Post AG

**Meeting Date:** 05/03/2024

**Country:** Germany

**Ticker:** DHL

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** D19225107

**Shares Voted:** 97,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For



Meeting Date: 05/03/2024

Country: Sweden

Ticker: TDVOX

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: W96154104

Shares Voted: 100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
7.c1	Approve Discharge of Carl Bandhold	Mgmt	For	For	For
7.c2	Approve Discharge of Maarten Barmiento	Mgmt	For	For	For
7.c3	Approve Discharge of Henrik Eskilsson	Mgmt	For	For	For
7.c4	Approve Discharge of Charlotta Falvin	Mgmt	For	For	For
7.c5	Approve Discharge of Asa Hedin	Mgmt	For	For	For
7.c6	Approve Discharge of Caroline Ingre	Mgmt	For	For	For
7.c7	Approve Discharge of CEO Fredrik Ruben	Mgmt	For	For	For
8.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
8.b	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
9.a	Approve Remuneration of Directors in the Amount of SEK 950,000 for Chairman and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9.b	Approve Remuneration of Auditor	Mgmt	For	For	For
10.a	Reelect Carl Bandhold as Director	Mgmt	For	For	For

## Tobii Dynavox AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b	Reelect Maarten Barmiento as Director	Mgmt	For	For	For
10.c	Reelect Henrik Eskilsson as Director	Mgmt	For	For	For
10.d	Reelect Charlotta Falvin as Director	Mgmt	For	For	For
10.e	Reelect Caroline Ingre as Director	Mgmt	For	For	For
10.f	Elect Gitte Pugholm Aabo as New Director	Mgmt	For	For	For
11	Elect Gitte Pugholm Aabo as Board Chair	Mgmt	For	For	For
12	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
13	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15.a	Approve Performance Share Plan (Executive LTI 2024)	Mgmt	For	Against	Against
15.b	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
16.a	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Against
16.b	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
17	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Amend Articles	Mgmt	For	For	For

## Berkshire Hathaway Inc.

**Meeting Date:** 05/04/2024

**Country:** USA

**Ticker:** BRK.B

**Record Date:** 03/06/2024

**Meeting Type:** Annual

**Primary Security ID:** 084670702

**Shares Voted:** 15

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For

## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	For	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
5	Establish a Railroad Safety Committee	SH	Against	Against	Against
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against

## BHG Group AB

**Meeting Date:** 05/06/2024

**Country:** Sweden

**Ticker:** BHG

**Record Date:** 04/25/2024

**Meeting Type:** Annual

**Primary Security ID:** W2R38X105

**Shares Voted:** 370,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For

# BHG Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8c.1	Approve Discharge of Christian Bubenheim	Mgmt	For	For	For
8c.2	Approve Discharge of Joanna Hummel	Mgmt	For	For	For
8c.3	Approve Discharge of Kristian Eikre	Mgmt	For	For	For
8c.4	Approve Discharge of Mikael Olander	Mgmt	For	For	For
8c.5	Approve Discharge of Negin Yeganegy	Mgmt	For	For	For
8c.6	Approve Discharge of Vesa Koskinen	Mgmt	For	For	For
8c.7	Approve Discharge of Pernille Fabricius	Mgmt	For	For	For
8c.8	Approve Discharge of Gustav Ohrn	Mgmt	For	For	For
9.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 600,000 for Chairman and SEK 300,000 for Other Board Members; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Christian Bubenheim as Director	Mgmt	For	For	For
11.b	Reelect Joanna Hummel as Director	Mgmt	For	For	For
11.c	Reelect Kristian Eikre as Director	Mgmt	For	For	For

## BHG Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.d	Reelect Mikael Olander as Director	Mgmt	For	For	For
11.e	Reelect Negin Yeganegy as Director	Mgmt	For	For	For
11.f	Reelect Pernille Fabricius as Director	Mgmt	For	For	For
11.g	Reelect Christian Bubenheim as Board Chair	Mgmt	For	For	For
11.h	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
12	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights	Mgmt	For	Against	Against
15	Close Meeting	Mgmt			

## Eli Lilly and Company

**Meeting Date:** 05/06/2024

**Country:** USA

**Ticker:** LLY

**Record Date:** 02/28/2024

**Meeting Type:** Annual

**Primary Security ID:** 532457108

**Shares Voted:** 34,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For

## Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For	For

## MedCap AB

**Meeting Date:** 05/06/2024      **Country:** Sweden      **Ticker:** MCAP  
**Record Date:** 04/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** W5S972103

Shares Voted: 150,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Elect Secretary of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Karl Tobieson	Mgmt	For	For	For
9.c2	Approve Discharge of Anders Hansen	Mgmt	For	For	For
9.c3	Approve Discharge of David Jern	Mgmt	For	For	For
9.c4	Approve Discharge of Otto Ancarcrona	Mgmt	For	For	For
9.c5	Approve Discharge of Malin Enarsson	Mgmt	For	For	For
9.c6	Approve Discharge of Lena Soderstrom	Mgmt	For	For	For

## MedCap AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c7	Approve Discharge of Anna Torner	Mgmt	For	For	For
9.c8	Approve Discharge of Anders Dahlberg	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 425,000 for Chairman and SEK 175,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
12	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Reelect Karl Tobieson (Chair) as Director	Mgmt	For	For	For
13.2	Reelect Otto Ancarcrona as New Director	Mgmt	For	For	For
13.3	Reelect Malin Enarson as New Director	Mgmt	For	For	For
13.4	Reelect David Jern as Director	Mgmt	For	For	For
13.5	Reelect Lena Soderstrom as Director	Mgmt	For	For	For
13.6	Reelect Anna Torner as Director	Mgmt	For	For	For
13.7	Ratify KPMG as Auditors	Mgmt	For	For	For
14	Approve Nomination Committee Procedures	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## Norbit ASA

**Meeting Date:** 05/06/2024

**Country:** Norway

**Ticker:** NORBT

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** R5S13N104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.55 Per Share	Mgmt	For	For	For
4	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
5	Approve Remuneration Statement	Mgmt	For	For	For
6	Discuss Company's Corporate Governance Statement	Mgmt			
7	Reelect Finn Haugan (Chair) and Christina Hallin as Directors; Elect Hakon Kavli as New Director; Elect Tom Solberg as Deputy Director	Mgmt	For	For	For
8	Reelect Reidar Stokke (Chair) and Berit Rian as Members of Nomination Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of NOK 575,000 for the Chairman, NOK 375,000 for the Deputy Chairman and NOK 275,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
10	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
11	Approve Remuneration of Auditor	Mgmt	For	For	For
12	Approve Creation of NOK 1.2 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
13	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	Against	Against
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For



**Meeting Date:** 05/07/2024

**Country:** Sweden

**Ticker:** AVEN

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** W64565109

**Shares Voted:** 1,720,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 300,000 for Chairman and SEK 150,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Reelect Per Adolfsson, Monika Dagberg, Johan Strid, Per Wargeus (Vice Chair) and Anders Wehtje (Chair) as Directors; Ratify Deloitte as Auditors	Mgmt	For	Against	Against
15	Approve Nomination Committee Procedures	Mgmt	For	For	For
16	Approve Profit Sharing Plan	Mgmt	For	For	For
17	Approve Creation of SEK 555,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

**Meeting Date:** 05/07/2024

**Country:** Sweden

**Ticker:** BIOG.B

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** W2R76H103

**Shares Voted:** 230,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 1.90 Per Share and an Extra Dividend of SEK 5 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members of Board (0); Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair, SEK 510,000 for Vice Chair and SEK 290,000 for Other Directors; Approve Committee Fees; Approve Extra Remuneration for Peter Rothschild; Approve Remuneration of Auditor	Mgmt	For	For	For
12.a	Reelect Anthon Jahreskog as Director	Mgmt	For	For	For
12.b	Reelect Benedicte Flambard as Director	Mgmt	For	For	For
12.c	Reelect David Dangoor as Director	Mgmt	For	Against	Against
12.d	Reelect Peter Rothschild as Director	Mgmt	For	Against	Against
12.e	Reelect Vanessa Rothschild as Director	Mgmt	For	For	For

## BioGaia AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.f	Reelect Barbro Friden as Director	Mgmt	For	For	For
12.g	Reelect Outi Armstrong as Director	Mgmt	For	For	For
12.h	Reelect Vesa Koskinen as Director	Mgmt	For	For	For
13	Reelect Peter Rothschild as Board Chair; Reelect David Dangoor as Vice Chair	Mgmt	For	Against	Against
14	Ratify Deloitte as Auditor	Mgmt	For	For	For
15	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Approve Stock Option Plan 2024/208 for Key Employees	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Danaher Corporation

**Meeting Date:** 05/07/2024

**Country:** USA

**Ticker:** DHR

**Record Date:** 03/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 235851102

**Shares Voted:** 13,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against

# Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
1m	Elect Director Elias A. Zerhouni	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

# Enea AB

**Meeting Date:** 05/07/2024

**Country:** Sweden

**Ticker:** ENEA

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** W2529P149

**Shares Voted:** 250,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For

## Enea AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 550,000 for Chairman and SEK 270,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Kjell Duveblad, Mats Lindoff, Asa Schwarz and Charlotta Sund as Directors; Elect Anne Gynnerstedt, Magnus Ornberg and Thibaut Bechetoille as New Directors	Mgmt	For	For	For
12.b	Reelect Kjell Duveblad as Board Chair	Mgmt	For	For	For
12.c	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Issuance of up to 2.1 Million Shares without Preemptive Rights	Mgmt	For	For	For
17	Approve SEK 741,165 Reduction in Share Capital via Share Cancellation; Approve SEK 741,165 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For
18	Approve Stock Option Plan for Key Employees (LTIP 2024)	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Grenergy Renovables SA

**Meeting Date:** 05/07/2024

**Country:** Spain

**Ticker:** GRE

**Record Date:** 05/02/2024

**Meeting Type:** Annual

**Primary Security ID:** E5R20V102

# Greenergy Renovables SA

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
6	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
7	Fix Number of Directors at 9	Mgmt	For	For	For
8.1	Ratify Appointment of and Elect Ana Plaza Arregui as Director	Mgmt	For	For	For
8.2	Elect Pablo Otin Pintado as Director	Mgmt	For	For	For
8.3	Reelect Ana Peralta Moreno as Director	Mgmt	For	For	For
8.4	Reelect Nicolas Bergareche Mendoza as Director	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against
10	Approve Share Appreciation Rights Plan	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

# Mips AB

Meeting Date: 05/07/2024

Country: Sweden

Ticker: MIPS

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: W5648N127

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Board Chair Report	Mgmt			
9	Receive CEO's Report	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Magnus Welander	Mgmt	For	For	For
12.b	Approve Discharge of Jonas Rahmn	Mgmt	For	For	For
12.c	Approve Discharge of Jenny Rosberg	Mgmt	For	For	For
12.d	Approve Discharge of Thomas Brautigam	Mgmt	For	For	For
12.e	Approve Discharge of Anna Hallov	Mgmt	For	For	For
12.f	Approve Discharge of Maria Hedengren	Mgmt	For	For	For
12.g	Approve Discharge of CEO Max Strandwitz	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
15.a	Approve Remuneration of Directors in the Amount of SEK 700,000 for Chairman and SEK 315,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
15.b	Approve Remuneration of Auditors	Mgmt	For	For	For
16.1a	Reelect Magnus Welander as Director	Mgmt	For	For	For
16.1b	Reelect Thomas Brautigam as Director	Mgmt	For	For	For

## Mips AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.1c	Reelect Maria Hedengren as Director	Mgmt	For	For	For
16.1d	Reelect Anna Hallov as Director	Mgmt	For	For	For
16.1e	Reelect Jonas Rahmn as Director	Mgmt	For	For	For
16.1f	Reelect Jenny Rosberg as Director	Mgmt	For	For	For
16.2	Reelect Magnus Welander as Board Chair	Mgmt	For	For	For
17	Ratify KPMG AB as Auditors	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve SEK 215.10 Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
22	Close Meeting	Mgmt			

## Odinwell AB

**Meeting Date:** 05/07/2024

**Country:** Sweden

**Ticker:** ODIN

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** W5942T101

**Shares Voted:** 729,583

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



## Odinwell AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Approve Allocation of Income	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (4) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 150,000 for Chairman and SEK 75,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
11	Reelect Per Nellgard and Tomas Fabo as Directors; Elect Anders Husmark and Susanne Olauson (Chair) as New Directors; Ratify KPMG as Auditors	Mgmt	For	Against	Against
12	Close Meeting	Mgmt			

## Proact IT Group AB

**Meeting Date:** 05/07/2024

**Country:** Sweden

**Ticker:** PACT

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** W6732D157

**Shares Voted:** 250,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Anna Soderbolm as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports; Receive CEO Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For

## Proact IT Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Approve Discharge of Anna Soderblom	Mgmt	For	For	For
10.2	Approve Discharge of Martin Gren	Mgmt	For	For	For
10.3	Approve Discharge of Erik Malmberg	Mgmt	For	For	For
10.4	Approve Discharge of Annikki Schaeferdiek	Mgmt	For	For	For
10.5	Approve Discharge of Thomas Thuresson	Mgmt	For	For	For
10.6	Approve Discharge of Jonas Hasselberg	Mgmt	For	For	For
11	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 625,000 to Chairman and SEK 285,000 for Other Directors; Approve Committee Fees	Mgmt	For	For	For
12.2	Approve Remuneration of Auditor	Mgmt	For	For	For
13.1	Reelect Anna Soderblom (Chair) as Director	Mgmt	For	For	For
13.2	Reelect Martin Gren as Director	Mgmt	For	For	For
13.3	Reelect Annikki Schaeferdiek as Director	Mgmt	For	For	For
13.4	Reelect Thomas Thuresson as Director	Mgmt	For	For	For
13.5	Reelect Erik Malmberg as Director	Mgmt	For	For	For
13.6	Reelect Anna Soderblom as Board Chair	Mgmt	For	For	For
13.7	Ratify Pricewaterhousecoopers as Auditor	Mgmt	For	For	For
14	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Performance Share Matching Plan for Key Employees	Mgmt	For	For	For

## Proact IT Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Issuance of 2,800,000 Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Approve SEK 227,533 Reduction in Share Capital via Share Cancellation; Approve Increase in Share Capital by Issue of Bonus	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Talanx AG

**Meeting Date:** 05/07/2024

**Country:** Germany

**Ticker:** TLX

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** D82827110

**Shares Voted:** 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	Mgmt	For	For	For

## Talanx AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Dematerialization of Securities	Mgmt	For	For	For
8	Approve Affiliation Agreement with Zweite Riethorst Grundstuecksgesellschaft mbH	Mgmt	For	For	For

## Technogym SpA

**Meeting Date:** 05/07/2024

**Country:** Italy

**Ticker:** TGYM

**Record Date:** 04/25/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** T9200L101

**Shares Voted:** 130,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by TGH Srl	Mgmt			
4.1	Fix Number of Directors	SH	None	For	For
4.2	Fix Board Terms for Directors	SH	None	For	For

## Technogym SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.3.1	Slate 1 Submitted by TGH Srl	SH	None	Against	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by TGH Srl	Mgmt			
4.4	Elect Nerio Alessandri as Board Chair	SH	None	Against	Against
4.5	Approve Remuneration of Directors	SH	None	Against	Against
	Management Proposals	Mgmt			
5	Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve 2024-2026 Performance Shares Plan	Mgmt	For	Against	Against
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2024-2026 Performance Shares Plan	Mgmt	For	Against	Against

## AAK AB

**Meeting Date:** 05/08/2024      **Country:** Sweden      **Ticker:** AAK  
**Record Date:** 04/29/2024      **Meeting Type:** Annual

**Primary Security ID:** W9609S117

**Shares Voted:** 155,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive Financial Statements and Statutory Reports; Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.70 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Patrik Andersson	Mgmt	For	For	For
9.c2	Approve Discharge of Marianne Kirkegaard	Mgmt	For	For	For
9.c3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9.c4	Approve Discharge of Nils-Johan Andersson	Mgmt	For	For	For
9.c5	Approve Discharge of Fabienne Saadane-Oaks	Mgmt	For	For	For
9.c6	Approve Discharge of Ian Roberts	Mgmt	For	For	For
9.c7	Approve Discharge of David Alfredsson	Mgmt	For	For	For
9.c8	Approve Discharge of Lena Nilsson	Mgmt	For	For	For
9.c9	Approve Discharge of Mikael Myhre	Mgmt	For	For	For
9.c10	Approve Discharge of Annica Edvardsson	Mgmt	For	For	For
9.c11	Approve Discharge of Johan Westman	Mgmt	For	For	For
9.c12	Approve Discharge of Georg Brunstam	Mgmt	For	For	For
9.c13	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c14	Approve Discharge of Andreas Thoresson	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chairman and SEK 455,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against

## AAK AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Reelect Patrik Andersson as Director	Mgmt	For	For	For
12.4	Reelect Nils-Johan Andersson as Director	Mgmt	For	Against	Against
12.5	Reelect Fabienne Saadane-Oaks as Director	Mgmt	For	For	For
12.6	Reelect Ian Roberts as Director	Mgmt	For	For	For
12.7	Elect Patrik Andersson as Board Chairman	Mgmt	For	For	For
12.8	Ratify KPMG AB as Auditors	Mgmt	For	For	For
13	Reelect Marta Schorling Andreen (Chair), Henrik Didner, Daniel Kristiansson and Elisabet Jamal Bergstrom as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Long-Term Incentive Program 2024/2027	Mgmt	For	Against	Against
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Allianz SE

**Meeting Date:** 05/08/2024

**Country:** Germany

**Ticker:** ALV

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** D03080112

**Shares Voted:** 29,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	For

## Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Boule Diagnostics AB

**Meeting Date:** 05/08/2024

**Country:** Sweden

**Ticker:** BOUL

**Record Date:** 04/29/2024

**Meeting Type:** Annual

**Primary Security ID:** W1784C140

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
11.1	Approve Discharge of Torben Jorgensen	Mgmt	For	For	For
11.2	Approve Discharge of Karin Dahllof	Mgmt	For	For	For
11.3	Approve Discharge of Thomas Eklund	Mgmt	For	For	For
11.4	Approve Discharge of Emil Hjalmarsson	Mgmt	For	For	For
11.5	Approve Discharge of Yvonne Martensson	Mgmt	For	For	For
11.6	Approve Discharge of Jon Risfelt	Mgmt	For	For	For
11.7	Approve Discharge of CEO Jesper Soderqvist	Mgmt	For	For	For
12	Determine Number of Members (6) and Deputy Members of Board (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chairman and SEK 250,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For
14.1	Reelect Torben Jorgensen as Director	Mgmt	For	Against	Against
14.2	Reelect Karin Dahllof as Director	Mgmt	For	For	For
14.3	Reelect Thomas Eklund as Director	Mgmt	For	For	For

## Boule Diagnostics AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.4	Reelect Emil Hjalmarsson as Director	Mgmt	For	For	For
14.5	Reelect Yvonne Martensson as Director	Mgmt	For	For	For
14.6	Elect Rikke Rytter as New Director	Mgmt	For	For	For
14.7	Elect Torben Jorgensen as Board Chair	Mgmt	For	Against	Against
14.8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## Fluidra SA

**Meeting Date:** 05/08/2024

**Country:** Spain

**Ticker:** FDR

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** E52619108

**Shares Voted:** 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
6	Amend Article 36 Re: Increase in Board Size to 14	Mgmt	For	For	For

## Fluidra SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Olatz Urroz Garcia as Director	Mgmt	For	For	For
8.1	Reelect Esther Berrozpe Galindo as Director	Mgmt	For	Against	Against
8.2	Reelect Brian McDonald as Director	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Annual Maximum Remuneration	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## freenet AG

**Meeting Date:** 05/08/2024

**Country:** Germany

**Ticker:** FNTN

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** D3689Q134

**Shares Voted:** 149,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.77 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christoph Vilanek for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Ingo Arnold for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicole Engenhardt-Gille for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stephan Esch for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Antonius Fromme for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Rickmann von Platen for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Marc Tuengler for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Claudia Anderleit for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Theo-Benneke Bretsch for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sabine Christiansen for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Thomas Karlovits for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Kerstin Lopatta for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Knut Mackeprang for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Tobias Marx for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Frank Suwald for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Robert Weidinger for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Petra Winter for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Miriam Wohlfarth for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Bente Brandt for Fiscal Year 2023	Mgmt	For	For	For

## freenet AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Gerhard Huck for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Thomas Reimann for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

## Lonza Group AG

**Meeting Date:** 05/08/2024

**Country:** Switzerland

**Ticker:** LONN

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** H50524133

**Shares Voted:** 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For	For
6.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For	Against	Against
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For	For
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For	For

## Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Jean-Marc Huet as Director	Mgmt	For	For	For
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## NCAB Group AB

**Meeting Date:** 05/08/2024

**Country:** Sweden

**Ticker:** NCAB

**Record Date:** 04/29/2024

**Meeting Type:** Annual

**Primary Security ID:** W5S07V124

**Shares Voted:** 225,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For



## NCAB Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 1.10 Per Share	Mgmt	For	For	For
9.c.a	Approve Discharge of Christian Salamon	Mgmt	For	For	For
9.c.b	Approve Discharge of Magdalena Persson	Mgmt	For	For	For
9.c.c	Approve Discharge of Hans Ramel	Mgmt	For	For	For
9.c.d	Approve Discharge of Gunilla Rudebjer	Mgmt	For	For	For
9.c.e	Approve Discharge of Hans Stahl	Mgmt	For	For	For
9.c.f	Approve Discharge of Peter Kruk	Mgmt	For	For	For
9.c.g	Approve Discharge of CEO Peter Kruk	Mgmt	For	For	For
9.c.h	Approve Discharge of Jan-Olof Dahlen	Mgmt	For	For	For
9.c.i	Approve Discharge of Per Hesselmark	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 750,000 for Chairman	Mgmt	For	For	For
11.b	Approve Remuneration in the Amount of SEK 373,000 for Directors of the Board with a Major Shareholding	Mgmt	For	For	For
11.c	Approve Remuneration of Other Directors in the Amount of SEK 560,000	Mgmt	For	For	For
11.d	Approve Remuneration for Chairman of the Audit Committee	Mgmt	For	For	For
11.e	Approve Remuneration for Members of the Audit Committee	Mgmt	For	For	For
11.f	Approve Remuneration for Members of Remuneration Committee	Mgmt	For	For	For

## NCAB Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.g	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Christian Salamon as Director	Mgmt	For	Against	Against
12.b	Reelect Magdalena Persson as Director	Mgmt	For	For	For
12.c	Reelect Hans Ramel as Director	Mgmt	For	For	For
12.d	Reelect Gunilla Rudebjer as Director	Mgmt	For	For	For
12.e	Reelect Hans Stahl as Director	Mgmt	For	For	For
12.f	Reelect Peter Kruk as Director	Mgmt	For	For	For
12.g	Reelect Christian Salamon as Board Chair	Mgmt	For	Against	Against
12.h	Elect Anders Lindqvist as New Director	Mgmt	For	For	For
12.i	Elect Sarah Eccleston as New Director	Mgmt	For	For	For
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
14	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17.a	Approve Warrant Plan for Key Employees (LTIP 2024/2027)	Mgmt	For	Against	Against
17.b	Approve Equity Plan Financing Through Issuance of Warrants	Mgmt	For	Against	Against
17.c	Approve Transfer of Warrants to Participants of LTIP 2024/2027	Mgmt	For	Against	Against
17.d	Approve Acquisition of Treasury Shares in Connection with LTIP 2024/2027	Mgmt	For	Against	Against
17.e	Approve Transfer of Treasury Shares to Participants of LTIP 2024/2027	Mgmt	For	Against	Against
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20	Close Meeting	Mgmt			

# Redsense Medical AB

Meeting Date: 05/08/2024

Country: Sweden

Ticker: REDS

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: W7S18V101

Shares Voted: 310,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 250,000 for Chairman and SEK 125,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
11	Reelect Malin Almgren, Susanne Olausson, Lena Oswald and Eva Walde (Chairman) as Directors; Elect Martin Roos as New Director; Ratify KPMG as Auditor	Mgmt	For	For	For
12	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
13	Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights	Mgmt	For	Against	Against
14	Close Meeting	Mgmt			

**Meeting Date:** 05/08/2024

**Country:** Sweden

**Ticker:** STIL

**Record Date:** 04/29/2024

**Meeting Type:** Annual

**Primary Security ID:** W87818105

**Shares Voted:** 380,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Elect Secretary of Meeting	Mgmt	For	For	For
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
7	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Lars Kvarnhem	Mgmt	For	For	For
9.c2	Approve Discharge of Stefan Tell	Mgmt	For	For	For
9.c3	Approve Discharge of Thomas Anderzon	Mgmt	For	For	For
9.c4	Approve Discharge of Karin Fischer	Mgmt	For	For	For
9.c5	Approve Discharge of Yonna Olsson	Mgmt	For	For	For
9.c6	Approve Discharge of Per Carlsson	Mgmt	For	For	For
9.c7	Approve Discharge of Sirpa Makipaa	Mgmt	For	For	For
9.c8	Approve Discharge of Torbjorn Skold	Mgmt	For	For	For
9.c9	Approve Discharge of CEO Hanna Ernestam Wilkman	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

## Stille AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of SEK 375,000 for Chairman and SEK 145,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For
12	Receive President's Report	Mgmt			
13	Reelect Lars Kvarnhem (Chair), Per Carlsson, Victor Steien and Yonna Olsson as Directors; Elect Jens Viebke as New Director; Ratify Radek AB as Auditors	Mgmt	For	Against	Against
14	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Allow Shareholder Meetings to be Held by Electronic Means	Mgmt	For	Against	Against
18	Close Meeting	Mgmt			

## Swissquote Group Holding Ltd.

**Meeting Date:** 05/08/2024

**Country:** Switzerland

**Ticker:** SQN

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** H8403Y103

**Shares Voted:** 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Markus Dennler as Director and Board Chair	Mgmt	For	For	For

## Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Jean-Christophe Pernellet as Director	Mgmt	For	For	For
6.1.3	Reelect Beat Oberlin as Director	Mgmt	For	Against	Against
6.1.4	Reelect Monica Dell'Anna as Director	Mgmt	For	For	For
6.1.5	Reelect Michael Ploog as Director	Mgmt	For	For	For
6.1.6	Reelect Paolo Buzzi as Director	Mgmt	For	For	For
6.1.7	Reelect Demetra Kalogerou as Director	Mgmt	For	For	For
6.1.8	Reelect Esther Finidor as Director	Mgmt	For	For	For
6.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
6.4	Designate Juan Gil as Independent Proxy	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Vonovia SE

**Meeting Date:** 05/08/2024

**Country:** Germany

**Ticker:** VNA

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** D9581T100

**Shares Voted:** 30,500

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

## Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Elect Birgit Bohle to the Supervisory Board	Mgmt	For	For	For

## CAB Payments Holdings Plc

**Meeting Date:** 05/09/2024

**Country:** United Kingdom

**Ticker:** CABP

**Record Date:** 05/07/2024

**Meeting Type:** Annual

**Primary Security ID:** G1742P108

**Shares Voted:** 1,500,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Caroline Brown as Director	Mgmt	For	For	For
5	Elect Ann Cairns as Director	Mgmt	For	For	For
6	Elect Susanne Chishti as Director	Mgmt	For	For	For
7	Elect Richard Hallett as Director	Mgmt	For	For	For
8	Elect Noel Harwerth as Director	Mgmt	For	For	For
9	Elect Jennifer Johnson-Calari as Director	Mgmt	For	For	For
10	Elect Karen Jordan as Director	Mgmt	For	For	For
11	Elect Simon Poole as Director	Mgmt	For	For	For

## CAB Payments Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Mario Shiliashki as Director	Mgmt	For	For	For
13	Elect Bhairav Trivedi as Director	Mgmt	For	For	For
14	Appoint Mazars LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## IMI Plc

**Meeting Date:** 05/09/2024

**Country:** United Kingdom

**Ticker:** IMI

**Record Date:** 05/07/2024

**Meeting Type:** Annual

**Primary Security ID:** G47152114

**Shares Voted:** 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Jackie Callaway as Director	Mgmt	For	For	For
6	Re-elect Lord Smith of Kelvin as Director	Mgmt	For	For	For
7	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	For
8	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
9	Re-elect Katie Jackson as Director	Mgmt	For	For	For
10	Re-elect Ajai Puri as Director	Mgmt	For	For	For



## IMI Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Isobel Sharp as Director	Mgmt	For	For	For
12	Re-elect Daniel Shook as Director	Mgmt	For	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve IMI Incentive Plan	Mgmt	For	For	For
19	Approve IMI Sharesave Plan	Mgmt	For	For	For
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
D	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
E	Adopt New Articles of Association	Mgmt	For	For	For

## Union Pacific Corporation

**Meeting Date:** 05/09/2024      **Country:** USA      **Ticker:** UNP  
**Record Date:** 03/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** 907818108

**Shares Voted:** 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For

## Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jane H. Lute	Mgmt	For	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1j	Elect Director V. James Vena	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For
1l	Elect Director Christopher J. Williams	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	Against	Against

## United Rentals, Inc.

**Meeting Date:** 05/09/2024

**Country:** USA

**Ticker:** URI

**Record Date:** 03/11/2024

**Meeting Type:** Annual

**Primary Security ID:** 911363109

**Shares Voted:** 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	For	For	For
1b	Elect Director Larry D. De Shon	Mgmt	For	For	For
1c	Elect Director Matthew J. Flannery	Mgmt	For	For	For
1d	Elect Director Bobby J. Griffin	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Terri L. Kelly	Mgmt	For	For	For
1g	Elect Director Michael J. Kneeland	Mgmt	For	For	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For

## United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Gracia C. Martore	Mgmt	For	For	For
1j	Elect Director Shiv Singh	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	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against

## Basler AG

**Meeting Date:** 05/13/2024      **Country:** Germany      **Ticker:** BSL  
**Record Date:** 04/19/2024      **Meeting Type:** Annual  
**Primary Security ID:** D0629N106

**Shares Voted:** 80,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024, for the Review of Interim Financial Statements for Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Elect Norbert Basler to the Supervisory Board	Mgmt	For	Against	Against

**Meeting Date:** 05/14/2024

**Country:** France

**Ticker:** BNP

**Record Date:** 05/10/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F1058Q238

**Shares Voted:** 67,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Renew Appointment of Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	For	For
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	For	For
10	Elect Annemarie Straathof as Director	Mgmt	For	For	For
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of BNP Paribas SA	Mgmt			
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against	Against

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

## BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## CTS Eventim AG & Co. KGaA

**Meeting Date:** 05/14/2024

**Country:** Germany

**Ticker:** EVD

**Record Date:** 04/22/2024

**Meeting Type:** Annual

**Primary Security ID:** D1648T108

**Shares Voted:** 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	Mgmt	For	For	For
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7.1	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7.2	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

## CTS Eventim AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Remuneration Policy for the Management Board	Mgmt	For	Against	Against

## Devysr Diagnostics AB

**Meeting Date:** 05/14/2024      **Country:** Sweden      **Ticker:** DVYSR  
**Record Date:** 05/03/2024      **Meeting Type:** Annual  
**Primary Security ID:** W2533X146

Shares Voted: 170,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 379,500 for Chair and SEK 178,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
11	Reelect Mia Arnhult (Chair), Lars Hockenstrom, Fredrik Dahl and Pia Gideon as Directors; Elect Thomas Eklund as New Director; Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	Against	Against

## Devyser Diagnostics AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
13	Approve Stock Option Plan 2024/2028 for Key Employees	Mgmt	For	Against	Against
14	Close Meeting	Mgmt			

## Epiroc AB

**Meeting Date:** 05/14/2024

**Country:** Sweden

**Ticker:** EPI.A

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** W25918124

**Shares Voted:** 205,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For



<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For	For
8.d	Approve Remuneration Report	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	Against	Against
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	Against	Against
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For

## Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

## Equinor ASA

**Meeting Date:** 05/14/2024

**Country:** Norway

**Ticker:** EQNR

**Record Date:** 05/06/2024

**Meeting Type:** Annual

**Primary Security ID:** R2R90P103

**Shares Voted:** 95,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chairman of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.35 Per Share, Approve Extraordinary Dividends of USD 0.35 Per Share	Mgmt	For	For	For

# Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Board to Distribute Dividends	Mgmt	For	For	For
	Shareholder Proposals Submitted by Roald Skjoldheim	Mgmt			
8	Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	SH	Against	Against	Against
	Shareholder Proposals Submitted by Ivar Saetre	Mgmt			
9	Approve Divestment from All International Operations	SH	Against	Against	Against
	Shareholder Proposals Submitted by Gro Nylander and Guttorm Grundt	Mgmt			
10	Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	SH	Against	Against	Against
	Shareholder Proposals Submitted by Gro Nylander	Mgmt			
11	Adopt Future Strategy taking into Consideration the Suffering and Death Caused by Global Warming; Strengthen and Implement the Energy Transition Plan	SH	Against	Against	Against
	Shareholder Proposals Submitted by Bente Marie Bakke	Mgmt			
12	Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	SH	Against	Against	Against
	Shareholder Proposals Submitted by Even Bakke	Mgmt			
13	Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	SH	Against	Against	Against
	Shareholder Proposals Submitted by Greenpeace and WWF	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Nominate Candidates for Future Board Appointments with Good Competency on the Energy Transition and Sustainability	SH	Against	For	For
	Shareholder Proposals Submitted by Sarasin & Partners LLP, Kapitalforeningen Sampension Invest, West Yorkshire Pension Fund and Achmea Investment Management	Mgmt			
15	Update the Company Strategy and Capital Expenditure Plan According to the Commitment to the Goals of the Paris Agreement	SH	Against	For	For
	Management Proposals	Mgmt			
16	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
17	Approve Remuneration Statement	Mgmt	For	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For	For
	Elect All Members to the Corporate Assembly under item 19, or Vote on Each Candidate Individually under items 19.1-19.16	Mgmt			
19	Elect Members and Deputy Members of Corporate Assembly (Joint Proposal)	Mgmt	For	For	For
19.1	Elect Nils Morten Huseby (Chair) as Member of Corporate Assembly	Mgmt	For	For	For
19.2	Reelect Nils Bastiansen (Deputy Chair) as Member of Corporate Assembly	Mgmt	For	For	For
19.3	Reelect Finn Kinserdal as Member of Corporate Assembly	Mgmt	For	For	For
19.4	Reelect Kari Skeidsvoll Moe as Member of Corporate Assembly	Mgmt	For	For	For
19.5	Reelect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	Mgmt	For	For	For
19.6	Reelect Kjerstin Fyllingen as Member of Corporate Assembly	Mgmt	For	For	For
19.7	Reelect Mari Rege as Member of Corporate Assembly	Mgmt	For	For	For
19.8	Reelect Trond Straume as Member of Corporate Assembly	Mgmt	For	For	For
19.9	Reelect Martin Wien Fjell as Member of Corporate Assembly	Mgmt	For	For	For

# Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.10	Reelect Merete Hverven as Member of Corporate Assembly	Mgmt	For	For	For
19.11	Reelect Helge Aasen as Member of Corporate Assembly	Mgmt	For	For	For
19.12	Reelect Liv B. Ulriksen as Member of Corporate Assembly	Mgmt	For	For	For
19.13	Reelect Per Axel Koch as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.14	Reelect Cathrine Kristiseter Marti as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.15	Elect Bjorn Tore Markussen as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.16	Elect Elisabeth Marak Stole as Deputy Member of Corporate Assembly	Mgmt	For	For	For
20	Approve Remuneration of Directors in the Amount of NOK 151,200 for Chairman, NOK 79,750 for Deputy Chairman and NOK 56,000 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For	For
	Elect All Members to the Nominating Committee under item 21, or Vote on Each Candidate Individually under items 21.1-21.4	Mgmt			
21	Elect Members of Nominating Committee (Joint Proposal)	Mgmt	For	For	For
21.1	Elect Nils Morten Huseby (Chair) as Member of Nominating Committee	Mgmt	For	For	For
21.2	Reelect Berit L. Henriksen as Member of Nominating Committee	Mgmt	For	For	For
21.3	Reelect Merete Hverven as Member of Nominating Committee	Mgmt	For	For	For
21.4	Reelect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For	For
22	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
23	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For

## Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Approve NOK 525.8 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For	For
25	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For

## Karnell Group AB

**Meeting Date:** 05/14/2024

**Country:** Sweden

**Ticker:** KARNEL.B

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** W5S07B151

**Shares Voted:** 240,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive CEO's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chairman, and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For

## Karnell Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Patrik Rignell (Chair), Hans Karlander, Per Nordgren, Dajana Mirborn and Lena Wappling as Directors; Elect Helena Nordman-Knutson as New Director; Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Issuance of Warrants for Key Employees	Mgmt	For	For	For
16	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## Melexis NV

**Meeting Date:** 05/14/2024

**Country:** Belgium

**Ticker:** MELE

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** B59283109

**Shares Voted:** 36,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.70 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Approve Auditors' Remuneration	Mgmt	For	For	For
9	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For

# Micro Systemation AB

Meeting Date: 05/14/2024

Country: Sweden

Ticker: MSAB.B

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: W56339109

Shares Voted: 750,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7b	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	For
7c	Approve Remuneration Report	Mgmt	For	Against	Against
7d.1	Approve Discharge of Peter Gille	Mgmt	For	For	For
7d.2	Approve Discharge of Bernt Ingman	Mgmt	For	For	For
7d.3	Approve Discharge of Andreas Hedskog	Mgmt	For	For	For
7d.4	Approve Discharge of Charlotte Stjerngren	Mgmt	For	For	For
7d.5	Approve Discharge of Fredrik Nilsson	Mgmt	For	For	For
7d.6	Approve Discharge of Hanna Bilir	Mgmt	For	For	For
7d.7	Approve Discharge of Jesper Karrbrink	Mgmt	For	For	For
7d.8	Approve Discharge of Rolf Roservinge	Mgmt	For	For	For
7d.9	Approve Discharge of Peter Heuman	Mgmt	For	For	For
7d.10	Approve Discharge of Joel Bollo	Mgmt	For	For	For
7d.11	Approve Discharge of Mikael Falkoven	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For



## Micro Systemation AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chair and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Peter Gille as Director	Mgmt	For	Against	Against
11.b	Reelect Fredrik Nilsson as Director	Mgmt	For	For	For
11.c	Reelect Andreas Hedskog as Director	Mgmt	For	For	For
11.d	Reelect Jesper Karrbrink as Director	Mgmt	For	For	For
11.e	Reelect Charlotte Stjerngren as Director	Mgmt	For	For	For
11.f	Elect Helena Holmgren as New Director	Mgmt	For	For	For
11.g	Reelect Peter Gille as Board Chair	Mgmt	For	Against	Against
12	Ratify KPMG as Auditor	Mgmt	For	For	For
13	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For	For
16	Close Meeting	Mgmt			

## Swedish Orphan Biovitrum AB

**Meeting Date:** 05/14/2024

**Country:** Sweden

**Ticker:** SOBI

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** W95637117

**Shares Voted:** 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For

# Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Receive Report on Work of Board and Committees	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.1	Approve Discharge of Hakan Bjorklund	Mgmt	For	For	For
12.2	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.3	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.4	Approve Discharge of Matthew Gantz	Mgmt	For	For	For
12.5	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For
12.10	Approve Discharge of Pia Axelson	Mgmt	For	For	For
12.11	Approve Discharge of Erika Husing	Mgmt	For	For	For
12.12	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.13	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.14	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.15	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For
12.16	Approve Discharge of Linda Larsson	Mgmt	For	For	For
12.17	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For
12.18	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For

# Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1	Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For	For
15.b	Reelect Annette Clancy as Director	Mgmt	For	For	For
15.c	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For	For
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against
15.f	Reelect Anders Ullman as Director	Mgmt	For	Against	Against
15.g	Elect Zlatko Rihter as New Director	Mgmt	For	Against	Against
15.h	Elect Annette Clancy as Board Chair	Mgmt	For	For	For
15.i	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
18.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
18.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
18.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
18.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
18.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against

## Swedish Orphan Biovitrum AB

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

## Yubico AB

**Meeting Date:** 05/14/2024

**Country:** Sweden

**Ticker:** YUBICO

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** W04944109

**Shares Voted:** 150,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Patrik Tigerschiold	Mgmt	For	For	For
9.c2	Approve Discharge of Stina Ehrensvar	Mgmt	For	For	For
9.c3	Approve Discharge of Gosta Johannesson	Mgmt	For	For	For
9.c4	Approve Discharge of Paul Madera	Mgmt	For	For	For
9.c5	Approve Discharge of Ramunjam Shriram	Mgmt	For	For	For
9.c6	Approve Discharge of Eola Anggard Runsten	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
9.c7	Approve Discharge of Mattias Danielsson	Mgmt	For	For	For
9.c8	Approve Discharge of Henrik Blomquist	Mgmt	For	For	For
9.c9	Approve Discharge of Sarah Mc Phee	Mgmt	For	For	For
9.c10	Approve Discharge of Caroline af Ugglas	Mgmt	For	For	For
9.c11	Approve Discharge of Katarina Bonde	Mgmt	For	For	For
9.c12	Approve Discharge of Martin Casado	Mgmt	For	For	For
9.c13	Approve Discharge of Johan Hernmarck	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt	For	For	For
12.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 860,000 for Chairman and 460,000 for Other Directors	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Reelect Patrik Tigerschild as Director	Mgmt	For	Against	Against
14.2	Reelect Stina Ehrensvar as Director	Mgmt	For	For	For
14.3	Reelect Gosta Johannesson as Director	Mgmt	For	Against	Against
14.4	Reelect Paul Madera as Director	Mgmt	For	For	For
14.5	Reelect Eola Anggard Runsten as Director	Mgmt	For	For	For
14.6	Reelect Ramanujam Shriram as Director	Mgmt	For	For	For
14.7	Elect Jaya Baloo as New Director	Mgmt	For	For	For
14.8	Reelect Patrik Tigerschild as Board Chairman	Mgmt	For	Against	Against
15.1	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For

## Yubico AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.a	Approve Performance Based Share Plan LTIP 2024	Mgmt	For	Against	Against
18.b	Approve Equity Plan Financing Through Issuance of Warrants	Mgmt	For	Against	Against
18.c	Approve Equity Plan Financing Through Transfer of Warrants	Mgmt	For	Against	Against
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## AIXTRON SE

**Meeting Date:** 05/15/2024      **Country:** Germany      **Ticker:** AIXA  
**Record Date:** 05/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** D0257Y135

Shares Voted: 145,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Frits van Hout to the Supervisory Board	Mgmt	For	Against	Against
6.2	Reelect Anna Weber to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Karen Florschuetz to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Alexander Everke to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

## AIXTRON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
9.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
9.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

## Amadeus FiRe AG

**Meeting Date:** 05/15/2024

**Country:** Germany

**Ticker:** AAD

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** D0349N105

**Shares Voted:** 12,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Robert von Wuelfing for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Dennis Gerlitzki for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Thomas Surwald for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Christoph Gross for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Grimm for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heinrich Alt for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bjoern Empting for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Angelika Kappe for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Annett Martin for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Stefanie Mielast for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Christian Ribic for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Ulrike Schweibert for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Ulrike Sommer for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Otto Weixler for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Jan Wessling for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For



## American Water Works Company, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: AWK

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 030420103

Shares Voted: 46,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
1i	Elect Director Michael L. Marberry	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

## Avantium NV

Meeting Date: 05/15/2024

Country: Netherlands

Ticker: AVTX

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: N0805A109

Shares Voted: 121,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For

## Avantium NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Discharge of Management Board	Mgmt	For	For	For
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Approve Reduction of the Strike Price of the Options Granted under the ESOP and Increase the Number of LTIP Shares	Mgmt	For	For	For
9	Approve Remuneration Policy of Management Board	Mgmt	For	For	For
10	Approve New Long-Term Incentive Plan (PSU Plan)	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
12	Approve Restricted Share Units Plan (RSU Plan)	Mgmt	For	For	For
13	Reelect Michelle B.B. Jou to Supervisory Board	Mgmt	For	Against	Against
14.a	Grant Board Authority to Issue Shares Up To 8 Percent of Ordinary Shares and Exclude Pre-emptive Rights	Mgmt	For	For	For
14.b	Grant Board Authority to Grant Rights to Subscribe Shares Up To 2 Percent of Ordinary Shares and Exclude Pre-emptive Rights	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
16	Other Business (Non-Voting)	Mgmt			
17	Close Meeting	Mgmt			

## C-RAD AB

**Meeting Date:** 05/15/2024

**Country:** Sweden

**Ticker:** CRAD.B

**Record Date:** 05/06/2024

**Meeting Type:** Annual

**Primary Security ID:** W24210101

**Shares Voted:** 500,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members of Board (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chairman and SEK 200,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Jenny Rosberg, David Sjostrom, Kristina Willgard (Chair), Susanne Ekblom and Peter Simonsbacka as Directors; Elect Mats Thoren as New Director; Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Against
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Stock Option Plan 2024/2027 for Key Employees	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of 2.5 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

# Daimler Truck Holding AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: DTG

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Shares Voted: 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz (until Aug. 5, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2023	Mgmt	For	For	For

# Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (until Oct. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2023	Mgmt	For	For	For

## Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Shintaro Suzuki (from Oct. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for a Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

## Genovis AB

**Meeting Date:** 05/15/2024

**Country:** Sweden

**Ticker:** GENO

**Record Date:** 05/06/2024

**Meeting Type:** Annual

**Primary Security ID:** W3928F229

**Shares Voted:** 1,880,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For

## Genovis AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Speech by the CEO	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chair and SEK 200,000 for Other Directors	Mgmt	For	For	For
12	Reelect Torben Jorgensen (Chair), Mikael Lonn, Steve Jordan, Magnus Gustafsson and Lotta Ljungqvist as Directors	Mgmt	For	Against	Against
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
15	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
16	Approve Creation of SEK 1.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
17	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## Intervacc AB

**Meeting Date:** 05/15/2024

**Country:** Sweden

**Ticker:** IVACC

**Record Date:** 05/06/2024

**Meeting Type:** Annual

**Primary Security ID:** W4R93Q199

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
7.c1	Approve Discharge of Bjorn Sjostrand	Mgmt	For	For	For
7.c2	Approve Discharge of Marianne Hansson	Mgmt	For	For	For
7.c3	Approve Discharge of Bengt Guss	Mgmt	For	For	For
7.c4	Approve Discharge of Stefan Stahl	Mgmt	For	For	For
7.c5	Approve Discharge of Niels Holck	Mgmt	For	For	For
7.c6	Approve Discharge of Ed Torr	Mgmt	For	For	For
7.c7	Approve Discharge of Michela De Carli	Mgmt	For	For	For
7.c8	Approve Discharge of Boel Sundvall	Mgmt	For	For	For
7.c9	Approve Discharge of Hakan Bjorklund	Mgmt	For	For	For
7.c10	Approve Discharge of Jan-Ingmar Flock	Mgmt	For	For	For
7.c11	Approve Discharge of Lisen Bratt Fredricson	Mgmt	For	For	For
7.c12	Approve Discharge of Lennart Johansson	Mgmt	For	For	For
7.c13	Approve Discharge of Camilla Ramfelt McCarthy	Mgmt	For	For	For
7.c14	Approve Discharge of Andreas Andersson	Mgmt	For	For	For
7.c15	Approve Discharge of Jonas Sohlman	Mgmt	For	For	For



## Intervacc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 280,000 for Chair and SEK 130,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
10.1	Reelect Hakan Bjorklund as Director	Mgmt	For	For	For
10.2	Reelect Jan-Ingmar Flock as Director	Mgmt	For	For	For
10.3	Reelect Lisen Bratt Fredricson as Director	Mgmt	For	For	For
10.4	Reelect Lennart Johansson as Director	Mgmt	For	For	For
10.5	Reelect Camilla Ramfelt McCarthy as Director	Mgmt	For	For	For
10.6	Elect Mathias Uhlen as Director	Mgmt	For	For	For
10.7	Elect Emil Billback as Director	Mgmt	For	For	For
10.8	Reelect Hakan Bjorklund as Board Chairman	Mgmt	For	For	For
10.9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
11	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
12	Amend Articles Re: Set Minimum (SEK 8 Million) and Maximum (SEK 20 Million) Share Capital; Approve SEK 136.3 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	For
13	Close Meeting	Mgmt			

## Litium AB

**Meeting Date:** 05/15/2024

**Country:** Sweden

**Ticker:** LITI

**Record Date:** 05/06/2024

**Meeting Type:** Annual

**Primary Security ID:** W5S33G109

**Shares Voted:** 823,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

## Litium AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Treatment of Net Loss	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 480,000 for Chairman and 200,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	Against	Against
13	Reelect Hakan Nylander (Chairman), Johan Rutgersson, Catrin Wirfalk, Christopher Johansson, Martin Billenius and Adrian Nelje as Directors; Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Against
14	Approve Nomination Committee Procedures	Mgmt	For	For	For
15	Approve Issuance of Up to 20 Percent of Share Capital without Preemptive Rights	Mgmt	For	Against	Against
16	Approve Warrant Plan 2024/2027 for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## NEXUS AG

**Meeting Date:** 05/15/2024

**Country:** Germany

**Ticker:** NXU

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** D5650J106

Shares Voted: 49,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Flick Gocke Schaumburg GmbH as Auditors for Fiscal Year 2024	Mgmt	For	Against	Against
5.2	Ratify Flick Gocke Schaumburg GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Affiliation Agreement with vireq software solutions GmbH	Mgmt	For	For	For

**OrganoClick AB**

Meeting Date: 05/15/2024

Country: Sweden

Ticker: ORGC

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: W6S27K106

Shares Voted: 3,100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman and Secretary of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			

## OrganoClick AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chairman and SEK 150,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Reelect Jan Johansson, (Chair) Charlotte Karlberg, Hakan Gustavson and Chatarina Schneider as Directors; Elect Johan Magnusson as New Director	Mgmt	For	Against	Against
15	Ratify BDO as Auditors	Mgmt	For	Against	Against
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Approve Creation of SEK 97,950 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Form of Shares in the Company	Mgmt	For	For	For
19	Other Business	Mgmt			
20	Close Meeting	Mgmt			

## SAP SE

**Meeting Date:** 05/15/2024

**Country:** Germany

**Ticker:** SAP

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** D66992104

**Shares Voted:** 26,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Swiss Life Holding AG

**Meeting Date:** 05/15/2024

**Country:** Switzerland

**Ticker:** SLHN

**Record Date:** 05/08/2024

**Meeting Type:** Annual

**Primary Security ID:** H8404J162

**Shares Voted:** 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For

# Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For	For	For
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Severin Moser as Director	Mgmt	For	For	For
5.9	Reelect Henry Peter as Director	Mgmt	For	For	For
5.10	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	Against	Against
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	Against	Against
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For

## Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## BONESUPPORT HOLDING AB

**Meeting Date:** 05/16/2024      **Country:** Sweden      **Ticker:** BONEX  
**Record Date:** 05/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** W2R933137

Shares Voted: 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 475,000 for Chairman and SEK 235,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For

## BONESUPPORT HOLDING AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Hakan Bjorklund, Lennart Johansson (Chair), Mary I O'Connor, Bjorn Odlander and Christine Rankin as Directors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	Against	Against
14	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
15.1	Approve Performance Based Share Plan LTI 2024	Mgmt	For	Against	Against
15.2	Approve Equity Plan Financing Through Issuance of Series C Shares; Authorize Share Repurchase Program in Connection With Employee Remuneration Program; Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	Against	Against
15.3	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Mgmt	For	Against	Against
16	Close Meeting	Mgmt			

## Fresenius Medical Care AG

**Meeting Date:** 05/16/2024

**Country:** Germany

**Ticker:** FME

**Record Date:** 04/24/2024

**Meeting Type:** Annual

**Primary Security ID:** D2734Z107

**Shares Voted:** 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.19 per Share	Mgmt	For	For	For
3	Approve Discharge of Former Personally Liable Partner Fresenius Medical Care Management AG for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For	For



## Fresenius Medical Care AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Discharge of Supervisory Board of Fresenius Medical Care AG & Co. KGaA for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Discharge of Supervisory Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Nimbus Group AB

**Meeting Date:** 05/16/2024

**Country:** Sweden

**Ticker:** BOAT

**Record Date:** 05/07/2024

**Meeting Type:** Annual

**Primary Security ID:** W5728Z107

**Shares Voted:** 275,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Henrik Fritz as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Report	Mgmt			
8	Receive President's Report	Mgmt			

# Nimbus Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Mats Engblom	Mgmt	For	For	For
9.c2	Approve Discharge of Lars Hygrell	Mgmt	For	For	For
9.c3	Approve Discharge of Per Hesselmark	Mgmt	For	For	For
9.c4	Approve Discharge of Goran Gummesson	Mgmt	For	For	For
9.c5	Approve Discharge of Eva Nilsagard	Mgmt	For	For	For
9.c6	Approve Discharge of Johanna Lundberg	Mgmt	For	For	For
9.c7	Approve Discharge Jan-Erik Lindstrom	Mgmt	For	For	For
10	Receive Nominating Committee's Report	Mgmt			
11.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chairman and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Mats Engblom as Director	Mgmt	For	Against	Against
13.2	Reelect Lars Hygrell as Director	Mgmt	For	For	For
13.3	Reelect Per Hesselmark as Director	Mgmt	For	Against	Against
13.4	Reelect Goran Gummesson as Director	Mgmt	For	For	For
13.5	Reelect Eva Nilsagard as Director	Mgmt	For	Against	Against
13.6	Reelect Johanna Lundberg as Director	Mgmt	For	For	For
14.1	Reelect Mats Engblom as Board Chairman	Mgmt	For	Against	Against
15.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

## Nimbus Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Performance Share Plan for Key Employees (LTIP 2024/2027)	Mgmt	For	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## NORMA Group SE

**Meeting Date:** 05/16/2024

**Country:** Germany

**Ticker:** NOEJ

**Record Date:** 05/09/2024

**Meeting Type:** Annual

**Primary Security ID:** D5813Z104

**Shares Voted:** 80,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Miguel Borrego for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Guido Grandi for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Daniel Heymann for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Friedrich Klein for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Annette Stieve for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Miguel Borrego for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Markus Distelhoff for Fiscal Year 2023	Mgmt	For	For	For

## NORMA Group SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Rita Forst for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Hauptmann for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Denise Koopmans for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Knut Michelberger for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Erika Schulte for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Mark Wilhelms for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Elect Mark Wilhelms to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For

## Otis Worldwide Corporation

**Meeting Date:** 05/16/2024

**Country:** USA

**Ticker:** OTIS

**Record Date:** 03/18/2024

**Meeting Type:** Annual

**Primary Security ID:** 68902V107

**Shares Voted:** 105,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For

## Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	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	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

## Surgical Science Sweden AB

**Meeting Date:** 05/16/2024      **Country:** Sweden      **Ticker:** SUS  
**Record Date:** 05/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** W89622125

**Shares Voted:** 160,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c.1	Approve Discharge of Roland Bengtsson	Mgmt	For	For	For
8.c.2	Approve Discharge of Thomas Eklund	Mgmt	For	For	For

# Surgical Science Sweden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c.3	Approve Discharge of Elisabeth Hansson	Mgmt	For	For	For
8.c.4	Approve Discharge of Henrik Falconer	Mgmt	For	For	For
8.c.5	Approve Discharge of Jan Bengtsson	Mgmt	For	For	For
8.c.6	Approve Discharge of Asa Bredin	Mgmt	For	For	For
8.c.7	Approve Discharge of Tommy Forsell	Mgmt	For	For	For
8.c.8	Approve Discharge of CEO Gisli Hennermark	Mgmt	For	For	For
9	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 350,000 for Chairman and SEK 170,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	Against	For
12.a	Reelect Roland Bengtsson as Director	Mgmt	For	Against	For
12.b	Reelect Thomas Eklund as Director	Mgmt	For	Against	For
12.c	Reelect Elisabeth Hansson as Director	Mgmt	For	For	For
12.d	Reelect Henrik Falconer as Director	Mgmt	For	For	For
12.e	Reelect Jan Bengtsson as Director	Mgmt	For	Against	For
12.f	Reelect Asa Bredin as Director	Mgmt	For	For	For
12.g	Reelect Roland Bengtsson as Board Chair	Mgmt	For	Against	For
12.h	Elect Gisli Hennermark as New Director	Mgmt	For	For	For
12.i	Ratify KPMG as Auditors	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Warrant Plan for Key Employees in Israel	Mgmt	For	For	For
15	Approve Warrant Plan for Key Employees in Sweden	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

# The Home Depot, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HD

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Against	Against
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	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	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	For	For
6	Report on Corporate Contributions	SH	Against	Against	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	For	For
9	Clawback of Incentive Payments	SH	Against	For	For

# Xylem Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: XYL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 98419M100

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Earl R. Ellis	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Lisa Glatch	Mgmt	For	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
1f	Elect Director Mark D. Morelli	Mgmt	For	For	For
1g	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1h	Elect Director Matthew F. Pine	Mgmt	For	For	For
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
1j	Elect Director Uday Yadav	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

**APONTIS PHARMA AG**

Meeting Date: 05/17/2024

Country: Germany

Ticker: APPH

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: D0R2J8105

Shares Voted: 40,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For



## APONTIS PHARMA AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Compagnie Generale des Etablissements Michelin SCA

**Meeting Date:** 05/17/2024      **Country:** France      **Ticker:** ML  
**Record Date:** 05/15/2024      **Meeting Type:** Annual/Special  
**Primary Security ID:** F61824870

**Shares Voted:** 138,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Patrick de La Chevadiere as Supervisory Board Member	Mgmt	For	For	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For	For	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For	For	For

# Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting Extraordinary Business	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Fresenius SE & Co. KGaA

Meeting Date: 05/17/2024

Country: Germany

Ticker: FRE

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: D27348263

Shares Voted: 40,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

## Iberdrola SA

Meeting Date: 05/17/2024

Country: Spain

Ticker: IBE

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 365,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Articles	Mgmt	For	For	For
7	Amend Articles	Mgmt	For	For	For
8	Amend Articles of General Meeting Regulations	Mgmt	For	For	For

## Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Engagement Dividend	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Scrip Dividends	Mgmt	For	For	For
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For
16	Reelect Nicola Mary Brewer as Director	Mgmt	For	For	For
17	Reelect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For
18	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For
19	Fix Number of Directors at 14	Mgmt	For	For	For
20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## Smart Eye AB

**Meeting Date:** 05/17/2024

**Country:** Sweden

**Ticker:** SEYE

**Record Date:** 05/08/2024

**Meeting Type:** Annual

**Primary Security ID:** W8T99D100

**Shares Voted:** 590,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For

# Smart Eye AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports; Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a	Reelect Anders Jofelt as Director	Mgmt	For	Against	Against
10.b	Reelect Lars Olofsson as Director	Mgmt	For	For	For
10.c	Reelect Mats Krantz as Director	Mgmt	For	For	For
10.d	Reelect Cecilia Wachtmeister as Director	Mgmt	For	Against	Against
10.e	Reelect Magnus Jonsson as Director	Mgmt	For	Against	Against
10.f	Reelect Eva Elmstedt as Director	Mgmt	For	For	For
10.g	Reelect Tobias Sjogren as Director	Mgmt	For	For	For
10.h	Reelect Anders Jofelt as Board Chairman	Mgmt	For	Against	Against
10.i	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 560,000 for Chairman, SEK 350,000 for Vice Chair and SEK 270,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	Mgmt	For	For	For
12	Approve Nomination Committee Procedures	Mgmt	For	For	For
13	Approve Performance Share Option Program 2024 for Key Employees	Mgmt	For	For	For
14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For

## Smart Eye AB

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

## AutoStore Holdings Ltd.

**Meeting Date:** 05/21/2024      **Country:** Bermuda      **Ticker:** AUTO  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** G0670A109

Shares Voted: 3,700,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Deloitte AS as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Receive Company's Corporate Governance Statement	Mgmt			
7	Reelect Vicente Piedrahit (Chair) and James M Stollberg as Members of Nominating Committee	Mgmt	For	For	For
8	Authorize Board to Fix Remuneration of Nomination Committee	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10	Confirmation of Acts	Mgmt	For	For	For

## JPMorgan Chase & Co.

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

Shares Voted: 54,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For

## JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	For
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

## Shell Plc

**Meeting Date:** 05/21/2024

**Country:** United Kingdom

**Ticker:** SHEL

**Record Date:** 05/17/2024

**Meeting Type:** Annual

**Primary Security ID:** G80827101

**Shares Voted:** 195,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			

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	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against	Against
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			



# Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For	For

# SyntheticMR AB

**Meeting Date:** 05/21/2024      **Country:** Sweden      **Ticker:** SYNT  
**Record Date:** 05/13/2024      **Meeting Type:** Annual  
**Primary Security ID:** W9567M102

Shares Voted: 915,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive CEO's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 350,000 for Chair and SEK 150,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For

## SyntheticMR AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Ann-Christine Sundell, Staffan Persson (Chair) and Jan Bertus Marten Warntjes as Directors; Elect Johanna Falting and Gisli Hennermark as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young Oy as Auditor	Mgmt	For	Against	Against
14	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
15	Approve Incentive Program TO 3	Mgmt	For	For	For
16	Close Meeting	Mgmt			

## Verra Mobility Corporation

**Meeting Date:** 05/21/2024      **Country:** USA      **Ticker:** VRRM  
**Record Date:** 03/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 92511U102

Shares Voted: 110,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Huerta	Mgmt	For	Withhold	Withhold
1.2	Elect Director Raj Ratnakar	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

## Aluflexpack AG

**Meeting Date:** 05/22/2024      **Country:** Switzerland      **Ticker:** AFP  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H02249102

Shares Voted: 122,296

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 Sustainability Report (Non-Binding)	Mgmt	For	For	For

## Aluflexpack AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
4	Approve Treatment of Net Loss	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of EUR 200,000	Mgmt	For	For	For
6.2.1	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of EUR 1.3 Million	Mgmt	For	For	For
6.2.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of EUR 450,000	Mgmt	For	For	For
7.1	Reelect Martin Ohneberg as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Alois Buehler as Director	Mgmt	For	For	For
7.3	Reelect Christian Hosp as Director	Mgmt	For	Against	Against
7.4	Reelect Markus Vischer as Director	Mgmt	For	For	For
7.5	Reelect Bernd Winter as Director	Mgmt	For	For	For
8.1	Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
8.2	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Bernd Winter as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For	For
10	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Amazon.com, Inc.

**Meeting Date:** 05/22/2024

**Country:** USA

**Ticker:** AMZN

**Record Date:** 03/28/2024

**Meeting Type:** Annual

**Primary Security ID:** 023135106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	Against
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	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	Against	Against
4	Establish a Public Policy Committee	SH	Against	For	For
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For	For
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	For	For
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For

## American Tower Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: AMT

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 03027X100

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For	For
1h	Elect Director Neville R. Ray	Mgmt	For	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

## American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

## Beijer Ref AB

**Meeting Date:** 05/22/2024      **Country:** Sweden      **Ticker:** BEIJ.B  
**Record Date:** 05/14/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W14029123

**Shares Voted:** 131,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Madeleine Rydberger as Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Authorize the Board to Repurchase Call Options from Participants in the LTIP 2021/2024	Mgmt	For	For	For

## BOKU, Inc.

**Meeting Date:** 05/22/2024      **Country:** USA      **Ticker:** BOKU  
**Record Date:** 04/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** U7744C106

**Shares Voted:** 300,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Amended and Restated Certificate of Incorporation	Mgmt	For	For	For
2	Adopt Amended and Restated Bylaws	Mgmt	For	For	For
	If Resolutions 1 and 2 are Approved, the following Eight Directors Nominated by the Board of Directors of the Company are Elected as Directors of the Company until the 2025 AGM	Mgmt			

## BOKU, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Meriel Lenfestey as Director	Mgmt	For	For	For
3.2	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
3.3	Re-elect Keith Butcher as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
3.4	Re-elect Richard Hargreaves as Director	Mgmt	For	Against	Against
3.5	Elect Stuart Neal as Director	Mgmt	For	For	For
3.6	Re-elect Jonathan Prideaux as Director	Mgmt	For	For	For
3.7	Re-elect Mark Britto as Director	Mgmt	For	For	For
3.8	Re-elect Loren Shuster as Director	Mgmt	For	For	For
	If Resolutions 1 and 2 are Not Approved, the following Three Directors Nominated by the Board of Directors of the Company are Elected as Class I Directors of the Company until the 2027 AGM	Mgmt			
4.1	Elect Meriel Lenfestey as Director	Mgmt	For	For	For
4.2	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
4.3	Re-elect Keith Butcher as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

## CompuGroup Medical SE & Co. KGaA

**Meeting Date:** 05/22/2024

**Country:** Germany

**Ticker:** COP

**Record Date:** 05/15/2024

**Meeting Type:** Annual

**Primary Security ID:** D193ZN100

**Shares Voted:** 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For

# CompuGroup Medical SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024; for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Affiliation Agreement with CGM LAB International GmbH	Mgmt	For	For	For
9	Approve Creation of EUR 10.7 Million Pool of Authorized Capital 2024/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 16.1 Million Pool of Authorized Capital 2024/II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 5.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
12	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 2.7 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For



# Elliptic Laboratories ASA

Meeting Date: 05/22/2024

Country: Norway

Ticker: ELABS

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: R21796108

Shares Voted: 1,333,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
7	Approve Remuneration Statement	Mgmt	For	Against	Against
8.1	Reelect Sverre Tore Larsen (Chair) as Director	Mgmt	For	For	For
8.2	Reelect Edvin Austbo as Vice Chair	Mgmt	For	For	For
8.3	Reelect Berit Svendsen as Director	Mgmt	For	For	For
8.4	Reelect Ingrid Leisner as Director	Mgmt	For	Against	Against
8.5	Elect Svein-Egil Nielsen as New Director	Mgmt	For	For	For
9.1	Reelect Einar J. Greve (Chair) as Member of Nominating Committee	Mgmt	For	For	For
9.2	Reelect Thomas Raaschou as Member of Nominating Committee	Mgmt	For	For	For
9.3	Elect Tore Engebretsen as Member of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Approve Nomination Committee Procedures	Mgmt	For	For	For

## Elliptic Laboratories ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Creation of NOK 104,837 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15	Approve Issuance of Shares in Connection with Incentive Plan	Mgmt	For	Against	Against
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

## M&G Plc

**Meeting Date:** 05/22/2024

**Country:** United Kingdom

**Ticker:** MNG

**Record Date:** 05/20/2024

**Meeting Type:** Annual

**Primary Security ID:** G6107R102

**Shares Voted:** 707,402

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	Elect Elisabeth Stheeman as Director	Mgmt	For	For	For
4	Re-elect Clive Adamson as Director	Mgmt	For	For	For
5	Re-elect Edward Braham as Director	Mgmt	For	For	For
6	Re-elect Clare Chapman as Director	Mgmt	For	For	For
7	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For
8	Re-elect Andrea Rossi as Director	Mgmt	For	For	For
9	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
10	Re-elect Clare Thompson as Director	Mgmt	For	For	For
11	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

## M&G Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Orange SA

**Meeting Date:** 05/22/2024

**Country:** France

**Ticker:** ORA

**Record Date:** 05/20/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F6866T100

**Shares Voted:** 107,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.72 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	Against	Against
6	Reelect Frederic Sanchez as Director	Mgmt	For	Against	Against
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For	For
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amending Item 17 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	SH	Against	Against	Against

## PUMA SE

Meeting Date: 05/22/2024

Country: Germany

Ticker: PUM

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D62318148

Shares Voted: 35,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to Seven Members	Mgmt	For	For	For
8.1	Elect Harsh Saini to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Roland Krueger to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## RaySearch Laboratories AB

Meeting Date: 05/22/2024

Country: Sweden

Ticker: RAY.B

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: W72195105

Shares Voted: 201,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For

# RaySearch Laboratories AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Carl Filip Bergendal	Mgmt	For	For	For
9.c2	Approve Discharge of Johan Lof	Mgmt	For	For	For
9.c3	Approve Discharge of Gunther Marder	Mgmt	For	For	For
9.c4	Approve Discharge of Britta Wallgren	Mgmt	For	For	For
9.c5	Approve Discharge of Hans Wigzell	Mgmt	For	For	For
9.c6	Approve Discharge of CEO Johan Lof	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 840,000 for Chair and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Carl Filip Bergendal as Director	Mgmt	For	Against	Against
12.b	Reelect Johan Lof as Director	Mgmt	For	Against	Against
12.c	Reelect Gunther Marder as Director	Mgmt	For	For	For
12.d	Reelect Britta Wallgren as Director	Mgmt	For	For	For
12.e	Reelect Hans Wigzell as Director	Mgmt	For	Against	Against
12.f	Reelect Hans Wigzell as Board Chair	Mgmt	For	Against	Against

## RaySearch Laboratories AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Close Meeting	Mgmt			

## STMicroelectronics NV

**Meeting Date:** 05/22/2024      **Country:** Netherlands      **Ticker:** STMPA  
**Record Date:** 04/24/2024      **Meeting Type:** Annual  
**Primary Security ID:** N83574108

Shares Voted: 99,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Approve Dividends	Mgmt	For	For	For
8	Approve Discharge of Management Board	Mgmt	For	For	For
9	Approve Discharge of Supervisory Board	Mgmt	For	For	For
10	Amend Articles of Association	Mgmt	For	For	For
11	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For	For

## STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For	For
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	For	For
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For	For
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For	For
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	For	For
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	For	For
21	Authorize Repurchase of Shares	Mgmt	For	For	For
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
23	Allow Questions	Mgmt			

## Thermo Fisher Scientific Inc.

**Meeting Date:** 05/22/2024

**Country:** USA

**Ticker:** TMO

**Record Date:** 03/25/2024

**Meeting Type:** Annual

**Primary Security ID:** 883556102

**Shares Voted:** 8,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For



## Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Dion J. Weisler	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	Adopt Simple Majority Vote Requirement	SH	Against	Against	Against

## Thunderful Group AB

**Meeting Date:** 05/22/2024      **Country:** Sweden      **Ticker:** THUNDR  
**Record Date:** 05/14/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W96103101

**Shares Voted:** 970,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Two Inspectors of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Martin Walfisz as Inspector of Minutes of Meeting	Mgmt	For	For	For
5.3	Designate Per Alnefelt as Inspector of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Transaction with a Related Party	Mgmt	For	For	For
8	Approve Transfer of All Shares in the Subsidiary Headup GmbH	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## Zoetis Inc.

**Meeting Date:** 05/22/2024      **Country:** USA      **Ticker:** ZTS  
**Record Date:** 03/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 98978V103

Shares Voted: 15,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For	For	For
1e	Elect Director Sanjay Khosla	Mgmt	For	For	For
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For	For	For
1g	Elect Director Michael B. McCallister	Mgmt	For	For	For
1h	Elect Director Gregory Norden	Mgmt	For	For	For
1i	Elect Director Louise M. Parent	Mgmt	For	For	For
1j	Elect Director Kristin C. Peck	Mgmt	For	For	For
1k	Elect Director Willie M. Reed	Mgmt	For	For	For
1l	Elect Director Robert W. Scully	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

**Enel SpA**

Meeting Date: 05/23/2024

Country: Italy

Ticker: ENEL

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 880,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For

## Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

## Kenvue Inc.

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** KVUE  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** 49177J102

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Peter M. Fasolo	Mgmt	For	For	For
1c	Elect Director Tamara S. Franklin	Mgmt	For	For	For
1d	Elect Director Seemantini Godbole	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Betsy D. Holden	Mgmt	For	For	For
1g	Elect Director Larry J. Merlo	Mgmt	For	For	For
1h	Elect Director Thibaut Mongon	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Michael E. Sneed	Mgmt	For	For	For
1k	Elect Director Joseph J. Wolk	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

# Legal & General Group Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: LGEN

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G54404127

Shares Voted: 620,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Antonio Simoes as Director	Mgmt	For	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
6	Re-elect Philip Broadley as Director	Mgmt	For	For	For
7	Re-elect Jeff Davies as Director	Mgmt	For	For	For
8	Re-elect Carolyn Johnson as Director	Mgmt	For	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
10	Re-elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect George Lewis as Director	Mgmt	For	For	For
12	Re-elect Ric Lewis as Director	Mgmt	For	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

## Legal & General Group Plc

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

## New Bubbleroom Sweden AB

**Meeting Date:** 05/23/2024

**Country:** Sweden

**Ticker:** BBROOM

**Record Date:** 05/15/2024

**Meeting Type:** Annual

**Primary Security ID:** W5943F118

**Shares Voted:** 350,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of SEK 705,000; Approve Remuneration of Auditors	Mgmt	For	For	For

## New Bubbleroom Sweden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Determine Number of Members (4) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Reelect Freddy Sobin (Chair), Paul Kallenius, Malin Strihagen and Jonas Weil as Directors; Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	Against	Against
13	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
14	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
15	Close Meeting	Mgmt			

## Prudential Plc

**Meeting Date:** 05/23/2024

**Country:** United Kingdom

**Ticker:** PRU

**Record Date:** 05/21/2024

**Meeting Type:** Annual

**Primary Security ID:** G72899100

**Shares Voted:** 60,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Mark Saunders as Director	Mgmt	For	For	For
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For	For
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
7	Re-elect Arijit Basu as Director	Mgmt	For	For	For
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For	For
10	Re-elect George Sartorel as Director	Mgmt	For	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For	For

## Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Amy Yip as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
19	Authorise Issue of Preference Shares	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## RugVista Group AB

**Meeting Date:** 05/23/2024

**Country:** Sweden

**Ticker:** RUG

**Record Date:** 05/15/2024

**Meeting Type:** Annual

**Primary Security ID:** W7753F105

**Shares Voted:** 262,500

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

# RugVista Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive CEO's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Remuneration Report	Mgmt	For	For	For
9.c	Approve Allocation of Income and Dividends of SEK 1.80 Per Share	Mgmt	For	For	For
9.d1	Approve Discharge of Martin Benckert	Mgmt	For	For	For
9.d2	Approve Discharge of Magnus Dimert	Mgmt	For	For	For
9.d3	Approve Discharge of Ludvig Friberger	Mgmt	For	For	For
9.d4	Approve Discharge of Hanna Graf Lund Sleyman	Mgmt	For	For	For
9.d5	Approve Discharge of Ebba Ljungerud	Mgmt	For	For	For
9.d6	Approve Discharge of Patrik Berntsson	Mgmt	For	For	For
9.d7	Approve Discharge of Erik Lindgren	Mgmt	For	For	For
9.d8	Approve Discharge of Eva Boding	Mgmt	For	For	For
9.d9	Approve Discharge of Paul Steene	Mgmt	For	For	For
9.d10	Approve Discharge of Michael Lindskog	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 425,000 for Chairman and SEK 225,000 for Other Directors	Mgmt	For	For	For
12.a	Reelect Martin Benckert as Director	Mgmt	For	Against	Against
12.b	Reelect Magnus Dimert as Director	Mgmt	For	For	For
12.c	Reelect Ludvig Friberger as Director	Mgmt	For	For	For
12.d	Reelect Hanna Graf Lund Sleyman as Director	Mgmt	For	For	For
12.e	Reelect Ebba Ljungerud as Director	Mgmt	For	For	For
12.f	Reelect Patrik Berntsson as Director	Mgmt	For	For	For



## RugVista Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.g	Reelect Martin Benckert as Board Chair	Mgmt	For	Against	Against
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## Schneider Electric SE

Meeting Date: 05/23/2024

Country: France

Ticker: SU

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 34,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 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	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For

## Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## ServiceNow, Inc.

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

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For	For	For
1b	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1c	Elect Director Teresa Briggs	Mgmt	For	For	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For	For

## ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1g	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For
1k	Elect Director Anita M. Sands	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	Adopt Simple Majority Vote	SH	None	For	For

## SGL Carbon SE

**Meeting Date:** 05/23/2024

**Country:** Germany

**Ticker:** SGL

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** D6949M108

**Shares Voted:** 280,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Approve Cancellation of Conditional Capital 2017	Mgmt	For	For	For

Meeting Date: 05/24/2024

Country: France

Ticker: AMUN

Record Date: 05/22/2024

Meeting Type: Annual

Primary Security ID: F0300Q103

Shares Voted: 29,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.10 per Share	Mgmt	For	For	For
4	Approve Transaction with Credit Agricole SA Re: Group TVA	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Yves Perrier, Chairman of the Board From January 1, 2023 To May 12, 2023	Mgmt	For	For	For
7	Approve Compensation of Philippe Brassac, Chairman of the Board Since May 12, 2023	Mgmt	For	For	For
8	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
9	Approve Compensation of Nicolas Calcoen, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
15	Ratify Appointment of Benedicte Chretien as Director Following Resignation of Yves Perrier	Mgmt	For	For	For
16	Ratify Appointment of Christine Grillet as Director Following Resignation of Christine Gandon	Mgmt	For	For	For

## Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Ratify Appointment of Gerald Gregoire as Director Following Resignation of Michel Mathieu	Mgmt	For	For	For
18	Reelect Nathalie Wright as Director	Mgmt	For	For	For
19	Reelect Michele Guibert as Director	Mgmt	For	For	For
20	Reelect Patrice Gentie as Director	Mgmt	For	For	For
21	Reelect Gerald Gregoire as Director	Mgmt	For	For	For
22	Appoint MAZARS as Auditor for the Sustainability Reporting	Mgmt	For	For	For
23	Appoint PRICEWATERHOUSECOOPERS AUDIT as Auditor for the Sustainability Reporting	Mgmt	For	For	For
24	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against	Against
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Lanxess AG

**Meeting Date:** 05/24/2024

**Country:** Germany

**Ticker:** LXS

**Record Date:** 05/02/2024

**Meeting Type:** Annual

**Primary Security ID:** D5032B102

**Shares Voted:** 60,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

# Lanxess AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Hans van Bylen to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Hans-Joachim Mueller to the Supervisory Board	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

# EQT AB

Meeting Date: 05/27/2024

Country: Sweden

Ticker: EQT

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: W3R27C102

Shares Voted: 185,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 3.60 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For	For
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For	For
11.d	Approve Discharge of Gordon Orr	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For	For
11.f	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.g	Approve Discharge of Margo Cook	Mgmt	For	For	For
11.h	Approve Discharge of Nicola Kimm	Mgmt	For	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For	For
12.a	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.a	Approve Remuneration of Directors in the Amount of EUR 304,500 for Chairman and EUR 138,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For	For
13.c	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	For	For
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	For	For
14.c	Reelect Diony Lebot as Director	Mgmt	For	For	For
14.d	Reelect Gordon Orr as Director	Mgmt	For	For	For
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.f	Reelect Margo Cook as Director	Mgmt	For	For	For
14.g	Elect Richa Goswami as New Director	Mgmt	For	For	For
14.h	Reelect Conni Jonsson as Board Chair	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

## EQT AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve SEK 394,636.84 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For	For
22	Close Meeting	Mgmt			

## Celsius Holdings, Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: CELH

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 15118V207

Shares Voted: 108,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas Castaldo	Mgmt	For	For	For
1.2	Elect Director Damon DeSantis	Mgmt	For	For	For
1.3	Elect Director John Fieldly	Mgmt	For	For	For
1.4	Elect Director Hal Kravitz	Mgmt	For	For	For
1.5	Elect Director Jim Lee	Mgmt	For	For	For
1.6	Elect Director Caroline Levy	Mgmt	For	Against	Against
1.7	Elect Director Cheryl Miller	Mgmt	For	Against	Against
1.8	Elect Director Joyce Russell	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Merck & Co., Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: MRK

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 58933Y105

Shares Voted: 40,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For



## Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	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	Provide Right to Act by Written Consent	SH	Against	For	For
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

## Dollar General Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: DG

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For

## Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David P. Rowland	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

## KION GROUP AG

**Meeting Date:** 05/29/2024

**Country:** Germany

**Ticker:** KGX

**Record Date:** 05/07/2024

**Meeting Type:** Annual

**Primary Security ID:** D4S14D103

**Shares Voted:** 106,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

# KION GROUP AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Affiliation Agreement with KION Information Management Services GmbH	Mgmt	For	For	For

## Meta Platforms, Inc.

**Meeting Date:** 05/29/2024      **Country:** USA      **Ticker:** META  
**Record Date:** 04/01/2024      **Meeting Type:** Annual  
**Primary Security ID:** 30303M102

Shares Voted: 18,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
8	Report on Human Rights Risks in Non-US Markets	SH	Against	For	For
9	Amend Corporate Governance Guidelines	SH	Against	For	For

## Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	For	For
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For

## NXP Semiconductors N.V.

**Meeting Date:** 05/29/2024      **Country:** Netherlands      **Ticker:** NXPI  
**Record Date:** 05/01/2024      **Meeting Type:** Annual  
**Primary Security ID:** N6596X109

Shares Voted: 31,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Moshe Gavriellov as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For

## NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Approve Remuneration of the Non Executive Members of the Board	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Iron Mountain Incorporated

**Meeting Date:** 05/30/2024

**Country:** USA

**Ticker:** IRM

**Record Date:** 04/02/2024

**Meeting Type:** Annual

**Primary Security ID:** 46284V101

**Shares Voted:** 26,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
1e	Elect Director Monte Ford	Mgmt	For	For	For
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1k	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## MotorK Plc

**Meeting Date:** 05/30/2024      **Country:** United Kingdom      **Ticker:** MTRK  
**Record Date:** 05/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** G632AA109

Shares Voted: 154,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Reelect Mans Hultman as Director	Mgmt	For	For	For
4	Elect Helen Protopapas as Director	Mgmt	For	For	For
5	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	Against	Against
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Nordhealth AS

**Meeting Date:** 05/30/2024      **Country:** Norway      **Ticker:** NORDH  
**Record Date:** 05/23/2024      **Meeting Type:** Annual  
**Primary Security ID:** R5S365106

Shares Voted: 925,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of EUR 10,000 for Chairman and EUR 5,000 for Other Directors	Mgmt	For	For	For
7	Approve Performance Share Plan	Mgmt	For	Against	Against
8	Approve Creation of NOK 12 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

# Deutsche Konsum REIT-AG

Meeting Date: 05/31/2024

Country: Germany

Ticker: DKG

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: D1923Y103

Shares Voted: 449,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Rolf Elgeti for Fiscal Year 2022/23	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Alexander Kroth for Fiscal Year 2022/23	Mgmt	For	For	For
2.3	Approve Discharge of Management Board Member Christian Hellmuth for Fiscal Year 2022/23	Mgmt	For	For	For

# Deutsche Konsum REIT-AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Supervisory Board Member Sebastian Wasser for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Achim Betz for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Johannes Boot for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Rolf Elgeti for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Antje Lubitz for Fiscal Year 2022/23	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Cathy Bell-Walker for Fiscal Year 2022/23	Mgmt	For	For	For
3.7	Approve Discharge of Supervisory Board Member Nicolas Cournoyer for Fiscal Year 2022/23	Mgmt	For	For	For
3.8	Approve Discharge of Supervisory Board Member Kristian Schmidt-Garve for Fiscal Year 2022/23	Mgmt	For	For	For
3.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Sutter for Fiscal Year 2022/23	Mgmt	For	For	For
4	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
5.1	Reelect Achim Betz to the Supervisory Board	Mgmt	For	Against	Against
5.2	Reelect Johannes Boot to the Supervisory Board	Mgmt	For	Against	Against
6	Ratify DOMUS AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Creation of EUR 17.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against



## EPAM Systems, Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: EPAM

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: 29414B104

Shares Voted: 14,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arkadiy Dobkin	Mgmt	For	For	For
1b	Elect Director DeAnne Aguirre	Mgmt	For	For	For
1c	Elect Director Chandra McMahon	Mgmt	For	For	For
1d	Elect Director Robert E. Segert	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	Declassify the Board of Directors	SH	None	For	For

## Lowe's Companies, Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: LOW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For

## Lowes Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	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

## Nepa AB

**Meeting Date:** 05/31/2024

**Country:** Sweden

**Ticker:** NEPA

**Record Date:** 05/23/2024

**Meeting Type:** Annual

**Primary Security ID:** W5S357107

**Shares Voted:** 373,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 1.23 per Share	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
8	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of SEK 400,000; Approve Remuneration of Auditors	Mgmt	For	For	For
10	Reelect Dan Foreman (Chair), Ulrich Boyer, Eric Gustavsson, Fredrik Lundqvist and Ashkan Senobari as Directors; Ratify KPMG as Auditors	Mgmt	For	Against	Against

## Nepa AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
13	Close Meeting	Mgmt			

## UNIQA Insurance Group AG

Meeting Date: 06/03/2024

Country: Austria

Ticker: UQA

Record Date: 05/24/2024

Meeting Type: Annual

Primary Security ID: A90015131

Shares Voted: 250,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.57 per Share	Mgmt	For	For	For
3.i	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3.ii	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025 and as Auditor for the Sustainability Reporting for Fiscal Years 2024 and 2025	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Approve Creation of EUR 80 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
9	Elect Monika Henzinger as Supervisory Board Member	Mgmt	For	For	For

## 2G Energy AG

Meeting Date: 06/04/2024

Country: Germany

Ticker: 2GB

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: D8453H103

Shares Voted: 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.17 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Affiliation Agreement with 2G Energietechnik GmbH	Mgmt	For	For	For

## adesso SE

Meeting Date: 06/04/2024

Country: Germany

Ticker: ADN1

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: D0077G116

Shares Voted: 21,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors and as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

## adesso SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 500,000 Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against

## Hypoport SE

**Meeting Date:** 06/04/2024      **Country:** Germany      **Ticker:** HYQ  
**Record Date:** 05/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** D3149E101

Shares Voted: 7,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Ronald Slabke for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Stephan Gawarecki for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Dieter Pfeiffenberger for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Roland Adams for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Martin Krebs for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Roedl & Partner GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Creation of EUR 2.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

## Hypoport SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

## Krones AG

**Meeting Date:** 06/04/2024      **Country:** Germany      **Ticker:** KRN  
**Record Date:** 05/13/2024      **Meeting Type:** Annual  
**Primary Security ID:** D47441171

Shares Voted: 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Navamedic ASA

**Meeting Date:** 06/04/2024      **Country:** Norway      **Ticker:** NAVA  
**Record Date:** 05/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** R4685E104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Receive Information About the Business	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Authorize Board to Distribute Dividends	Mgmt	For	For	For
7	Elect Directors	Mgmt	For	Against	Against
8	Elect Members of Nominating Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors	Mgmt	For	For	For
10	Approve Remuneration of Audit Committee	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For	For
13	Discuss Company's Corporate Governance Statement	Mgmt			
14	Approve Remuneration Statement	Mgmt	For	Against	Against
15	Approve Equity Plan Financing	Mgmt	For	Against	Against
16	Approve Creation of NOK 2.58 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

# ProCredit Holding AG

**Meeting Date:** 06/04/2024

**Country:** Germany

**Ticker:** PCZ

**Record Date:** 05/28/2024

**Meeting Type:** Annual

**Primary Security ID:** D61977100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.64 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Former Personally Liable Partner ProCredit General Partner AG for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board of ProCredit General Partner AG for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board of ProCredit Holding AG for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board of ProCredit Holding AG & Co. KGaA for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board of ProCredit General Partner AG for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board of ProCredit Holding AG for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9.1	Elect Karin Katerbau to the Supervisory Board	Mgmt	For	Against	Against
9.2	Elect Berna Ulman to the Supervisory Board	Mgmt	For	Against	Against



## Shopify Inc.

Meeting Date: 06/04/2024

Country: Canada

Ticker: SHOP

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: 82509L107

Shares Voted: 23,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Subordinate Voting and Multiple Voting Shares	Mgmt			
1A	Elect Director Tobias Lutke	Mgmt	For	For	For
1B	Elect Director Robert Ashe	Mgmt	For	For	For
1C	Elect Director Gail Goodman	Mgmt	For	Against	Against
1D	Elect Director Colleen Johnston	Mgmt	For	For	For
1E	Elect Director Jeremy Levine	Mgmt	For	For	For
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	For	For	For
1G	Elect Director Lulu Cheng Meservey	Mgmt	For	For	For
1H	Elect Director Toby Shannan	Mgmt	For	For	For
1I	Elect Director Fidji Simo	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve the Unallocated Options under the Stock Option Plan	Mgmt	For	Against	Against
4	Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against

## The TJX Companies, Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: TJX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 872540109

Shares Voted: 95,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
1j	Elect Director Charles F. Wagner, Jr.	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	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Against	For	For

## Airbnb, Inc.

**Meeting Date:** 06/05/2024      **Country:** USA      **Ticker:** ABNB  
**Record Date:** 04/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 009066101

**Shares Voted:** 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Chesky	Mgmt	For	For	For
1.2	Elect Director Angela Ahrendts	Mgmt	For	Withhold	Withhold
1.3	Elect Director Kenneth Chenault	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Against	Against
5	Report on Political Contributions and Expenditures	SH	Against	For	For

# Gerresheimer AG

Meeting Date: 06/05/2024

Country: Germany

Ticker: GXI

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: D2852S109

Shares Voted: 37,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Sidonie Golombowski-Daffner to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Dorothea Wenzel to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For

# LPKF Laser & Electronics SE

Meeting Date: 06/05/2024

Country: Germany

Ticker: LPK

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: D5075P109

Shares Voted: 94,716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

## LPKF Laser & Electronics SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6	Elect Ludger Overmeyer to the Supervisory Board	Mgmt	For	For	For
7	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Approve Creation of EUR 4.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million; Approve Creation of EUR 4.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Stock Option Plan for Management Board; Approve Creation of EUR 950,000 Pool of Conditional Capital 2024/II to Guarantee Conversion Rights	Mgmt	For	Against	Against
11	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 1.5 Million Pool of Conditional Capital 2024/III to Guarantee Conversion Rights	Mgmt	For	Against	Against
12	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Scout24 SE

**Meeting Date:** 06/05/2024

**Country:** Germany

**Ticker:** G24

**Record Date:** 05/29/2024

**Meeting Type:** Annual

**Primary Security ID:** D345XT105

**Shares Voted:** 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For

## Scout24 SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## 7C Solarparken AG

**Meeting Date:** 06/06/2024

**Country:** Germany

**Ticker:** HRPK

**Record Date:** 05/15/2024

**Meeting Type:** Annual

**Primary Security ID:** D6974F127

**Shares Voted:** 556,583

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.06 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For

## 7C Solarparken AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
10	Approve Remuneration Policy for the Management Board	Mgmt	For	Against	Against
11	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

## Chipotle Mexican Grill, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: CMG

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 169656105

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For
1.5	Elect Director Laura Fuentes	Mgmt	For	For	For
1.6	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1.7	Elect Director Robin Hickenlooper	Mgmt	For	For	For
1.8	Elect Director Scott Maw	Mgmt	For	For	For
1.9	Elect Director Brian Niccol	Mgmt	For	For	For
1.10	Elect Director Mary Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve 50:1 Stock Split	Mgmt	For	For	For

## Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
7	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	For	For
8	Report on Adoption of Automation	SH	Against	For	For
9	Report on Harassment and Discrimination Statistics	SH	Against	For	For

## Fevertree Drinks Plc

**Meeting Date:** 06/06/2024

**Country:** United Kingdom

**Ticker:** FEVR

**Record Date:** 06/04/2024

**Meeting Type:** Annual

**Primary Security ID:** G33929103

**Shares Voted:** 150,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Domenic De Lorenzo as Director	Mgmt	For	Against	Against
5	Re-elect Timothy Warrillow as Director	Mgmt	For	For	For
6	Re-elect Andrew Branchflower as Director	Mgmt	For	For	For
7	Re-elect Kevin Havelock as Director	Mgmt	For	For	For
8	Re-elect Laura Hagan as Director	Mgmt	For	For	For
9	Re-elect Jeff Popkin as Director	Mgmt	For	For	For
10	Elect Clare Swindell as Director	Mgmt	For	For	For
11	Elect David Lapp as Director	Mgmt	For	For	For
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	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

## Fevertree Drinks Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Approve Matters Relating to the Relevant Distributions	Mgmt	For	For	For

## Netflix, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** NFLX  
**Record Date:** 04/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 64110L106

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	For	For
1e	Elect Director Greg Peters	Mgmt	For	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For
1i	Elect Director Anne M. Sweeney	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	Report on Use of Artificial Intelligence	SH	Against	For	For
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against



## Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

## hGears AG

**Meeting Date:** 06/11/2024      **Country:** Germany      **Ticker:** HGEA  
**Record Date:** 05/20/2024      **Meeting Type:** Annual  
**Primary Security ID:** D3R2UV105

Shares Voted: 87,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify BDO AG as Auditors for Fiscal Year 2024	Mgmt	For	Against	Against
5	Ratify BDO AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For
9	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 525,450 Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## SAF-HOLLAND SE

**Meeting Date:** 06/11/2024      **Country:** Germany      **Ticker:** SFQ  
**Record Date:** 05/20/2024      **Meeting Type:** Annual  
**Primary Security ID:** L7999D106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Matthias Arleth to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ingrid Jaegering to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Jurate Keblyte to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Martin Kleinschmitt to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Carsten Reinhardt to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Creation of EUR 9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 9.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Affiliation Agreement with SAF-HOLLAND GmbH	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## SUeSS MicroTec SE

Meeting Date: 06/11/2024

Country: Germany

Ticker: SMHN

Record Date: 06/04/2024

Meeting Type: Annual

Primary Security ID: D82791167

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify Baker Tilly GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Change Company Name to SUSS MicroTec SE	Mgmt	For	For	For
9	Amend Articles of Association	Mgmt	For	For	For

## Ulta Beauty, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: ULTA

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 903845303

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	For	For
1b	Elect Director Catherine A. Halligan	Mgmt	For	For	For
1c	Elect Director David C. Kimbell	Mgmt	For	For	For
1d	Elect Director Patricia A. Little	Mgmt	For	For	For
1e	Elect Director George R. Mrkonic	Mgmt	For	For	For

## Ulta Beauty, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Lorna E. Nagler	Mgmt	For	For	For
1g	Elect Director Heidi G. Petz	Mgmt	For	For	For
1h	Elect Director Michael C. Smith	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

## Formycon AG

**Meeting Date:** 06/12/2024

**Country:** Germany

**Ticker:** FYB

**Record Date:** 05/21/2024

**Meeting Type:** Annual

**Primary Security ID:** D2R73J129

**Shares Voted:** 14,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Olaf Stiller for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Peter Wendeln for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Wolfgang Essler for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Klaus Roehrig for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Thomas Struengmann for Fiscal Year 2023	Mgmt	For	For	For
4.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
4.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

## Formycon AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Ratify KPMG AG as Auditors for the Review of Additional Financial Information until the 2025 AGM	Mgmt	For	For	For
5.1	Elect Bodo Coldewey to the Supervisory Board	Mgmt	For	Against	Against
5.2	Elect Nicholas Haggart to the Supervisory Board	Mgmt	For	Against	Against
6	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings Until 2026; Approve Increase in Size of Board to Five Members)	Mgmt	For	Against	Against
7	Elect Colin Bond to the Supervisory Board, if Item 6 is Approved	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 8.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Qualys, Inc.

**Meeting Date:** 06/12/2024

**Country:** USA

**Ticker:** QLYS

**Record Date:** 04/16/2024

**Meeting Type:** Annual

**Primary Security ID:** 74758T303

**Shares Voted:** 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey P. Hank	Mgmt	For	For	For
1.2	Elect Director Sumedh S. Thakar	Mgmt	For	For	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Meeting Date: 06/12/2024

Country: Germany

Ticker: SIX2

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: D69899116

Shares Voted: 36,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred Shareholders	Mgmt			
	Resolutions for Ordinary Shareholders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.90 per Ordinary Share and EUR 3.92 per Preferred Share	Mgmt			
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt			
4.1	Approve Discharge of Supervisory Board Member Erich Sixt for Fiscal Year 2023	Mgmt			
4.2	Approve Discharge of Supervisory Board Member Daniel Terberger for Fiscal Year 2023	Mgmt			
4.3	Approve Discharge of Supervisory Board Member Julian zu Putlitz for Fiscal Year 2023	Mgmt			
4.4	Approve Discharge of Supervisory Board Member Anna Kamenetzky-Wetzel for Fiscal Year 2023	Mgmt			
5.1	Ratify Mazars GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt			
5.2	Ratify Mazars GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt			
6	Approve Remuneration Report	Mgmt			
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt			
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt			

## Sixt SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Creation of EUR 32.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt			
	Resolution for Preferred Shareholders	Mgmt			
10	Approve Creation of EUR 32.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
	Resolution for Ordinary Shareholders	Mgmt			
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 15.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt			
	Resolution for Preferred Shareholders	Mgmt			
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 15.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
	Resolution for Ordinary Shareholders	Mgmt			
13	Amend Articles Re: Place of Jurisdiction	Mgmt			

## Zaptec ASA

**Meeting Date:** 06/12/2024

**Country:** Norway

**Ticker:** ZAP

**Record Date:** 06/05/2024

**Meeting Type:** Annual

**Primary Security ID:** R989A0103

**Shares Voted:** 2,210,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For

## Zaptec ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Receive Presentation of the Company`s State of Affairs	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Remuneration of Auditors	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt	For	For	For
8	Reelect Ingeling Dropping (Chair), Stig Harry Christiansen (Deputy Chair) and Jennifer Jacobs Dungs as Directors; Elect Karoline Nystrom and Gunnar Hviding as New Directors	Mgmt	For	Against	Against
9	Elect Pal Selboe Valseth (Chair), Stephanie Streitner and Arild Nysaether as Members of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of NOK 500,000 for Chair, NOK 350,000 for Deputy Chair and NOK 250,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
13	Approve Remuneration Statement	Mgmt	For	Against	Against
14	Approve Creation of NOK 262,562.37 Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Change Location of Registered Office to Sandnes	Mgmt	For	For	For

## Azelis Group NV

**Meeting Date:** 06/13/2024

**Country:** Belgium

**Ticker:** AZE

**Record Date:** 05/30/2024

**Meeting Type:** Annual

**Primary Security ID:** B0R5SJ106



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Consolidated Reports (Non-Voting)	Mgmt			
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
3	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.22 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8.a	Approve Co-optation of AU-R-ORA BV, Permanently Represented by Anna Bertona, as Director	Mgmt	For	For	For
8.b	Elect Kare Schultz as Independent Director	Mgmt	For	For	For
8.c	Indicate Kare Schultz as Independent Director	Mgmt	For	For	For
8.d	Elect Melanie Maas-Brunner as Independent Director	Mgmt	For	For	For
8.e	Indicate Melanie Maas-Brunner as Independent Director	Mgmt	For	For	For
8.f	Approve Increase in Remuneration of Chairman of the Board of Directors	Mgmt	For	For	For
9.a	Approve Auditors' Remuneration	Mgmt	For	For	For
9.b	Ratify PricewaterhouseCoopers, Permanently Represented by Peter Van den Eynde, as Auditors	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## Azelis Group NV

**Meeting Date:** 06/13/2024

**Country:** Belgium

**Ticker:** AZE

**Record Date:** 05/30/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B0R5SJ106

**Shares Voted:** 100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Shareholders' Meeting Agenda Change Date of Annual Meeting and Amend Article 34 Accordingly	Mgmt	For	For	For

## BiBBInstruments AB

**Meeting Date:** 06/14/2024

**Country:** Sweden

**Ticker:** BIBB

**Record Date:** 06/05/2024

**Meeting Type:** Annual

**Primary Security ID:** W2R44L103

**Shares Voted:** 1,406,607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
8	Determine Number of Members (4) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

## BiBBInstruments AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of SEK 250,000 for Chair and SEK 150,000 for Sara Lindroth and Omission of Remuneration for Other Directors; Approve Remuneration of Auditors	Mgmt	For	Against	Against
10	Reelect Erik von Schenck (Chairman), Stephan Dymling, Sara Lindroth and Charles Walther as Directors; Ratify Tilly Saxos KB as Auditors	Mgmt	For	Against	Against
11	Approve Issuance of up to 30 Percent of Share Capital without Preemptive Rights	Mgmt	For	Against	Against
12	Close Meeting	Mgmt			

## HBM Healthcare Investments AG

**Meeting Date:** 06/17/2024

**Country:** Switzerland

**Ticker:** HBMN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H3553X112

**Shares Voted:** 15,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4.1.1	Reelect Hans Hasler as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Rudolf Lanz as Director	Mgmt	For	For	For
4.1.3	Reelect Mario Giuliani as Director	Mgmt	For	For	For
4.1.4	Reelect Stella Xu as Director	Mgmt	For	For	For
4.1.5	Reelect Elaine Jones as Director	Mgmt	For	For	For
4.2.1	Reappoint Mario Giuliani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Stella Xu as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Elaine Jones as Member of the Compensation Committee	Mgmt	For	For	For

## HBM Healthcare Investments AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 350,000	Mgmt	For	For	For
6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7	Designate KBT Treuhand AG as Independent Proxy	Mgmt	For	For	For
8	Approve CHF 52.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 7.50 per Share	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Jenoptik AG

**Meeting Date:** 06/18/2024      **Country:** Germany      **Ticker:** JEN  
**Record Date:** 06/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** D3S19K104

Shares Voted: 115,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Elect Daniela Mattheus to the Supervisory Board	Mgmt	For	For	For

# Mastercard Incorporated

Meeting Date: 06/18/2024

Country: USA

Ticker: MA

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 21,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggl	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	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

## Toyota Motor Corp.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 7203

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J92676113

Shares Voted: 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	Mgmt	For	Against	Against
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For	For
1.3	Elect Director Sato, Koji	Mgmt	For	For	For
1.4	Elect Director Nakajima, Hiroki	Mgmt	For	For	For
1.5	Elect Director Miyazaki, Yoichi	Mgmt	For	For	For
1.6	Elect Director Simon Humphries	Mgmt	For	For	For
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.8	Elect Director Sir Philip Craven	Mgmt	For	For	For
1.9	Elect Director Oshima, Masahiko	Mgmt	For	For	For
1.10	Elect Director Osono, Emi	Mgmt	For	For	For
2	Appoint Statutory Auditor Osada, Hiromi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	Mgmt	For	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	For	For

## Astellas Pharma, Inc.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 4503

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J03393105

Shares Voted: 100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yasukawa, Kenji	Mgmt	For	For	For
1.2	Elect Director Okamura, Naoki	Mgmt	For	For	For
1.3	Elect Director Sugita, Katsuyoshi	Mgmt	For	For	For
1.4	Elect Director Tanaka, Takashi	Mgmt	For	For	For
1.5	Elect Director Sakurai, Eriko	Mgmt	For	For	For

## Astellas Pharma, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For
1.7	Elect Director Ono, Yoichi	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Hirota, Rika	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Nakayama, Mika	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Aramaki, Tomoko	Mgmt	For	For	For

## Brockhaus Technologies AG

**Meeting Date:** 06/20/2024

**Country:** Germany

**Ticker:** BKHT

**Record Date:** 06/13/2024

**Meeting Type:** Annual

**Primary Security ID:** D1T0Z7109

**Shares Voted:** 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Creation of EUR 3.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 550,000 Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## Brockhaus Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 40.9 Million; Approve Creation of EUR 1.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Exasol AG

**Meeting Date:** 06/20/2024

**Country:** Germany

**Ticker:** EXL

**Record Date:** 06/13/2024

**Meeting Type:** Annual

**Primary Security ID:** D2R9FP102

**Shares Voted:** 205,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify CM Treuhandgesellschaft as Auditors for Fiscal Year 2024	Mgmt	For	Against	Against
5	Approve Creation of EUR 8.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with or without Preemptive Rights up to Aggregate Nominal Amount of EUR 25 Million	Mgmt	For	Against	Against
7	Approve Creation of EUR 10 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
8	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For



## Knaus Tabbert AG

Meeting Date: 06/21/2024

Country: Germany

Ticker: KTA

Record Date: 05/30/2024

Meeting Type: Annual

Primary Security ID: D4S484103

Shares Voted: 24,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Amend Articles Re: Place of Jurisdiction	Mgmt	For	Against	Against
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Allgeier SE

Meeting Date: 06/25/2024

Country: Germany

Ticker: AEIN

Record Date: 06/18/2024

Meeting Type: Annual

Primary Security ID: D0R2H9113

Shares Voted: 187,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For

## Allgeier SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify ARGENKO plus GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
6	Elect Joerg-Andreas Lohr to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Creation of EUR 5.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For

## Meyer Burger Technology AG

**Meeting Date:** 06/25/2024

**Country:** Switzerland

**Ticker:** MBTN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H5498Z219

**Shares Voted:** 19,800,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve CHF 7.49 Ordinary Share Capital Increase without Preemptive Rights, if Item 4.2 is Approved	Mgmt	For	For	For
4.2	Approve 750:1 Reverse Stock Split	Mgmt	For	For	For
4.3	Amend Articles Re: Capital Band, if Items 4.1 and 4.2 are Approved	Mgmt	For	For	For
5	Approve Creation of CHF 8.3 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For	For
6.1.1	Reelect Franz Richter as Director and Board Chair	Mgmt	For	Against	Against

## Meyer Burger Technology AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Andreas Herzog as Director	Mgmt	For	Against	Against
6.1.3	Reelect Mark Kerekes as Director	Mgmt	For	For	For
6.2.1	Reappoint Franz Richter as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.2.2	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Designate Andre Weber as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 590,000	Mgmt	For	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
10.2	Amend Articles Re: Company Announcements	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## SECOM Co., Ltd.

**Meeting Date:** 06/25/2024

**Country:** Japan

**Ticker:** 9735

**Record Date:** 03/31/2024

**Meeting Type:** Annual

**Primary Security ID:** J69972107

**Shares Voted:** 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For
3.1	Elect Director Yoshida, Yasuyuki	Mgmt	For	For	For
3.2	Elect Director Fuse, Tatsuro	Mgmt	For	For	For
3.3	Elect Director Yamanaka, Yoshinori	Mgmt	For	For	For
3.4	Elect Director Nagao, Seiya	Mgmt	For	For	For

## SECOM Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Director Nakada, Takashi	Mgmt	For	For	For
3.6	Elect Director Inaba, Makoto	Mgmt	For	For	For
3.7	Elect Director Hirose, Takaharu	Mgmt	For	For	For
3.8	Elect Director Watanabe, Hajime	Mgmt	For	For	For
3.9	Elect Director Hara, Miri	Mgmt	For	For	For
3.10	Elect Director Matsuzaki, Kosuke	Mgmt	For	For	For
3.11	Elect Director Suzuki, Yukari	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

## ArcticZymes Technologies ASA

**Meeting Date:** 06/26/2024

**Country:** Norway

**Ticker:** AZT

**Record Date:** 06/19/2024

**Meeting Type:** Annual

**Primary Security ID:** R0R06P100

**Shares Voted:** 500,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Receive President's Report	Mgmt			
5	Approve Remuneration Statement	Mgmt	For	For	For
6	Discuss Company's Corporate Governance Statement	Mgmt			
7	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Approve Creation of NOK 10 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
10	Approve Equity Plan Financing	Mgmt	For	For	For
11.1	Elect Board Chairman for a Term of Two Years	Mgmt	For	Against	Against

## ArcticZymes Technologies ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.2	Elect Sharon Brownlow as New Director for a Term of Two Years	Mgmt	For	Against	Against
11.3	Elect Petter Dragesund as New Director for a Term of Two Years	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of NOK 600,000 for Chairman and NOK 350,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
13.1	Reelect Arne Handeland as Member of Nominating Committee for a Term of Two Years	Mgmt	For	For	For
13.2	Reelect David Zetterlund as Member of Nominating Committee for a Term of Two Years	Mgmt	For	For	For
14	Approve Remuneration of Nominating Committee	Mgmt	For	For	For

## Aroundtown SA

**Meeting Date:** 06/26/2024

**Country:** Luxembourg

**Ticker:** AT1

**Record Date:** 06/12/2024

**Meeting Type:** Annual

**Primary Security ID:** L0269F109

**Shares Voted:** 600,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's Report	Mgmt			
2	Receive Auditor's Report	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Loss	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Renew Appointment of KPMG Audit S.a r.l. as Auditor	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Share Repurchase	Mgmt	For	Against	Against

# Eckert & Ziegler SE

Meeting Date: 06/26/2024

Country: Germany

Ticker: EUZ

Record Date: 06/04/2024

Meeting Type: Annual

Primary Security ID: D2371P107

Shares Voted: 19,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Mazars GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Discuss Remuneration Report (Non-Voting)	Mgmt			
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9	Elect Paola Eckert-Palvarini to the Supervisory Board	Mgmt	For	Against	Against
10.1	Elect Susanne Becker as Alternate Supervisory Board Member	Mgmt	For	Against	Against
10.2	Elect Elke Middelstaedt as Alternate Supervisory Board Member	Mgmt	For	Against	Against
11	Approve Spin-Off and Takeover Agreement with Pentixapharm Holding AG	Mgmt	For	For	For
12	Approve Creation of EUR 10.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

# Flexion Mobile Plc

Meeting Date: 06/26/2024

Country: United Kingdom

Ticker: FLEXM

Record Date: 06/24/2024

Meeting Type: Annual

Primary Security ID: G35928103

## Flexion Mobile Plc

Shares Voted: 375,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Appoint Auditors and Authorize Their Remuneration	Mgmt	For	Against	Against
3	Reelect Christopher Bergstresser as Director	Mgmt	For	For	For
4	Reelect Jens Lauritzson as Director	Mgmt	For	Against	Against
5	Reelect Per Lauritzson as Director	Mgmt	For	Against	Against
6	Reelect Carl Palmstierna as Director	Mgmt	For	Against	Against
7	Reelect Ben Crawford as Director	Mgmt	For	Against	Against
8	Reelect Mikael Pawlo as Director	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	Against	Against
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
12	Authorise Market Purchase of Shares	Mgmt	For	For	For

## Koenig & Bauer AG

Meeting Date: 06/26/2024

Country: Germany

Ticker: SKB

Record Date: 06/04/2024

Meeting Type: Annual

Primary Security ID: D39860123

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

## Koenig & Bauer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Raimund Klinkner to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Dagmar Rehm to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Johannes Liechtenstein to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Approve Acquisition of Koenig & Bauer Immobilien GmbH	Mgmt	For	For	For
12	Amend Articles Re: Proof of Entitlement; Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission; General Meeting Chair	Mgmt	For	For	For
13	Amend Articles Re: Rules of Procedure; Supervisory Board Resolutions	Mgmt	For	For	For

## NVIDIA Corporation

**Meeting Date:** 06/26/2024

**Country:** USA

**Ticker:** NVDA

**Record Date:** 04/29/2024

**Meeting Type:** Annual

**Primary Security ID:** 67066G104

**Shares Voted:** 19,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For



## NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	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	Adopt Simple Majority Vote	SH	None	For	For

## PharmaSGP Holding SE

**Meeting Date:** 06/26/2024

**Country:** Germany

**Ticker:** PSG

**Record Date:** 06/04/2024

**Meeting Type:** Annual

**Primary Security ID:** D6S8A3108

**Shares Voted:** 83,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.36 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Clemens Fischer for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Madlena Hohlefelder for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Axel Rebien for Fiscal Year 2023	Mgmt	For	For	For

## PharmaSGP Holding SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until the 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
10	Approve Creation of EUR 6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 250 Million; Approve Creation of EUR 6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against

## Thunderful Group AB

**Meeting Date:** 06/26/2024

**Country:** Sweden

**Ticker:** THUNDR

**Record Date:** 06/17/2024

**Meeting Type:** Annual

**Primary Security ID:** W96103101

**Shares Voted:** 970,000

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

# Thunderful Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
10.1	Approve Discharge of Patrick Svensk	Mgmt	For	For	For
10.2	Approve Discharge of Mats Lonnqvist	Mgmt	For	For	For
10.3	Approve Discharge of Owe Bergsten	Mgmt	For	For	For
10.4	Approve Discharge of Tomas Franzen	Mgmt	For	For	For
10.5	Approve Discharge of Sara Bach	Mgmt	For	For	For
10.6	Approve Discharge of Oscar Burman	Mgmt	For	For	For
10.7	Approve Discharge of Cecilia Ogvall	Mgmt	For	For	For
10.8	Approve Discharge of Anders Maiqvist	Mgmt	For	For	For
10.9	Approve Discharge of Martin Walfisz	Mgmt	For	For	For
11.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12.a	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chairman, and SEK 250,000 for Other Directors	Mgmt	For	For	For
12.b	Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Patrick Svensk, Owe Bergsten, Tomas Franzen and Sara Bach as Directors; Elect Magdalena Rodell Andersson and Adolf Kristjansson as New Directors	Mgmt	For	Against	Against
13.b	Reelect Patrick Svensk as Board Chair	Mgmt	For	Against	Against
13.c	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
14	Approve Nomination Committee Procedures	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

## Thunderful Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Issuance of 7.03 Million Shares without Preemptive Rights	Mgmt	For	For	For
17	Approve Warrant Program 2024/2027 for Key Employees	Mgmt	For	For	For
18	Approve Stock Option Plan 2024/2027 for Key Employees	Mgmt	For	For	For
19	Approve Transfer of Shares in Subsidiaries	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## Dermapharm Holding SE

**Meeting Date:** 06/27/2024      **Country:** Germany      **Ticker:** DMP  
**Record Date:** 06/05/2024      **Meeting Type:** Annual  
**Primary Security ID:** D1T0ZJ103

**Shares Voted:** 103,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.88 per Share	Mgmt	For	Against	Against
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Grant Thornton AG as Auditors for Fiscal Year 2024, for the Review of Interim Financial Statements for Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

# FANUC Corp.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 6954

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J13440102

Shares Voted: 37,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43.88	Mgmt	For	For	For
2.1	Elect Director Inaba, Yoshiharu	Mgmt	For	For	For
2.2	Elect Director Yamaguchi, Kenji	Mgmt	For	For	For
2.3	Elect Director Sasuga, Ryuji	Mgmt	For	For	For
2.4	Elect Director Michael J. Cicco	Mgmt	For	For	For
2.5	Elect Director Yamazaki, Naoko	Mgmt	For	For	For
2.6	Elect Director Uozumi, Hiroto	Mgmt	For	For	For
2.7	Elect Director Takeda, Yoko	Mgmt	For	For	For

# Nagarro SE

Meeting Date: 06/27/2024

Country: Germany

Ticker: NA9

Record Date: 06/20/2024

Meeting Type: Annual

Primary Security ID: D5S4HP103

Shares Voted: 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against

## Salesforce, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: CRM

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 36,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against	Against

## Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 4063

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J72810120

## Shin-Etsu Chemical Co., Ltd.

Shares Voted: 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Akiya, Fumio	Mgmt	For	For	For
2.2	Elect Director Saito, Yasuhiko	Mgmt	For	For	For
2.3	Elect Director Ueno, Susumu	Mgmt	For	For	For
2.4	Elect Director Todoroki, Masahiko	Mgmt	For	For	For
2.5	Elect Director Komiyama, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For
2.7	Elect Director Michael H. McGarry	Mgmt	For	For	For
2.8	Elect Director Hasegawa, Mariko	Mgmt	For	For	For
2.9	Elect Director Hibino, Takashi	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

## Fabasoft AG

Meeting Date: 07/02/2024

Country: Austria

Ticker: FAA

Record Date: 06/22/2024

Meeting Type: Annual

Primary Security ID: A20247101

Shares Voted: 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	Against	Against

## Fabasoft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Receive Report on Share Repurchase Program (Non-Voting)	Mgmt			
9	Elect Ingrid Schamueller-Bichl as Supervisory Board Member	Mgmt	For	Against	Against
10	Ratify Ernst & Young as Auditors and Auditor for the Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
11	Approve Creation of EUR 16.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Key Employees	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	Against	Against

## Nynomic AG

**Meeting Date:** 07/02/2024

**Country:** Germany

**Ticker:** M7U

**Record Date:** 06/10/2024

**Meeting Type:** Annual

**Primary Security ID:** D56249101

**Shares Voted:** 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Clauss Paal & Partner mbB as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For



## Nynomic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Creation of EUR 1.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 90 Million; Approve Creation of EUR 1.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## Koninklijke Ahold Delhaize NV

**Meeting Date:** 07/10/2024      **Country:** Netherlands      **Ticker:** AD  
**Record Date:** 06/12/2024      **Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N0074E105

**Shares Voted:** 173,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Claude Sarrailh to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

## Bytes Technology Group Plc

**Meeting Date:** 07/11/2024      **Country:** United Kingdom      **Ticker:** BYIT  
**Record Date:** 07/09/2024      **Meeting Type:** Annual

**Primary Security ID:** G1824W104

**Shares Voted:** 150,000

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

## Bytes Technology Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Special Dividend	Mgmt	For	For	For
6	Re-elect Patrick De Smedt as Director	Mgmt	For	For	For
7	Re-elect Sam Mudd as Director	Mgmt	For	For	For
8	Re-elect Andrew Holden as Director	Mgmt	For	For	For
9	Re-elect Erika Schraner as Director	Mgmt	For	For	For
10	Elect Shruthi Chindalur as Director	Mgmt	For	For	For
11	Elect Ross Paterson as Director	Mgmt	For	For	For
12	Elect Anna Vikstrom Persson as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Pets At Home Group Plc

**Meeting Date:** 07/11/2024

**Country:** United Kingdom

**Ticker:** PETS

**Record Date:** 07/09/2024

**Meeting Type:** Annual

**Primary Security ID:** G7041J107

**Shares Voted:** 300,000

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

## Pets At Home Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4A	Re-elect Lyssa McGowan as Director	Mgmt	For	For	For
4B	Re-elect Mike Iddon as Director	Mgmt	For	For	For
4C	Re-elect Ian Burke as Director	Mgmt	For	For	For
4D	Re-elect Zarin Patel as Director	Mgmt	For	For	For
4E	Re-elect Roger Burnley as Director	Mgmt	For	For	For
4F	Re-elect Natalie-Jane Macdonald as Director	Mgmt	For	For	For
5	Elect Angelique Augereau as Director	Mgmt	For	For	For
6	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Experian Plc

**Meeting Date:** 07/17/2024

**Country:** Jersey

**Ticker:** EXPN

**Record Date:** 07/15/2024

**Meeting Type:** Annual

**Primary Security ID:** G32655105

**Shares Voted:** 96,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Craig Boundy as Director	Mgmt	For	For	For
4	Re-elect Alison Brittain as Director	Mgmt	For	For	For

## Experian Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
7	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
8	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
9	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
10	Re-elect Esther Lee as Director	Mgmt	For	For	For
11	Re-elect Louise Pentland as Director	Mgmt	For	For	For
12	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
13	Re-elect Mike Rogers as Director	Mgmt	For	For	For
14	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## Advanced Drainage Systems, Inc.

**Meeting Date:** 07/18/2024

**Country:** USA

**Ticker:** WMS

**Record Date:** 05/24/2024

**Meeting Type:** Annual

**Primary Security ID:** 00790R104

**Shares Voted:** 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Scott Barbour	Mgmt	For	For	For
1b	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
1c	Elect Director Michael B. Coleman	Mgmt	For	For	For
1d	Elect Director Robert M. Eversole	Mgmt	For	For	For

## Advanced Drainage Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Alexander R. Fischer	Mgmt	For	For	For
1f	Elect Director Tanya D. Fratton	Mgmt	For	For	For
1g	Elect Director Kelly S. Gast	Mgmt	For	For	For
1h	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
1i	Elect Director Luther C. Kissam, IV	Mgmt	For	For	For
1j	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1k	Elect Director Anil Seetharam	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

## JDC Group AG

**Meeting Date:** 07/18/2024

**Country:** Germany

**Ticker:** JDC

**Record Date:** 06/26/2024

**Meeting Type:** Annual

**Primary Security ID:** D04287104

**Shares Voted:** 49,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Dr. Merschmeier + Partner GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Elect Thomas Lerch to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Increase in Size of Board to Eight Members	Mgmt	For	Against	Against
8.1	Elect Michael Schlieckmann to the Supervisory Board	Mgmt	For	Against	Against

## JDC Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Elect Franziska von Lewinski to the Supervisory Board	Mgmt	For	Against	Against
9	Approve Creation of EUR 6.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

## Soitec SA

**Meeting Date:** 07/23/2024      **Country:** France      **Ticker:** SOI  
**Record Date:** 07/19/2024      **Meeting Type:** Annual/Special  
**Primary Security ID:** F8582K389

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Elect Frederic Lissalde as Director	Mgmt	For	For	For
5	Reelect Françoise Chombar as Director	Mgmt	For	For	For
6	Reelect Satoshi Onishi as Director	Mgmt	For	For	For
7	Reelect Shuo Zhang as Director	Mgmt	For	For	For
8	Amend Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Eric Meurice, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Pierre Barnabe, CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Transaction with Eric Meurice Re: Service Agreement	Mgmt	For	For	For

## Soitec SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Appoint KPMG S.A. as Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Ordinary Business	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Cherry SE

**Meeting Date:** 07/24/2024

**Country:** Germany

**Ticker:** C3RY

**Record Date:** 07/02/2024

**Meeting Type:** Annual

**Primary Security ID:** D1T3GZ102

**Shares Voted:** 85,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Bernd Wagner for Fiscal Year 2023	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Udo Streller for Fiscal Year 2023	Mgmt	For	For	For
2.3	Approve Discharge of Management Board Member Oliver Kaltner for Fiscal Year 2023	Mgmt	For	For	For

## Cherry SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Approve Discharge of Management Board Member Mathias Daehn for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Elect Steven Greenberg to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Harald von Heynitz to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Ashley Saulsbury to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	Against	Against

## PSI Software SE

**Meeting Date:** 07/26/2024

**Country:** Germany

**Ticker:** PSAN

**Record Date:** 07/19/2024

**Meeting Type:** Annual

**Primary Security ID:** D6S2HZ103

**Shares Voted:** 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Robert Klaffus for Fiscal Year 2023	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Gunnar Gloeckner for Fiscal Year 2023	Mgmt	For	For	For
2.3	Postpone Discharge of Management Board Member Harald Schrimpf (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For



## PSI Software SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
4.2	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Elect Karsten Trippel to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Ulrich Jaroni to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Uwe Hack to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Patrick Wittenberg to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 1.5 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## Vodafone Group Plc

**Meeting Date:** 07/30/2024

**Country:** United Kingdom

**Ticker:** VOD

**Record Date:** 07/26/2024

**Meeting Type:** Annual

**Primary Security ID:** G93882192

**Shares Voted:** 1,000,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	For
3	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
4	Elect Luka Mucic as Director	Mgmt	For	For	For
5	Re-elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Michel Demare as Director	Mgmt	For	For	For
7	Elect Hatem Dowidar as Director	Mgmt	For	For	For
8	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For

## Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
10	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
11	Re-elect David Nish as Director	Mgmt	For	For	For
12	Re-elect Christine Ramon as Director	Mgmt	For	For	For
13	Re-elect Simon Segars as Director	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Electronic Arts Inc.

**Meeting Date:** 08/01/2024

**Country:** USA

**Ticker:** EA

**Record Date:** 06/06/2024

**Meeting Type:** Annual

**Primary Security ID:** 285512109

**Shares Voted:** 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For

## Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	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	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Medios AG

**Meeting Date:** 08/14/2024

**Country:** Germany

**Ticker:** ILM1

**Record Date:** 07/23/2024

**Meeting Type:** Annual

**Primary Security ID:** D22430116

**Shares Voted:** 90,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Yann Samson for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anke Nestler for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Klaus Buss for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Joachim Messner for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Baker Tilly GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For

## Medios AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify Baker Tilly GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Anke Nestler to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Florian Herger to the Supervisory Board	Mgmt	For	For	For
7	Approve Increase in Size of Board to Five Members	Mgmt	For	For	For
8	Elect Jens Apermann to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Cancellation of Conditional Capital 2019	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million; Approve Creation of EUR 2.6 Million Pool of Conditional Capital 2024/I to Guarantee Conversion Rights	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights up to Aggregate Nominal Amount of EUR 400 Million; Approve Creation of EUR 10.2 Million Pool of Conditional Capital 2024/II to Guarantee Conversion Rights	Mgmt	For	For	For
13	Approve Creation of EUR 2.6 Million Pool of Authorized Capital 2024/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
14	Approve Creation of EUR 5.5 Million Pool of Authorized Capital 2024/II with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
15	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

## Branicks Group AG

**Meeting Date:** 08/22/2024

**Country:** Germany

**Ticker:** BRNK

**Record Date:** 08/15/2024

**Meeting Type:** Annual

**Primary Security ID:** D2837E191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Gerhard Schmidt for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Angela Geerling for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Michael Zahn for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Ulrich Reuter for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Eberhard Vetter for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Rene Zahnd for Fiscal Year 2023	Mgmt	For	For	For
4	Discuss Remuneration Report (Non-Voting)	Mgmt			
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Elect Juergen Overath to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Creation of EUR 16.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8	Amend Corporate Purpose	Mgmt	For	For	For

## Envipco Holding NV

Meeting Date: 08/23/2024

Country: Netherlands

Ticker: ENVI

Record Date: 07/26/2024

Meeting Type: Annual

Primary Security ID: N30261114

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Financial Statements	Mgmt			
2b	Adopt Financial Statements	Mgmt	For	For	For
2c	Approve Allocation of Income	Mgmt	For	For	For
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Approve Updated Remuneration Policy	Mgmt	For	For	For
8	Reelect Simon Bolton as Executive Director	Mgmt	For	For	For
9	Reelect Gregory Garvey as Non-Executive Director	Mgmt	For	Against	Against
10	Reelect Anne Jorun Aas as Non-Executive Director	Mgmt	For	For	For
11	Elect Charlotta Gylche as Non-Executive Director	Mgmt	For	For	For
12	Elect George Katsaros as Non-Executive Director	Mgmt	For	For	For
13	Grant Board Authority to Issue Shares	Mgmt	For	Against	Against
14	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
15	Ratify BDO Audit & Assurance B.V. as Auditor	Mgmt	For	For	For
16	Amend Articles of Association	Mgmt	For	For	For
17	Acknowledge Completion of Board of Directors Term for Christian Crepet	Mgmt			
18	Other Business (Non-Voting)	Mgmt			
19	Close Meeting	Mgmt			

## Britvic Plc

Meeting Date: 08/27/2024

Country: United Kingdom

Ticker: BVIC

Record Date: 08/22/2024

Meeting Type: Special

Primary Security ID: G17387104

Shares Voted: 109,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Britvic plc by Carlsberg UK Holdings Limited	Mgmt	For	For	For

## Britvic Plc

Meeting Date: 08/27/2024

Country: United Kingdom

Ticker: BVIC

Record Date: 08/22/2024

Meeting Type: Court

Primary Security ID: G17387104

Shares Voted: 109,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

## Fortnox AB

Meeting Date: 08/27/2024

Country: Sweden

Ticker: FNOX

Record Date: 08/19/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: W3841J233

Shares Voted: 80,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For

## Fortnox AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
8	Elect Cecilia Ardstrom as New Director	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## Systemair AB

**Meeting Date:** 08/29/2024

**Country:** Sweden

**Ticker:** SYSR

**Record Date:** 08/21/2024

**Meeting Type:** Annual

**Primary Security ID:** W9T81G135

Shares Voted: 160,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Board's and Board Committee's Reports	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Auditor's Report on Consolidated Accounts and Auditor's Opinion on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 1.20 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Gerald Engstrom	Mgmt	For	For	For
9.c2	Approve Discharge of Patrik Nolaker	Mgmt	For	For	For
9.c3	Approve Discharge of Carina Andersson	Mgmt	For	For	For
9.c4	Approve Discharge of Gunilla Spongh	Mgmt	For	For	For



# Systemair AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c5	Approve Discharge of Niklas Engstrom	Mgmt	For	For	For
9.c6	Approve Discharge of Daniel Wilhelmsson	Mgmt	For	For	For
9.c7	Approve Discharge of Ricky Sten	Mgmt	For	For	For
9.c8	Approve Discharge of Roland Kasper	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 870,000 for Chair, SEK 590,000 for Vice Chair and SEK 365,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Gerald Engstrom as Director	Mgmt	For	For	For
12.2	Reelect Carina Andersson as Director	Mgmt	For	For	For
12.3	Reelect Patrik Nolaker as Director	Mgmt	For	For	For
12.4	Reelect Gunilla Spongh as Director	Mgmt	For	For	For
12.5	Reelect Niklas Engstrom as Director	Mgmt	For	For	For
12.6	Reelect Gerald Engstrom as Board Chairman	Mgmt	For	For	For
12.7	Reelect Patrik Nolaker as Vice Chairman	Mgmt	For	For	For
12.8	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15.A	Approve Long-Term Share-Based and Performance Related Incentive Program for Key Employees	Mgmt	For	Against	Against
15.B1	Approve Equity Plan Financing Through Acquisition of Shares	Mgmt	For	Against	Against
15.B2	Approve Equity Plan Financing Through Transfer of Shares to Participants	Mgmt	For	Against	Against

## Systemair AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.B3	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	Mgmt	For	Against	Against
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## PVA TePla AG

**Meeting Date:** 08/30/2024      **Country:** Germany      **Ticker:** TPE  
**Record Date:** 08/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** D8313K106

Shares Voted: 32,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Dieter May to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Gernot Hebestreit to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Rudolf Weichert as Alternate Supervisory Board Member	Mgmt	For	For	For
7.4	Elect Christoph von Seidel to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For

## PVA TePla AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11	Amend Articles Re: General Meeting Resolutions	Mgmt	For	Against	Against
12	Amend Articles Re: Allocation of Income	Mgmt	For	For	For
13	Approve Affiliation Agreement with PVA Technology Hub GmbH	Mgmt	For	For	For

## Aker BioMarine AS

Meeting Date: 09/03/2024

Country: Norway

Ticker: AKBM

Record Date: 08/27/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: R0R38R108

Shares Voted: 400,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Authorize Board to Distribute Dividends	Mgmt	For	For	For

## DS Smith Plc

Meeting Date: 09/03/2024

Country: United Kingdom

Ticker: SMDS

Record Date: 09/01/2024

Meeting Type: Annual

Primary Security ID: G2848Q123

Shares Voted: 47,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Geoff Drabble as Director	Mgmt	For	For	For
5	Re-elect Miles Roberts as Director	Mgmt	For	For	For

## DS Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Richard Pike as Director	Mgmt	For	For	For
7	Elect Tessa Bamford as Director	Mgmt	For	For	For
8	Re-elect Celia Baxter as Director	Mgmt	For	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For	For
10	Re-elect Alina Kessel as Director	Mgmt	For	For	For
11	Re-elect Eric Olsen as Director	Mgmt	For	For	For
12	Re-elect David Robbie as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise The Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Ashtead Group Plc

**Meeting Date:** 09/04/2024

**Country:** United Kingdom

**Ticker:** AHT

**Record Date:** 09/02/2024

**Meeting Type:** Annual

**Primary Security ID:** G05320109

**Shares Voted:** 70,000

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

## Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Paul Walker as Director	Mgmt	For	For	For
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
7	Re-elect Michael Pratt as Director	Mgmt	For	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Amend Long-Term Incentive Plan	Mgmt	For	Against	Against
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Elekta AB

**Meeting Date:** 09/05/2024

**Country:** Sweden

**Ticker:** EKTA.B

**Record Date:** 08/28/2024

**Meeting Type:** Annual

**Primary Security ID:** W2479G107

**Shares Voted:** 300,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	For	For
10.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	For	For
10.3	Approve Discharge of Board Member Tomas Eliasson	Mgmt	For	For	For
10.4	Approve Discharge of Board Member Volker Wetekam	Mgmt	For	For	For
10.5	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	For	For
10.6	Approve Discharge of Board Member Jan Secher	Mgmt	For	For	For
10.7	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	For	For
10.8	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	For	For
10.9	Approve Discharge of Board Member Kelly Londy	Mgmt	For	For	For
10.10	Approve Discharge of President and CEO Gustaf Salford	Mgmt	For	For	For
11.1	Determine Number of Members (9) of Board	Mgmt	For	For	For
11.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 8.4 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Laurent Leksell as Director	Mgmt	For	Against	Against

## Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.2	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
13.3	Reelect Caroline Leksell as Director	Mgmt	For	Against	Against
13.4	Reelect Wolfgang Reim as Director	Mgmt	For	Against	Against
13.5	Reelect Jan Secher as Director	Mgmt	For	Against	Against
13.6	Reelect Volker Wetekam as Director	Mgmt	For	For	For
13.7	Reelect Cecilia Wikstrom as Director	Mgmt	For	For	For
13.8	Elect Ann Costello as New Director	Mgmt	For	For	For
13.9	Elect Jan Kimpen as New Director	Mgmt	For	For	For
13.10	Reelect Laurent Leksell as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.a	Approve Performance Share Plan 2024	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Approve Equity Plan Financing of 2022, 2023 and 2024 Performance Share Plans	Mgmt	For	For	For
20.a	Authorize Share Repurchase Program	Mgmt	For	For	For
20.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Authorize Contribution in Order to Establish Philanthropic Foundation	Mgmt	For	For	For
22	Close Meeting	Mgmt			

## Hamilton Lane Incorporated

Meeting Date: 09/05/2024

Country: USA

Ticker: HLNE

Record Date: 07/10/2024

Meeting Type: Annual

Primary Security ID: 407497106

# Hamilton Lane Incorporated

Shares Voted: 74,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Vann Graves	Mgmt	For	Withhold	Withhold
1.2	Elect Director Erik R. Hirsch	Mgmt	For	Withhold	Withhold
1.3	Elect Director Leslie F. Varon	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# NIKE, Inc.

Meeting Date: 09/10/2024

Country: USA

Ticker: NKE

Record Date: 07/10/2024

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 87,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director John Rogers, Jr.	Mgmt	For	Withhold	Withhold
1c	Elect Director Robert Swan	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	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For
5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	For	For
6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	SH	Against	For	For
7	Report on Environmental Targets	SH	Against	For	For
8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	SH	Against	Against	Against



## BOKU, Inc.

**Meeting Date:** 09/11/2024

**Country:** USA

**Ticker:** BOKU

**Record Date:** 08/09/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** U7744C106

**Shares Voted:** 300,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stretch Restricted Share Unit Plan	Mgmt	For	Against	Against

## Compagnie Financiere Richemont SA

**Meeting Date:** 09/11/2024

**Country:** Switzerland

**Ticker:** CFR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H25662182

**Shares Voted:** 19,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.75 per Registered A Share and CHF 0.275 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Josua Malherbe as Director	Mgmt	For	For	For
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For
5.5	Reelect Fiona Druckenmiller as Director	Mgmt	For	For	For

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.13	Reelect Anton Rupert as Director	Mgmt	For	Against	Against
5.14	Reelect Bram Schot as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
5.17	Elect Gary Saage as Director	Mgmt	For	Against	Against
5.18	Elect Nicolas Bos as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Reappoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Bram Schot as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.5 Million	Mgmt	For	For	For

## Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 15.5 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Reply SpA

**Meeting Date:** 09/17/2024      **Country:** Italy      **Ticker:** REY  
**Record Date:** 09/06/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** T60326112

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Articles of Association Re: Article 12	Mgmt	For	Against	Against
2	Amend Articles of Association Re: Enhancement of the Increased Voting Rights Mechanism	Mgmt	For	Against	Against
3	Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Mgmt	For	Against	Against

## Games Workshop Group Plc

**Meeting Date:** 09/18/2024      **Country:** United Kingdom      **Ticker:** GAW  
**Record Date:** 09/16/2024      **Meeting Type:** Annual  
**Primary Security ID:** G3715N102

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Kevin Rountree as Director	Mgmt	For	For	For
3	Re-elect John Brewis as Director	Mgmt	For	For	For
4	Re-elect Kate Marsh as Director	Mgmt	For	For	For

## Games Workshop Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Randal Casson as Director	Mgmt	For	For	For
6	Re-elect Mark Lam as Director	Mgmt	For	For	For
7	Elect Elizabeth Harrison as Director	Mgmt	For	For	For
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## Embracer Group AB

**Meeting Date:** 09/19/2024

**Country:** Sweden

**Ticker:** EMBRAC.B

**Record Date:** 09/11/2024

**Meeting Type:** Annual

**Primary Security ID:** W2504N150

**Shares Voted:** 1,950,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Presentation on Business Activities	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income	Mgmt	For	For	For
9.c.1	Approve Discharge of Yasmina Brihi	Mgmt	For	For	For

## Embracer Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c.2	Approve Discharge of Cecilia Driving	Mgmt	For	For	For
9.c.3	Approve Discharge of David Gardner	Mgmt	For	For	For
9.c.4	Approve Discharge of Bernt Ingman	Mgmt	For	For	For
9.c.5	Approve Discharge of Jacob Jonmyren	Mgmt	For	For	For
9.c.6	Approve Discharge of Cecilia Qvist	Mgmt	For	For	For
9.c.7	Approve Discharge of Kicki Wallje-Lund	Mgmt	For	For	For
9.c.8	Approve Discharge of CEO Lars Wingefors	Mgmt	For	For	For
9.c.9	Approve Discharge of Erik Stenberg	Mgmt	For	For	For
9.c.10	Approve Discharge of Matthew Karch	Mgmt	For	For	For
10.a	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 700,000 for Other Directors	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Yasmina Brihi as Director	Mgmt	For	For	For
12.b	Reelect Bernt Ingman as Director	Mgmt	For	Against	Against
12.c	Reelect Jacob Jonmyren as Director	Mgmt	For	Against	Against
12.d	Reelect Cecilia Qvist as Director	Mgmt	For	For	For
12.e	Reelect Kicki Wallje-Lund (Chair) as Director	Mgmt	For	Against	Against
12.f	Reelect Lars Wingefors as Director	Mgmt	For	For	For
12.g	Elect Brian Ward as New Director	Mgmt	For	For	For
12.h	Ratify PwC as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Creation of 10 Percent of Capital without Preemptive Rights	Mgmt	For	For	For

## Embracer Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## Micro Systemation AB

**Meeting Date:** 10/01/2024      **Country:** Sweden      **Ticker:** MSAB.B  
**Record Date:** 09/23/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W56339109

Shares Voted: 750,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
7	Close Meeting	Mgmt			

## Carasent ASA

**Meeting Date:** 10/04/2024      **Country:** Norway      **Ticker:** CARA  
**Record Date:** 09/27/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** R1519E128

Shares Voted: 1,429,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For

## Carasent ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Merger Agreement with Goldcup 101292 AB (Carasent SWE)	Mgmt	For	For	For

## The Procter & Gamble Company

**Meeting Date:** 10/08/2024      **Country:** USA      **Ticker:** PG  
**Record Date:** 08/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 742718109

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For	For
1h	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1j	Elect Director Ashley McEvoy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	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	Report on Median Gender/Racial Pay Gap	SH	Against	For	For

# ChemoMetec A/S

Meeting Date: 10/10/2024

Country: Denmark

Ticker: CHEMM

Record Date: 10/03/2024

Meeting Type: Annual

Primary Security ID: K18309102

Shares Voted: 27,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt			
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management Board and Board of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 4 Per Share	Mgmt	For	For	For
5.a	Reelect Niels Thestrup as Director	Mgmt	For	For	For
5.b	Reelect Hans Martin Glensbjerg as Director	Mgmt	For	For	For
5.c	Reelect Peter Reich as Director	Mgmt	For	For	For
5.d	Reelect Kristine Faerch as Director	Mgmt	For	For	For
5.e	Reelect Betina Hagerup as Director	Mgmt	For	For	For
6	Ratify Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration Report	Mgmt	For	For	For
7.b	Amend Remuneration Policy	Mgmt	For	Against	Against
7.c	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

# Medtronic Plc

Meeting Date: 10/17/2024

Country: Ireland

Ticker: MDT

Record Date: 08/23/2024

Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 42,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For



## Medtronic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

## The Estee Lauder Companies Inc.

Meeting Date: 11/08/2024

Country: USA

Ticker: EL

Record Date: 09/09/2024

Meeting Type: Annual

Primary Security ID: 518439104

Shares Voted: 26,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul J. Fribourg	Mgmt	For	For	For
1b	Elect Director Jennifer Hyman	Mgmt	For	Withhold	Withhold
1c	Elect Director Arturo Nunez	Mgmt	For	For	For
1d	Elect Director Barry S. Sternlicht	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## The Estee Lauder Companies Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

## Nepa AB

**Meeting Date:** 11/19/2024      **Country:** Sweden      **Ticker:** NEPA  
**Record Date:** 11/11/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W5S357107

**Shares Voted:** 373,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	Shareholder Proposals Submitted by Elementa	Mgmt			
6	Determine Number of Members (6) and Deputy Members of Board	SH	None	Against	Against
7	Elect Ludvig Blomqvist as New Director	SH	None	Against	Against
8	Close Meeting	Mgmt			

## ContextVision AB

**Meeting Date:** 11/20/2024      **Country:** Sweden      **Ticker:** CONTX  
**Record Date:** 11/12/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W22435114

**Shares Voted:** 1,726,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For

## ContextVision AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
8	Close Meeting	Mgmt			

## ResMed Inc.

Meeting Date: 11/20/2024

Country: USA

Ticker: RMD

Record Date: 09/24/2024

Meeting Type: Annual

Primary Security ID: 761152107

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Christopher DeOrefice	Mgmt	For	For	For
1c	Elect Director Jan De Witte	Mgmt	For	For	For
1d	Elect Director Karen Drexler	Mgmt	For	For	For
1e	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
1f	Elect Director Peter Farrell	Mgmt	For	For	For
1g	Elect Director Harjit Gill	Mgmt	For	For	For
1h	Elect Director John Hernandez	Mgmt	For	For	For
1i	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
1j	Elect Director Desney Tan	Mgmt	For	For	For
1k	Elect Director Ronald "Ron" Taylor	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

## Omda AS

**Meeting Date:** 11/25/2024

**Country:** Norway

**Ticker:** OMDA

**Record Date:** 11/18/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** R16066103

**Shares Voted:** 175,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Approve Issuance of 354,941 Shares for a Private Placement	Mgmt	For	For	For
5	Amend Articles Re: Equity-Related	Mgmt	For	For	For
6	Approve Creation of NOK 200,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	For

## AcadeMedia AB

**Meeting Date:** 11/28/2024

**Country:** Sweden

**Ticker:** ACAD

**Record Date:** 11/20/2024

**Meeting Type:** Annual

**Primary Security ID:** W1202M266

**Shares Voted:** 550,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Approve Allocation of Income and Dividends of SEK 1.75 Per Share	Mgmt	For	For	For
	Shareholder Proposals Submitted by Tomas Hirsch	Mgmt			
10.2	Approve Omission of Dividends	SH	None	Against	Against
	Management Proposals	Mgmt			
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1a	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.4 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Tomas Hirsch	Mgmt			
13.1b	Approve Remuneration of Directors	SH	None	Against	Against
	Management Proposals	Mgmt			
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Reelect Johan Andersson, Ann-Marie Begler, Jan Bernhardsson, Mikael Helmerson, Hilde Britt Mellbye, Marie Osberg and Hakan Sorman (Chair) as Directors; Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Incentive Program for Key Employees	Mgmt	For	For	For
17.a	Approve SEK 4.4 Million Reduction in Share Capital Through Redemption of Shares	Mgmt	For	For	For
17.b	Approve SEK 4.4 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For
	Shareholder Proposals Submitted by Tomas Hirsch	Mgmt			
18	Change Company Name and Logotype	SH	None	Against	Against
19	Close Meeting	Mgmt			

## Nimbus Group AB

**Meeting Date:** 11/29/2024

**Country:** Sweden

**Ticker:** BOAT

**Record Date:** 11/21/2024

**Meeting Type:** Extraordinary  
Shareholders

**Primary Security ID:** W5728Z107

**Shares Voted:** 275,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Henrik Fritz as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Creation of SEK 1.2 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
8	Close Meeting	Mgmt			

## Peloton Interactive, Inc.

**Meeting Date:** 12/03/2024

**Country:** USA

**Ticker:** PTON

**Record Date:** 10/11/2024

**Meeting Type:** Annual

**Primary Security ID:** 70614W100

**Shares Voted:** 640,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jay Hoag	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	Against	Against

## Technogym SpA

**Meeting Date:** 12/03/2024

**Country:** Italy

**Ticker:** TGYM

**Record Date:** 11/22/2024

**Meeting Type:** Extraordinary  
Shareholders

**Primary Security ID:** T9200L101

Shares Voted: 100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Article 3	Mgmt	For	For	For
2	Amend Company Bylaws Re: Article 7	Mgmt	For	Against	Against
3	Amend Company Bylaws Re: Article 14	Mgmt	For	Against	Against

## Coloplast A/S

Meeting Date: 12/05/2024

Country: Denmark

Ticker: COLO.B

Record Date: 11/28/2024

Meeting Type: Annual

Primary Security ID: K16018192

Shares Voted: 12,032

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	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chairman, DKK 875,000 for Deputy Chairman and DKK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6	Other Proposals from Board or Shareholders (None Submitted)	Mgmt			
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	Abstain
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For

## Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

## INIFY Laboratories AB

**Meeting Date:** 12/06/2024      **Country:** Sweden      **Ticker:** INIFY  
**Record Date:** 11/28/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W4588M116

**Shares Voted:** 172,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For
8	Close Meeting	Mgmt			

## Verbio SE

**Meeting Date:** 12/06/2024      **Country:** Germany      **Ticker:** VBK  
**Record Date:** 11/14/2024      **Meeting Type:** Annual  
**Primary Security ID:** D86145105

**Shares Voted:** 40,000

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



## Verbio SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
5	Ratify Grant Thornton AG as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
6	Ratify Grant Thornton AG as Auditors for the Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

## Microsoft Corporation

**Meeting Date:** 12/10/2024

**Country:** USA

**Ticker:** MSFT

**Record Date:** 09/30/2024

**Meeting Type:** Annual

**Primary Security ID:** 594918104

**Shares Voted:** 70,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.9	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

## Microsoft Corporation

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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Weapons Development	SH	Against	For	For
5	Assess and Report on Investing in Bitcoin	SH	Against	Against	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	For	For
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
9	Report on AI Data Sourcing Accountability	SH	Against	For	For

## Swedish Orphan Biovitrum AB

**Meeting Date:** 12/11/2024

**Country:** Sweden

**Ticker:** SOBI

**Record Date:** 12/03/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W95637117

**Shares Voted:** 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
8.a	Elect David Meek as New Director	Mgmt	For	For	For

## Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Elect David Meek as Board Chair	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## Volusion Group Plc

**Meeting Date:** 12/11/2024      **Country:** United Kingdom      **Ticker:** FAN  
**Record Date:** 12/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** G93824103

Shares Voted: 125,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Nigel Lingwood as Director	Mgmt	For	For	For
5	Re-elect Ronnie George as Director	Mgmt	For	For	For
6	Re-elect Andy O'Brien as Director	Mgmt	For	For	For
7	Re-elect Jonathan Davis as Director	Mgmt	For	For	For
8	Re-elect Amanda Mellor as Director	Mgmt	For	For	For
9	Re-elect Claire Tiney as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## Volution Group Plc

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

## SyntheticMR AB

**Meeting Date:** 12/17/2024      **Country:** Sweden      **Ticker:** SYNT  
**Record Date:** 12/09/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W9567M102

Shares Voted: 915,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate an Inspector of Minutes of Meeting	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Issuance of up to 17.9 Million Shares with Preemptive Rights	Mgmt	For	For	For
7	Approve Acquisition of Combinostics Oy	Mgmt	For	For	For
8	Approve Convertible Loan	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## BiBBInstruments AB

**Meeting Date:** 12/18/2024      **Country:** Sweden      **Ticker:** BIBB  
**Record Date:** 12/10/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W2R44L103

Shares Voted: 1,406,607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
0	Open Meeting	Mgmt			
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For

## BiBBInstruments AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Amend Articles Re: Set Minimum (SEK 2.5 Million) and Maximum (SEK 9.9 Million) Share Capital; Set Minimum (29.2 Million) and Maximum (116.8 Million) Number of Shares	Mgmt	For	For	For
7	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9	Close Meeting	Mgmt			

## Kerry Group Plc

**Meeting Date:** 12/19/2024

**Country:** Ireland

**Ticker:** KRZ

**Record Date:** 12/15/2024

**Meeting Type:** Special

**Primary Security ID:** G52416107

**Shares Voted:** 74,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Disposal of Kerry Dairy Holdings (Ireland) Limited to Kerry Co-Operative Creameries Limited	Mgmt	For	For	For
2	Authorise Issue of A Ordinary Shares in Connection with the Proposed Transaction	Mgmt	For	For	For
3	Amend Articles of Association	Mgmt	For	For	For
4	Approve Capital Reduction of the Share Premium Increase	Mgmt	For	For	For