

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

INTUIT INC

ISIN	US4612021034	Meeting Date	18-Jan-24
Ticker	INTU	Deadline Date	11-Jan-24
Country	United States	Record Date	20-Nov-23
Blocking	No	Vote Date	12-Dec-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Eve Burton	Management	For	For	For
1b.	Elect Scott D. Cook	Management	For	For	For
1c.	Elect Richard L. Dalzell	Management	For	For	For
1d.	Elect Sasan Goodarzi	Management	For	For	For
1e.	Elect Deborah Liu	Management	For	For	For
1f.	Elect Tekedra Mawakana	Management	For	For	For
1g.	Elect Suzanne Nora Johnson	Management	For	For	For
1h.	Elect Ryan Roslansky	Management	For	For	For
1i.	Elect Thomas J. Szkutak	Management	For	For	For
1j.	Elect Raul Vazquez	Management	For	For	For
1k.	Elect Eric Yuan	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

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3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Amendment to the 2005 Equity Incentive Plan	Management	For	For	For
6.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	For

VISA INC

ISIN	US92826C8394	Meeting Date	23-Jan-24
Ticker	V	Deadline Date	04-Jan-24
Country	United States	Record Date	24-Nov-23
Blocking	No	Vote Date	04-Jan-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Lloyd A. Carney	Management	For	For	For
1b.	Elect Kermit R. Crawford	Management	For	For	For
1c.	Elect Francisco Javier Fernández Carbajal	Management	For	For	For
1d.	Elect Ramon L. Laguarta	Management	For	For	For

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1e.	Elect Teri L. List	Management	For	For	For
1f.	Elect John F. Lundgren	Management	For	For	For
1g.	Elect Ryan McInerney	Management	For	For	For
1h.	Elect Denise M. Morrison	Management	For	For	For
1i.	Elect Pamela Murphy	Management	For	For	For
1j.	Elect Linda J. Rendle	Management	For	For	For
1k.	Elect Maynard G. Webb, Jr.	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Exchange Offer Amendments	Management	For	For	For
5.	Right to Adjourn Meeting	Management	For	For	For
6.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

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ACCENTURE PLC

ISIN	IE00B4BNMY34	Meeting Date	31-Jan-24
Ticker	ACN	Deadline Date	19-Jan-24
Country	Ireland	Record Date	04-Dec-23
Blocking	No	Vote Date	11-Jan-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jaime Ardila	Management	For	For	For
1b.	Elect Martin Bruder Müller	Management	For	For	For
1c.	Elect Alan Jope	Management	For	For	For
1d.	Elect Nancy McKinstry	Management	For	Against	Against
1e.	Elect Beth E. Mooney	Management	For	For	For
1f.	Elect Gilles Pélisson	Management	For	For	For
1g.	Elect Paula A. Price	Management	For	For	For
1h.	Elect Venkata Renduchintala	Management	For	For	For
1i.	Elect Arun Sarin	Management	For	For	For
1j.	Elect Julie Sweet	Management	For	For	For

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1k.	Elect Tracey T. Travis	Management	For	Against	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Amendment to the 2010 Share Incentive Plan	Management	For	For	For
4.	Amendment to the 2010 Employee Stock Purchase Plan	Management	For	For	For
5.	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
6.	Authority to Issue Shares	Management	For	For	For
7.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
8.	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	For

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INFINEON TECHNOLOGIES AG

ISIN	DE0006231004	Meeting Date	23-Feb-24
Ticker	IFX	Deadline Date	11-Feb-24
Country	Germany	Record Date	16-Feb-24
Blocking	No	Vote Date	02-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Jochen Hanebeck	Management	For	For	For
3.2	Ratify Constanze Hufenbecher	Management	For	For	For
3.3	Ratify Sven Schneider	Management	For	For	For
3.4	Ratify Andreas Urschitz	Management	For	For	For
3.5	Ratify Rutger Wijburg	Management	For	For	For
4.1	Ratify Herbert Diess	Management	For	For	For
4.2	Ratify Xiaoqun Clever-Steg	Management	For	For	For
4.3	Ratify Johann Dechant	Management	For	For	For
4.4	Ratify Wolfgang Eder	Management	For	For	For
4.5	Ratify Friedrich Eichiner	Management	For	For	For
4.6	Ratify Annette Engelfried	Management	For	For	For

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4.7	Ratify Peter Gruber	Management	For	For	For
4.8	Ratify Klaus Helmrich	Management	For	For	For
4.9	Ratify Hans-Ulrich Holdenried	Management	For	For	For
4.10	Ratify Susanne Lachenmann	Management	For	For	For
4.11	Ratify Géraldine Picaud	Management	For	For	For
4.12	Ratify Manfred Puffer	Management	For	For	For
4.13	Ratify Melanie Riedl	Management	For	For	For
4.14	Ratify Jürgen Scholz	Management	For	For	For
4.15	Ratify Ulrich Spiesshofer	Management	For	For	For
4.16	Ratify Margret Suckale	Management	For	For	For
4.17	Ratify Mirco Synde	Management	For	For	For
4.18	Ratify Diana Vitale	Management	For	For	For
4.19	Ratify Ute Wolf	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Ute Wolf	Management	For	For	For
6.2	Elect Hermann Eul	Management	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For
8	Increase in Authorised Capital	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
10	Remuneration Report	Management	For	For	For

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APPLE INC

ISIN	US0378331005	Meeting Date	28-Feb-24
Ticker	AAPL	Deadline Date	09-Feb-24
Country	United States	Record Date	02-Jan-24
Blocking	No	Vote Date	08-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Wanda M. Austin	Management	For	For	For
1b.	Elect Timothy D. Cook	Management	For	For	For
1c.	Elect Alex Gorsky	Management	For	For	For
1d.	Elect Andrea Jung	Management	For	For	For
1e.	Elect Arthur D. Levinson	Management	For	For	For
1f.	Elect Monica C. Lozano	Management	For	For	For
1g.	Elect Ronald D. Sugar	Management	For	For	For
1h.	Elect Susan L. Wagner	Management	For	For	For

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2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	For
5.	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	Shareholder	Against	For	Against

NORDEA BANK ABP

ISIN	FI4000297767	Meeting Date	21-Mar-24
Ticker	NDA FI	Deadline Date	09-Mar-24
Country	Finland	Record Date	11-Mar-24
Blocking	No	Vote Date	28-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For

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8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Remuneration Policy	Management	For	For	For
12	Directors' Fees	Management	For	For	For
13	Board Size	Management	For	For	For
14A	Elect Stephen Hester	Management	For	For	For
14B	Elect Petra van Hoeken	Management	For	For	For
14C	Elect John Maltby	Management	For	For	For
14D	Elect Risto Murto	Management	For	For	For
14E	Elect Lene Skole	Management	For	For	For
14F	Elect Per Strömberg	Management	For	For	For
14G	Elect Jonas Synnergren	Management	For	For	For
14H	Elect Arja Talma	Management	For	For	For
14I	Elect Kjersti Wiklund	Management	For	For	For
14J	Elect Lars Rohde	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	For
18	Appointment of Auditor for Sustainability Reporting	Management	For	For	For

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19	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	For
20	Authority to Trade in Company Stock (Repurchase)	Management	For	For	For
21	Authority to Trade in Company Stock (Transfer)	Management	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For
23	Issuance of Treasury Shares	Management	For	For	For
24	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	Shareholder	Against	For	Against

NOVO NORDISK

ISIN	DK0062498333	Meeting Date	21-Mar-24
Ticker	NOVO B	Deadline Date	09-Mar-24
Country	Denmark	Record Date	14-Mar-24
Blocking	No	Vote Date	28-Feb-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

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4	Remuneration Report	Management	For	For	For
5.1	Directors' Fees	Management	For	For	For
5.2.A	Indemnification of the Board of Directors	Management	For	For	For
5.2.B	Indemnification of the Executive Management	Management	For	For	For
5.2.C	Amendments to Articles	Management	For	For	For
5.3	Remuneration Policy	Management	For	For	For
6.1	Election of Helge Lund as Chair	Management	For	For	For
6.2	Election of Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.1	Elect Laurence Debroux	Management	For	For	For
6.3.2	Elect Andreas Fibig	Management	For	For	For
6.3.3	Elect Sylvie Grégoire	Management	For	For	For
6.3.4	Elect Kasim Kutay	Management	For	For	For
6.3.5	Elect Christina Choi Lai Law	Management	For	For	For
6.3.6	Elect Martin Mackay	Management	For	Abstain	Against
7.1	Appointment of Auditor	Management	For	For	For
8.1	Cancellation of Shares	Management	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

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SYNOPSYS, INC.

ISIN	US8716071076	Meeting Date	10-Apr-24
Ticker	SNPS	Deadline Date	03-Apr-24
Country	United States	Record Date	12-Feb-24
Blocking	No	Vote Date	15-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Aart J. de Geus	Management	For	For	For
1b.	Elect Roy A. Vallee	Management	For	For	For
1c.	Elect Sassine Ghazi	Management	For	For	For
1d.	Elect Luis A Borgen	Management	For	For	For
1e.	Elect Marc N. Casper	Management	For	For	For
1f.	Elect Janice D. Chaffin	Management	For	Against	Against

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1g.	Elect Bruce R. Chizen	Management	For	For	For
1h.	Elect Mercedes Johnson	Management	For	For	For
1i.	Elect Robert G. Painter	Management	For	For	For
1j.	Elect Jeannine P. Sargent	Management	For	For	For
1k.	Elect John G. Schwarz	Management	For	For	For
2.	Amendment to the 2006 Employee Equity Incentive Plan	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

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DEUTSCHE TELEKOM AG

ISIN	DE0005557508	Meeting Date	10-Apr-24
Ticker	DTE	Deadline Date	28-Mar-24
Country	Germany	Record Date	05-Apr-24 13-Mar-24 to 18-Mar-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Lars Hinrichs	Management	For	For	For
6.2	Elect Karl-Heinz Streibich	Management	For	For	For
7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Remuneration Report	Management	For	Against	Against

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ZURICH INSURANCE GROUP AG LTD

ISIN	CH0011075394	Meeting Date	10-Apr-24
Ticker	ZURN	Deadline Date	29-Mar-24
Country	Switzerland	Record Date	04-Apr-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For		N/A
1.2	Compensation Report	Management	For		N/A
1.3	Report on Non-Financial Matters	Management	For		N/A
2	Allocation of Dividends	Management	For		N/A
3	Ratification of Board and Management Acts	Management	For		N/A
4.1.1	Elect Michel M. Liès as Board Chair	Management	For		N/A
4.1.2	Elect Joan Lordi C. Amble	Management	For		N/A

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4.1.3	Elect Catherine P. Bessant	Management	For	N/A
4.1.4	Elect Christoph Franz	Management	For	N/A
4.1.5	Elect Michael Halbherr	Management	For	N/A
4.1.6	Elect Sabine Keller-Busse	Management	For	N/A
4.1.7	Elect Monica Mächler	Management	For	N/A
4.1.8	Elect Kishore Mahbubani	Management	For	N/A
4.1.9	Elect Peter Maurer	Management	For	N/A
4.110	Elect Jasmin Staiblin	Management	For	N/A
4.111	Elect Barry Stowe	Management	For	N/A
4.112	Elect John Rafter	Management	For	N/A
4.2.1	Elect Michel M. Liès as Compensation Committee Member	Management	For	N/A
4.2.2	Elect Catherine P. Bessant as Compensation Committee Member	Management	For	N/A
4.2.3	Elect Christoph Franz as Compensation Committee Member	Management	For	N/A
4.2.4	Elect Sabine Keller-Busse as Compensation Committee Member	Management	For	N/A
4.2.5	Elect Kishore Mahbubani as Compensation Committee Member	Management	For	N/A
4.2.6	Elect Jasmin Staiblin as Compensation Committee Member	Management	For	N/A
4.3	Appointment of Independent Proxy	Management	For	N/A
4.4	Appointment of Auditor	Management	For	N/A
5.1	Board Compensation	Management	For	N/A
5.2	Executive Compensation (Total)	Management	For	N/A

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6 Transaction of Other Business Management N/A

ASTRAZENECA PLC

ISIN	GB0009895292	Meeting Date	11-Apr-24
Ticker	AZN	Deadline Date	30-Mar-24
Country	United Kingdom	Record Date	09-Apr-24
Blocking	No	Vote Date	22-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5A	Elect Michel Demaré	Management	For	For	For
5B	Elect Pascal Soriot	Management	For	For	For
5C	Elect Aradhana Sarin	Management	For	For	For

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5D	Elect Philip Broadley	Management	For	For	For
5E	Elect Euan Ashley	Management	For	For	For
5F	Elect Deborah DiSanzo	Management	For	For	For
5G	Elect Diana Layfield	Management	For	For	For
5H	Elect Anna Manz	Management	For	For	For
5I	Elect Sherilyn S. McCoy	Management	For	For	For
5J	Elect Tony Mok	Management	For	For	For
5K	Elect Nazneen Rahman	Management	For	For	For
5L	Elect Andreas Rummelt	Management	For	For	For
5M	Elect Marcus Wallenberg	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Remuneration Policy	Management	For	Against	Against
8	Amendment to Performance Share Plan	Management	For	Against	Against
9	Authorisation of Political Donations	Management	For	For	For
10	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
13	Authority to Repurchase Shares	Management	For	For	For

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14	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
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MOODY'S CORP.

ISIN	US6153691059	Meeting Date	16-Apr-24
Ticker	MCO	Deadline Date	09-Apr-24
Country	United States	Record Date	20-Feb-24
Blocking	No	Vote Date	28-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jorge A. Bermudez	Management	For	For	For
1b.	Elect Thérèse Esperdy	Management	For	For	For
1c.	Elect Robert Fauber	Management	For	For	For
1d.	Elect Vincent A. Forlenza	Management	For	For	For
1e.	Elect Kathryn M. Hill	Management	For	For	For
1f.	Elect Lloyd W. Howell, Jr.	Management	For	For	For
1g.	Elect Jose M. Minaya	Management	For	For	For

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1h.	Elect Leslie Seidman	Management	For	For	For
1i.	Elect Zig Serafin	Management	For	For	For
1j.	Elect Bruce Van Saun	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Adoption of Right to Call a Special Meeting	Management	For	Abstain	Against
5.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	Against

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ADOBE INC

ISIN	US00724F1012	Meeting Date	17-Apr-24
Ticker	ADBE	Deadline Date	10-Apr-24
Country	United States	Record Date	20-Feb-24
Blocking	No	Vote Date	28-Mar-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Cristiano R. Amon	Management	For	For	For
1b.	Elect Amy L. Banse	Management	For	For	For
1c.	Elect Brett Biggs	Management	For	For	For
1d.	Elect Melanie Boulden	Management	For	For	For
1e.	Elect Frank A. Calderoni	Management	For	For	For
1f.	Elect Laura B. Desmond	Management	For	For	For
1g.	Elect Shantanu Narayen	Management	For	For	For
1h.	Elect Spencer Neumann	Management	For	For	For
1i.	Elect Kathleen Oberg	Management	For	For	For
1j.	Elect Dheeraj Pandey	Management	For	For	For
1k.	Elect David A. Ricks	Management	For	For	For
1l.	Elect Daniel Rosensweig	Management	For	For	For

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2.	Amendment to the 2019 Equity Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	Shareholder	Against	Against	For

BEIERSDORF AG

ISIN	DE0005200000	Meeting Date	18-Apr-24
Ticker	BEI	Deadline Date	05-Apr-24
Country	Germany	Record Date	27-Mar-24 19-Mar-24 to 25-Mar-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For

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4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7.1	Elect Donya-Florence Amer	Management	For	For	For
7.2	Elect Hong Chow	Management	For	For	For
7.3	Elect Wolfgang Herz	Management	For	Against	Against
7.4	Elect Uta Kemmerich-Keil	Management	For	For	For
7.5	Elect Frédéric Pflanz	Management	For	Against	Against
7.6	Elect Reinhard Pöllath	Management	For	For	For
7.7	Elect Beatrice Dreyfus as Substitute Member	Management	For	For	For
8	Amendments to Articles (Record Date)	Management	For	For	For

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ING GROEP N.V.

ISIN	NL0011821202	Meeting Date	22-Apr-24
Ticker	INGA	Deadline Date	10-Apr-24
Country	Netherlands	Record Date	25-Mar-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2d.	Remuneration Report	Management	For	For	For
2e.	Accounts and Reports	Management	For	For	For
3b.	Allocation of Dividends	Management	For	For	For
4a.	Ratification of Management Board Acts	Management	For	For	For
4b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Appointment of Auditor	Management	For	For	For
6a.	Management Board Remuneration Policy	Management	For	For	For
6b.	Supervisory Board Remuneration Policy	Management	For	For	For
7a.	Elect Juan Colombás to the Supervisory Board	Management	For	For	For
7b.	Elect Herman Hulst to the Supervisory Board	Management	For	For	For
7c.	Elect Harold Naus to the Supervisory Board	Management	For	For	For
8a.	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	For

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8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	For

L'OREAL

ISIN	FR0000120321	Meeting Date	23-Apr-24
Ticker	OR	Deadline Date	11-Apr-24
Country	France	Record Date	18-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Jacques Ripoll	Management	For	For	For
5	Elect Beatrice Guillaume-Grabisch	Management	For	For	For

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6	Elect Ilham Kadri	Management	For	Against	Against
7	Elect Jean-Victor Meyers	Management	For	For	For
8	Elect Nicolas Meyers	Management	For	For	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	For
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	For
11	2023 Remuneration Report	Management	For	For	For
12	2023 Remuneration of Jean-Paul Agon, Chair	Management	For	For	For
13	2023 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	For
14	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
15	2024 Remuneration Policy (Chair)	Management	For	For	For
16	2024 Remuneration Policy (CEO)	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Issue Performance Shares	Management	For	For	For
20	Employee Stock Purchase Plan	Management	For	For	For
21	Stock Purchase Plan for Overseas Employees	Management	For	For	For
22	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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AMERIPRISE FINANCIAL INC

ISIN	US03076C1062	Meeting Date	24-Apr-24
Ticker	AMP	Deadline Date	17-Apr-24
Country	United States	Record Date	26-Feb-24
Blocking	No	Vote Date	08-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect James M. Cracchiolo	Management	For	For	For
1b.	Elect Robert F. Sharpe, Jr.	Management	For	For	For
1c.	Elect Dianne Neal Blixt	Management	For	For	For
1d.	Elect Amy DiGeso	Management	For	Against	Against
1e.	Elect Christopher J. Williams	Management	For	For	For
1f.	Elect Armando Pimentel, Jr.	Management	For	For	For

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1g.	Elect Brian T. Shea	Management	For	For	For
1h.	Elect W. Edward Walter III	Management	For	For	For
2.	Amendment to Certificate Regarding Officer Exculpation	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	24-Apr-24
Ticker	ASML	Deadline Date	11-Apr-24
Country	Netherlands	Record Date	27-Mar-24
Blocking	No	Vote Date	02-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

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3.e.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
7.b.	Elect Annet P. Aris to the Supervisory Board	Management	For	For	For
7.c.	Elect D. Mark Durcan to the Supervisory Board	Management	For	For	For
7.d.	Elect Warren A. East to the Supervisory Board	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares	Management	For	For	For

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RELX PLC

ISIN	GB00B2B0DG97	Meeting Date	25-Apr-24
Ticker	REL	Deadline Date	13-Apr-24
Country	United Kingdom	Record Date	23-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For
2.	Remuneration Report	Management	For	For	For
3.	Final Dividend	Management	For	For	For
4.	Appointment of Auditor	Management	For	For	For
5.	Authority to Set Auditor's Fees	Management	For	For	For
6.	Elect Bianca Tetteroo	Management	For	For	For
7.	Elect Paul A. Walker	Management	For	For	For
8.	Elect Erik Engstrom	Management	For	For	For
9.	Elect Nicholas Luff	Management	For	For	For
10.	Elect Alistair Cox	Management	For	For	For
11.	Elect June Felix	Management	For	For	For
12.	Elect Charlotte Hogg	Management	For	For	For

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13.	Elect Robert J. MacLeod	Management	For	For	For
14.	Elect Andrew J. Sukawaty	Management	For	For	For
15.	Elect Suzanne Wood	Management	For	For	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
19.	Authority to Repurchase Shares	Management	For	For	For
20.	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

ISIN	DE0008430026	Meeting Date	25-Apr-24
Ticker	MUV2	Deadline Date	10-Apr-24
Country	Germany	Record Date	18-Apr-24
Blocking	Yes	Vote Date	05-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Joachim Wenning	Management	For	For	For
3.2	Ratify Thomas Blunck	Management	For	For	For
3.3	Ratify Nicholas Gartside	Management	For	For	For
3.4	Ratify Stefan Golling	Management	For	For	For
3.5	Ratify Christoph Jurecka	Management	For	For	For
3.6	Ratify Achim Kassow	Management	For	For	For
3.7	Ratify Michael Kerner	Management	For	For	For
3.8	Ratify Clarisse Kopff	Management	For	For	For
3.9	Ratify Mari-Lizette Malherbe	Management	For	For	For
3.10	Ratify Markus Rieß	Management	For	For	For
4.1	Ratify Nikolaus von Bomhard	Management	For	For	For

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4.2	Ratify Anne Horstmann	Management	For	For	For
4.3	Ratify Ann-Kristin Achleitner	Management	For	For	For
4.4	Ratify Clement B. Booth	Management	For	For	For
4.5	Ratify Ruth Brown	Management	For	For	For
4.6	Ratify Stephan Eberl	Management	For	For	For
4.7	Ratify Frank Fassin	Management	For	For	For
4.8	Ratify Ursula Gather	Management	For	For	For
4.9	Ratify Gerhard Häusler	Management	For	For	For
4.10	Ratify Angelika Judith Herzog	Management	For	For	For
4.11	Ratify Renata Jungo Brüngger	Management	For	For	For
4.12	Ratify Stefan Kaindl	Management	For	For	For
4.13	Ratify Carinne Knoche-Brouillon	Management	For	For	For
4.14	Ratify Gabriele Mücke	Management	For	For	For
4.15	Ratify Ulrich Plottke	Management	For	For	For
4.16	Ratify Manfred Rassy	Management	For	For	For
4.17	Ratify Carsten Spohr	Management	For	For	For
4.18	Ratify Karl-Heinz Streibich	Management	For	For	For
4.19	Ratify Markus Wagner	Management	For	For	For
4.20	Ratify Maximilian Zimmerer	Management	For	For	For
5.1	Appointment of Auditor	Management	For	For	For

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5.2	Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Nikolaus von Bomhard	Management	For	For	For
7.2	Elect Clement B. Booth	Management	For	For	For
7.3	Elect Roland Busch	Management	For	For	For
7.4	Elect Julia Jaekel	Management	For	For	For
7.5	Elect Renata Jungo Brüngger	Management	For	For	For
7.6	Elect Carinne Knoche-Brouillon	Management	For	For	For
7.7	Elect Victoria E. Ossadnik	Management	For	For	For
7.8	Elect Carsten Spohr	Management	For	For	For
7.9	Elect Jens Weidmann	Management	For	For	For
7.10	Elect Maximilian Zimmerer	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Authority to Repurchase and Reissue Shares	Management	For	For	For

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DANONE

ISIN	FR0000120644	Meeting Date	25-Apr-24
Ticker	BN	Deadline Date	13-Apr-24
Country	France	Record Date	22-Apr-24
Blocking	No	Vote Date	03-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Gilbert Ghostine	Management	For	For	For
5	Elect Lise Kingo	Management	For	For	For
6	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	For
7	2023 Remuneration Report	Management	For	For	For
8	2023 Remuneration of Antoine Saint-Affrique, CEO	Management	For	For	For
9	2023 Remuneration of Gilles Schnepp, Chair	Management	For	For	For
10	2024 Remuneration Policy (Executives)	Management	For	For	For
11	2024 Remuneration Policy (Chair)	Management	For	For	For
12	2024 Remuneration Policy (Board of Directors)	Management	For	For	For

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13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Stock Purchase Plan for Overseas Employees	Management	For	For	For
15	Amendment to Articles Regarding the Removal of Voting Rights Cap		For	For	For
16	Authorisation of Legal Formalities	Management	For	For	For

CANADIAN NATIONAL RAILWAY CO.

ISIN	CA1363751027	Meeting Date	26-Apr-24
Ticker	CNI	Deadline Date	18-Apr-24
Country	Canada	Record Date	01-Mar-24
Blocking	No	Vote Date	09-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Shauneen Bruder	Management	For	For	For
1B	Elect Jo-ann dePass Olsovsky	Management	For	For	For
1C	Elect David Freeman	Management	For	For	For
1D	Elect Denise Gray	Management	For	For	For

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1E	Elect Justin M. Howell	Management	For	For	For
1F	Elect Susan C. Jones	Management	For	For	For
1G	Elect Robert M. Knight, Jr.	Management	For	For	For
1H	Elect Michel Letellier	Management	For	For	For
1I	Elect Margaret A. McKenzie	Management	For	For	For
1J	Elect Al Monaco	Management	For	For	For
1K	Elect Tracy Robinson	Management	For	For	For
02	Appointment of Auditor	Management	For	For	For
03	Adoption of Advance Notice By-Law	Management	For	For	For
04	Amendment to the Management Long-Term Incentive Plan	Management	For	For	For
05	Advisory Vote on Executive Compensation	Management	For	For	For
06	Advisory Vote on Climate Action Plan	Management	For	For	For
07	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	Against	Against	For

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MERCK KGAA

ISIN	DE0006599905	Meeting Date	26-Apr-24
Ticker	MRK	Deadline Date	14-Apr-24
Country	Germany	Record Date	04-Apr-24
Blocking	No	Vote Date	05-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Dividends	Management	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For
5	Ratification of Supervisory Board Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8.1	Elect Katja Garcia Garcia Vila	Management	For	For	For
8.2	Elect Michael Kleinemeier	Management	For	For	For
8.3	Elect Carla Kriwet	Management	For	For	For
8.4	Elect Barbara Lambert	Management	For	For	For
8.5	Elect Stefan Palzer	Management	For	For	For
8.6	Elect Susanne Schaffert	Management	For	For	For

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9	Supervisory Board Remuneration Policy	Management	For	For	For
10	Amendments to Articles (Technical Amendment)	Management	For	For	For

HERMES INTERNATIONAL

ISIN	FR0000052292	Meeting Date	30-Apr-24
Ticker	RMS	Deadline Date	18-Apr-24
Country	France	Record Date	25-Apr-24
Blocking	No	Vote Date	11-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Ratification of Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For

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7	2023 Remuneration Report	Management	For	Against	Against
8	2023 Remuneration of Axel Dumas, Executive Chair	Management	For	Against	Against
9	2023 Remuneration of Émile Hermès SAS, Managing General Partner	Management	For	Against	Against
10	2023 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For	For	For
11	2024 Remuneration Policy (Executive Chair and General Managing Partner)	Management	For	Against	Against
12	2024 Remuneration Policy (Supervisory Board)	Management	For	For	For
13	Elect Matthieu Dumas	Management	For	For	For
14	Elect Blaise Guerrand	Management	For	For	For
15	Elect Olympia Guerrand	Management	For	For	For
16	Elect Alexandre Viros	Management	For	For	For
17	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Issue Performance Shares	Management	For	Against	Against
20	Authorisation of Legal Formalities	Management	For	For	For

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AIR LIQUIDE S.A

ISIN	FR0000120073	Meeting Date	30-Apr-24
Ticker	AI	Deadline Date	18-Apr-24
Country	France	Record Date	25-Apr-24
Blocking	No	Vote Date	08-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Authority to Repurchase and Reissue Shares	Management	For	For	For
5	Elect Kim Ann Mink	Management	For	For	For
6	Elect Monica de Virgiliis	Management	For	For	For
7	Special Auditors Report on Regulated Agreements	Management	For	For	For
8	2023 Remuneration of François Jackow, CEO	Management	For	For	For
9	2023 Remuneration of Benoît Potier, Chair	Management	For	For	For
10	2023 Remuneration Report	Management	For	For	For

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11	2024 Remuneration Policy (CEO)	Management	For	For	For
12	2024 Remuneration Policy (Chair)	Management	For	For	For
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
14	2024 Directors' Fees	Management	For	For	For
15	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Authority to Increase Capital Through Capitalisations	Management	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Amendments to Articles Regarding Director Age Limits	Management	For	For	For
22	Amendments to Articles Regarding Chair Age Limits	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

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S&P GLOBAL INC

ISIN	US78409V1044	Meeting Date	01-May-24
Ticker	SPGI	Deadline Date	24-Apr-24
Country	United States	Record Date	11-Mar-24
Blocking	No	Vote Date	10-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marco Alverà	Management	For	For	For
1b.	Elect Jacques Esculier	Management	For	For	For
1c.	Elect Gay Huey Evans	Management	For	For	For
1d.	Elect William D. Green	Management	For	For	For
1e.	Elect Stephanie C. Hill	Management	For	For	For
1f.	Elect Rebecca Jacoby	Management	For	For	For
1g.	Elect Robert P. Kelly	Management	For	For	For
1h.	Elect Ian P. Livingston	Management	For	For	For
1i.	Elect Maria R. Morris	Management	For	For	For
1j.	Elect Douglas L. Peterson	Management	For	For	For
1k.	Elect Richard E. Thornburgh	Management	For	For	For
1l.	Elect Gregory Washington	Management	For	For	For

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2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Amendment to the Director Deferred Stock Ownership Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

IDEXX LABORATORIES, INC.

ISIN	US45168D1046	Meeting Date	06-May-24
Ticker	IDXX	Deadline Date	29-Apr-24
Country	United States	Record Date	08-Mar-24
Blocking	No	Vote Date	15-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Irene Chang Britt	Management	For	For	For
1b.	Elect Bruce L. Claflin	Management	For	For	For
1c.	Elect Asha S. Collins	Management	For	For	For
1d.	Elect Sam Samad	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For

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3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder		For	N/A

LILLY(ELI) & CO

ISIN	US5324571083	Meeting Date	06-May-24
Ticker	LLY	Deadline Date	29-Apr-24
Country	United States	Record Date	28-Feb-24
Blocking	No	Vote Date	15-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Katherine Baicker	Management	For	For	For
1b.	Elect J. Erik Fyrwald	Management	For	For	For
1c.	Elect Jamere Jackson	Management	For	For	For
1d.	Elect Gabrielle Sulzberger	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

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3.	Ratification of Auditor	Management	For	For	For
4.	Repeal of Classified Board	Management	For	For	For
5.	Elimination of Supermajority Requirement	Management	For	For	For
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Human Rights Policy	Shareholder	Against	For	Against

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WOLTERS KLUWERS NV

ISIN	NL0000395903	Meeting Date	08-May-24
Ticker	WKL	Deadline Date	26-Apr-24
Country	Netherlands	Record Date	10-Apr-24
Blocking	No	Vote Date	19-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.d.	Remuneration Report	Management	For	For	For
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Elect David W. Sides to the Supervisory Board	Management	For	For	For
5.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For	For	For
5.c.	Elect Sophie V. Vandebroek to the Supervisory Board	Management	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For
6.b.	Supervisory Board Fees (FY2024)	Management	For	For	For
7.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7.b.	Authority to Suppress Preemptive Rights	Management	For	For	For

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8.	Authority to Repurchase Shares	Management	For	For	For
9.	Cancellation of Shares	Management	For	For	For
10.	Amendments to Articles	Management	For	For	For

ALLIANZ SE

ISIN	DE0008404005	Meeting Date	08-May-24
Ticker	ALV	Deadline Date	26-Apr-24
Country	Germany	Record Date	01-May-24
Blocking	Yes	Vote Date	19-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3.1	Ratify Oliver Bäte	Management	For	For	For
3.2	Ratify Sirma Boshnakova	Management	For	For	For
3.3	Ratify Barbara Karuth-Zelle	Management	For	For	For
3.4	Ratify Klaus-Peter Röhler	Management	For	For	For

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3.5	Ratify Giulio Terzariol	Management	For	For	For
3.6	Ratify Günther Thallinger	Management	For	For	For
3.7	Ratify Christopher Townsend	Management	For	For	For
3.8	Ratify Renate Wagner	Management	For	For	For
3.9	Ratify Andreas Wimmer	Management	For	For	For
4.1	Ratify Michael Diekmann	Management	For	For	For
4.2	Ratify Gabriele Burkhardt-Berg	Management	For	For	For
4.3	Ratify Herbert Hainer	Management	For	For	For
4.4	Ratify Sophie Boissard	Management	For	For	For
4.5	Ratify Christine Bosse	Management	For	For	For
4.6	Ratify Rashmy Chatterjee	Management	For	For	For
4.7	Ratify Friedrich Eichiner	Management	For	For	For
4.8	Ratify Jean-Claude Le Goaër	Management	For	For	For
4.9	Ratify Martina Grundler	Management	For	For	For
4.10	Ratify Frank Kirsch	Management	For	For	For
4.11	Ratify Jürgen Lawrenz	Management	For	For	For
4.12	Ratify Primiano Di Paolo	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Stephanie Bruce	Management	For	For	For

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7.2	Elect Jörg Schneider	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For

VONOVIA SE

ISIN	DE000A1ML7J1	Meeting Date	08-May-24
Ticker	ANN	Deadline Date	26-Apr-24
Country	Germany	Record Date	01-May-24
Blocking	No	Vote Date	19-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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7	Management Board Remuneration Policy	Management	For	Against	Against
8	Elect Birgit M. Bohle	Management	For	For	For

COLGATE-PALMOLIVE CO.

ISIN	US1941621039	Meeting Date	10-May-24
Ticker	CL	Deadline Date	03-May-24
Country	United States	Record Date	11-Mar-24
Blocking	No	Vote Date	19-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect John P. Bilbrey	Management	For	For	For
1b.	Elect John T. Cahill	Management	For	For	For
1c.	Elect Steve A. Cahillane	Management	For	For	For
1d.	Elect Lisa M. Edwards	Management	For	For	For
1e.	Elect C. Martin Harris	Management	For	For	For

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1f.	Elect Martina Hund-Mejean	Management	For	For	For
1g.	Elect Kimberly A. Nelson	Management	For	For	For
1h.	Elect Brian Newman	Management	For	For	For
1i.	Elect Lorrie M. Norrington	Management	For	For	For
1j.	Elect Noel R. Wallace	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

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WASTE MANAGEMENT, INC.

ISIN	US94106L1098	Meeting Date	14-May-24
Ticker	WM	Deadline Date	07-May-24
Country	United States	Record Date	19-Mar-24
Blocking	No	Vote Date	23-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Thomas L. Bené	Management	For	For	For
1b.	Elect Bruce E. Chinn	Management	For	For	For
1c.	Elect James C. Fish, Jr.	Management	For	For	For
1d.	Elect Andrés R. Gluski	Management	For	For	For
1e.	Elect Victoria M. Holt	Management	For	For	For
1f.	Elect Kathleen M. Mazzarella	Management	For	For	For
1g.	Elect Sean E. Menke	Management	For	For	For
1h.	Elect William B. Plummer	Management	For	For	For
1i.	Elect Maryrose T. Sylvester	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

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4.

Amendment to Articles Regarding Officer Exculpation

Management

For

Against

Against

DEUTSCHE BOERSE AG

ISIN	DE0005810055	Meeting Date	14-May-24
Ticker	DB1	Deadline Date	02-May-24
Country	Germany	Record Date	07-May-24
Blocking	No	Vote Date	25-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Abstain	Against
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For

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7	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
8.1	Elect Andreas Gottschling	Management	For	For	For
8.2	Elect Martin Jetter	Management	For	For	For
8.3	Elect Shannon Anastasia Johnston	Management	For	For	For
8.4	Elect Sigrid Kozmiensky	Management	For	For	For
8.5	Elect Barbara Lambert	Management	For	For	For
8.6	Elect Charles G.T. Stonehill	Management	For	For	For
8.7	Elect Clara-Christina Streit	Management	For	For	For
8.8	Elect Chong Lee Tan	Management	For	For	For
9	Supervisory Board Remuneration Policy	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11.1	Appointment of Auditor	Management	For	For	For
11.2	Appointment of Sustainability Auditor	Management	For	For	For

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ELEVANCE HEALTH INC

ISIN	US0367521038	Meeting Date	15-May-24
Ticker	ELV	Deadline Date	08-May-24
Country	United States	Record Date	18-Mar-24
Blocking	No	Vote Date	26-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Lewis Hay III	Management	For	For	For
1.2	Elect Antonio F. Neri	Management	For	For	For
1.3	Elect Ramiro G. Peru	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Against	For

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VERTEX PHARMACEUTICALS, INC.

ISIN	US92532F1003	Meeting Date	15-May-24
Ticker	VRTX	Deadline Date	08-May-24
Country	United States	Record Date	18-Mar-24
Blocking	No	Vote Date	23-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sangeeta N. Bhatia	Management	For	For	For
1b.	Elect Lloyd A. Carney	Management	For	For	For
1c.	Elect Alan M. Garber	Management	For	For	For
1d.	Elect Reshma Kewalramani	Management	For	For	For
1e.	Elect Michel Lagarde	Management	For	For	For
1f.	Elect Jeffrey M. Leiden	Management	For	For	For
1g.	Elect Diana L. McKenzie	Management	For	For	For
1h.	Elect Bruce I. Sachs	Management	For	For	For
1i.	Elect Jennifer Schneider	Management	For	For	For
1j.	Elect Nancy A. Thornberry	Management	For	For	For
1k.	Elect Suketu Upadhyay	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For

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3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	Against
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against

BAYERISCHE MOTOREN WERKE AG

ISIN	DE0005190003	Meeting Date	15-May-24
Ticker	BMW	Deadline Date	03-May-24
Country	Germany	Record Date	23-Apr-24
Blocking	No	Vote Date	02-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratify Norbert Reithofer	Management	For	For	For
4.2	Ratify Martin Kimmich	Management	For	For	For

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4.3	Ratify Stefan Quandt	Management	For	For	For
4.4	Ratify Stefan Schmid	Management	For	For	For
4.5	Ratify Kurt Bock	Management	For	For	For
4.6	Ratify Christiane Benner	Management	For	For	For
4.7	Ratify Marc Bitzer	Management	For	For	For
4.8	Ratify Bernhard Ebner	Management	For	For	For
4.9	Ratify Rachel Empey	Management	For	For	For
4.10	Ratify Heinrich Hiesinger	Management	For	For	For
4.11	Ratify Johann Horn	Management	For	For	For
4.12	Ratify Susanne Klatten	Management	For	For	For
4.13	Ratify Jens Köhler	Management	For	For	For
4.14	Ratify Gerhard Kurz	Management	For	For	For
4.15	Ratify André Mandl	Management	For	For	For
4.16	Ratify Dominique Mohabeer	Management	For	For	For
4.17	Ratify Anke Schäferkordt	Management	For	For	For
4.18	Ratify Christoph M. Schmidt	Management	For	For	For
4.19	Ratify Vishal Sikka	Management	For	For	For
4.20	Ratify Sibylle Wankel	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Susanne Klatten	Management	For	For	For

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6.2	Elect Stefan Quandt	Management	For	For	For
6.3	Elect Vishal Sikka	Management	For	For	For
7	Remuneration Report	Management	For	For	For

SAP SE

ISIN	DE0007164600	Meeting Date	15-May-24
Ticker	SAP	Deadline Date	02-May-24
Country	Germany	Record Date	23-Apr-24
Blocking	No	Vote Date	02-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	For
6	Remuneration Report	Management	For	For	For

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7.1	Elect Aicha Evans	Management	For	For	For
7.2	Elect Gerhard Oswald	Management	For	For	For
7.3	Elect Friederike Rotsch	Management	For	For	For
7.4	Elect Ralf Herbrich	Management	For	For	For
7.5	Elect Pekka Ala-Pietilä	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Amendments to Articles	Management	For	For	For

SWISS LIFE HOLDING

ISIN	CH0014852781	Meeting Date	15-May-24
Ticker	SLHN	Deadline Date	03-May-24
Country	Switzerland	Record Date	02-May-24
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For		N/A

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1.2	Compensation Report	Management	For	N/A
1.3	Report on Non-Financial Matters	Management	For	N/A
2	Allocation of Dividends	Management	For	N/A
3	Ratification of Board Acts	Management	For	N/A
4.1	Board Compensation	Management	For	N/A
4.2	Executive Compensation (Short-Term)	Management	For	N/A
4.3	Executive Compensation (Fixed and Long-term)	Management	For	N/A
5.1	Appoint Rolf Dörig as Board Chair	Management	For	N/A
5.2	Elect Thomas Buess	Management	For	N/A
5.3	Elect Monika Bütler	Management	For	N/A
5.4	Elect Philomena Colatrella	Management	For	N/A
5.5.	Elect Adrienne Corboud Fumagalli	Management	For	N/A
5.6	Elect Damir Filipovic	Management	For	N/A
5.7	Elect Stefan Loacker	Management	For	N/A
5.8	Elect Severin Moser	Management	For	N/A
5.9	Elect Henry Peter	Management	For	N/A
5.10	Elect Martin Schmid	Management	For	N/A
5.11	Elect Franziska Tschudi Sauber	Management	For	N/A
5.12	Elect Klaus Tschütscher	Management	For	N/A
5.13	Elect Martin Schmid as Compensation Committee Member	Management	For	N/A

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5.14	Elect Franziska Tschudi Sauber as Compensation Committee Member	Management	For	N/A
5.15	Elect Klaus Tschütscher as Compensation Committee Member	Management	For	N/A
6	Appointment of Independent Proxy	Management	For	N/A
7	Appointment of Auditor	Management	For	N/A
8	Amendments to Articles (Miscellaneous)	Management	For	N/A
9	Cancellation of Shares and Reduction in Share Capital	Management	For	N/A
10	Transaction of Other Business	Management		N/A

MARSH & MCLENNAN COS., INC.

ISIN	US5717481023	Meeting Date	16-May-24
Ticker	MMC	Deadline Date	09-May-24
Country	United States	Record Date	18-Mar-24
Blocking	No	Vote Date	26-Apr-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Anthony K. Anderson	Management	For	For	For

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1b.	Elect John Q. Doyle	Management	For	For	For
1c.	Elect Óscar Fanjul Martín	Management	For	For	For
1d.	Elect H. Edward Hanway	Management	For	For	For
1e.	Elect Judith Hartmann	Management	For	For	For
1f.	Elect Deborah C. Hopkins	Management	For	For	For
1g.	Elect Tamara Ingram	Management	For	For	For
1h.	Elect Jane Holl Lute	Management	For	For	For
1i.	Elect Steven A. Mills	Management	For	For	For
1j.	Elect Morton O. Schapiro	Management	For	For	For
1k.	Elect Lloyd M. Yates	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	Against

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THERMO FISHER SCIENTIFIC INC.

ISIN	US8835561023	Meeting Date	22-May-24
Ticker	TMO	Deadline Date	15-May-24
Country	United States	Record Date	25-Mar-24
Blocking	No	Vote Date	02-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc N. Casper	Management	For	For	For
1b.	Elect Nelson J. Chai	Management	For	For	For
1c.	Elect Ruby R. Chandy	Management	For	For	For
1d.	Elect C. Martin Harris	Management	For	For	For
1e.	Elect Tyler Jacks	Management	For	For	For
1f.	Elect Jennifer M. Johnson	Management	For	For	For
1g.	Elect R. Alexandra Keith	Management	For	For	For
1h.	Elect James C. Mullen	Management	For	For	For
1i.	Elect Debora L. Spar	Management	For	For	For
1j.	Elect Scott M. Sperling	Management	For	For	For
1k.	Elect Dion J. Weisler	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

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3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For

DEXCOM INC

ISIN	US2521311074	Meeting Date	22-May-24
Ticker	DXCM	Deadline Date	15-May-24
Country	United States	Record Date	27-Mar-24
Blocking	No	Vote Date	06-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Kevin Sayer	Management	For	For	For
1b.	Elect Steven R. Altman	Management	For	For	For
1c.	Elect Nicholas Augustinos	Management	For	For	For
1d.	Elect Richard A. Collins	Management	For	For	For
1e.	Elect Karen M. Dahut	Management	For	For	For
1f.	Elect Rimma Driscoll	Management	For	For	For

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1g.	Elect Mark G. Foletta	Management	For	For	For
1h.	Elect Bridgette P. Heller	Management	For	For	For
1i.	Elect Kyle Malady	Management	For	For	For
1j.	Elect Eric J. Topol	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	Against

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ST MICROELECTRONICS

ISIN	NL0000226223	Meeting Date	22-May-24
Ticker	STM	Deadline Date	10-May-24
Country	Netherlands	Record Date	24-Apr-24
Blocking	No	Vote Date	06-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4	REMUNERATION REPORT	Management	For	For	For
5	Supervisory Board Remuneration Policy	Management	For	For	For
6	Accounts and Reports	Management	For	For	For
7	Allocation of Dividends	Management	For	For	For
8	Ratification of Management Board Acts	Management	For	For	For
9	Ratification of Supervisory Board Acts	Management	For	For	For
10	Amendments to Articles	Management	For	For	For
11	Management Board Remuneration Policy	Management	For	For	For
12	Elect Jean-Marc Chery to the Management Board	Management	For	For	For
13	Equity Grant - CEO	Management	For	For	For
14	Elect Lorenzo Grandi to the Management Board	Management	For	For	For
15	Equity Grant - CFO	Management	For	For	For

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16	Equity Grant - Senior Management	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Elect Nicolas Dufourcq to the Supervisory Board	Management	For	For	For
19	Elect Janet G. Davidson to the Supervisory Board	Management	For	For	For
20	Elect Pascal Daloz to the Supervisory Board	Management	For	Against	Against
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

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SERVICENOW INC

ISIN	US81762P1021	Meeting Date	23-May-24
Ticker	NOW	Deadline Date	14-May-24
Country	United States	Record Date	26-Mar-24
Blocking	No	Vote Date	02-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Deborah Black	Management	For	For	For
1b.	Elect Susan L. Bostrom	Management	For	For	For
1c.	Elect Teresa Briggs	Management	For	For	For
1d.	Elect Jonathan C. Chadwick	Management	For	For	For
1e.	Elect Paul E. Chamberlain	Management	For	For	For
1f.	Elect Lawrence J. Jackson, Jr.	Management	For	For	For
1g.	Elect Frederic B. Luddy	Management	For	For	For
1h.	Elect William R. McDermott	Management	For	For	For
1i.	Elect Jeffrey A. Miller	Management	For	For	For
1j.	Elect Joseph Quinlan	Management	For	For	For
1k.	Elect Anita M. Sands	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

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3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder		For	N/A

SCHNEIDER ELECTRIC SE

ISIN	FR0000121972	Meeting Date	23-May-24
Ticker	SU	Deadline Date	10-May-24
Country	France	Record Date	20-May-24
Blocking	No	Vote Date	06-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	For

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6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	For
7	2023 Remuneration Report	Management	For	For	For
8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Management	For	Against	Against
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For	For	For
10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Management	For	For	For
11	2024 Remuneration Policy (CEO)	Management	For	For	For
12	2024 Remuneration Policy (Chair)	Management	For	For	For
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
14	Elect Fred Kindle	Management	For	For	For
15	Elect Cécile Cabanis	Management	For	For	For
16	Elect Jill Lee	Management	For	For	For
17	Elect Philippe Knoche	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

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AIA GROUP LIMITED

ISIN	HK0000069689	Meeting Date	24-May-24
Ticker	01299	Deadline Date	15-May-24
Country	Hong Kong	Record Date	20-May-24
Blocking	No	Vote Date	02-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Elect LEE Yuan Siong	Management	For	For	For
4	Elect CHOW Chung Kong	Management	For	For	For
5	Elect John Barrie HARRISON	Management	For	Against	Against
6	Elect Cesar V. Purisima	Management	For	For	For

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7	Elect Mari Elka Pangestu	Management	For	For	For
8	Elect ONG Chong Tee	Management	For	For	For
9	Elect Nor Shamsiah Mohd Yunus	Management	For	For	For
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
11A	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
11B	Authority to Repurchase Shares	Management	For	For	For

LEGRAND SA

ISIN	FR0010307819	Meeting Date	29-May-24
Ticker	LR	Deadline Date	17-May-24
Country	France	Record Date	24-May-24
Blocking	No	Vote Date	15-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For

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3	Allocation of Profits/Dividends	Management	For	For	For
4	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For
6	2023 Remuneration Report	Management	For	For	For
7	2023 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	For	For
8	2023 Remuneration of Benoît Coquart, CEO	Management	For	For	For
9	2024 Remuneration Policy (Chair)	Management	For	For	For
10	2024 Remuneration Policy (CEO)	Management	For	For	For
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2024 Directors' Fees	Management	For	For	For
13	Elect Rekha Mehrotra Menon	Management	For	For	For
14	Elect Jean-Marc Chéry	Management	For	For	For
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
17	Authority to Issue Performance Shares	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
21	Greenshoe	Management	For	For	For
22	Authority to Increase Capital Through Capitalisations	Management	For	For	For

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23	Employee Stock Purchase Plan	Management	For	For	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For
26	Amendments to Articles Regarding Staggered Board	Management	For	For	For
27	Amendments to Articles	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

FERGUSON PLC.

ISIN	JE00BJVNSS43	Meeting Date	30-May-24
Ticker		Deadline Date	18-May-24
Country	Jersey	Record Date	23-May-24
Blocking	No	Vote Date	15-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Reincorporation Merger	Management	For	For	For
02A	Requirements to Amend Charter and Bylaws	Management	For	For	For

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02B	Authorize the Board to Amend Bylaws	Management	For	For	For
02C	Board Vacancies	Management	For	Against	Against
02D	Right to Call a Special Meeting	Management	For	Against	Against
02E	Indemnification of Directors and Officers	Management	For	Against	Against
02F	Approval of Exclusive Forum Provisions	Management	For	Against	Against
02G	Authorize Preferred Stock	Management	For	Against	Against
02H	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For

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LOWE`S COS., INC.

ISIN	US5486611073	Meeting Date	31-May-24
Ticker	LOW	Deadline Date	22-May-24
Country	United States	Record Date	25-Mar-24
Blocking	No	Vote Date	15-May-24

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

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1.13	Elect Mary Elizabeth West	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

BOOKING HOLDINGS INC

ISIN	US09857L1089	Meeting Date	04-Jun-24
Ticker	BKNG	Deadline Date	28-May-24
Country	United States	Record Date	09-Apr-24
Blocking	No	Vote Date	31-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Glenn D. Fogel	Management	For	For	For
1.2	Elect Mirian M. Graddick-Weir	Management	For	For	For
1.3	Elect Kelly J. Grier	Management	For	For	For
1.4	Elect Wei Hopeman	Management	For	For	For
1.5	Elect Robert J. Mylod Jr.	Management	For	For	For

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1.6	Elect Charles H. Noski	Management	For	Withhold	Against
1.7	Elect Joseph Quinlan	Management	For	For	For
1.8	Elect Nicholas J. Read	Management	For	For	For
1.9	Elect Thomas E. Rothman	Management	For	For	For
1.10	Elect Sumit Singh	Management	For	For	For
1.11	Elect Lynn M. Vojvodich Radakovich	Management	For	For	For
1.12	Elect Vanessa A. Wittman	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	Abstain	N/A
5.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	Abstain	N/A

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TAIWAN SEMICONDUCTOR MANUFACTURING

ISIN	TW0002330008	Meeting Date	04-Jun-24
Ticker	TSM	Deadline Date	21-May-24
Country	Taiwan	Record Date	05-Apr-24
Blocking	No	Vote Date	21-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	2023 Accounts and Reports	Management	For	For	For
2.	Amendments to Articles of Association	Management	For	For	For
3.	2024 Employee Restricted Stock Plan	Management	For	For	For
4.1	Elect WEI Che-Chia	Management	For	For	For
4.2	Elect TSENG Fan-Cheng	Management	For	For	For
4.3	Elect KUNG Ming-Hsin	Management	For	Withhold	Against
4.4	Elect Sir Peter L. Bonfield	Management	For	Withhold	Against
4.5	Elect Michael R. Splinter	Management	For	For	For
4.6	Elect Moshe N.Gavrielov	Management	For	For	For
4.7	Elect L. Rafael Reif	Management	For	For	For

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4.8	Elect Ursula M. Burns	Management	For	For	For
4.9	Elect Lynn L. Elsenhans	Management	For	For	For
4.10	Elect LIN Chuan	Management	For	For	For

MERCADOLIBRE INC

ISIN	US58733R1023	Meeting Date	05-Jun-24
Ticker	MELI	Deadline Date	29-May-24
Country	United States	Record Date	09-Apr-24
Blocking	No	Vote Date	15-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Nicolás Galperin	Management	For	For	For
1.2	Elect Henrique Dubugras	Management	For	For	For
1.3	Elect Richard Sanders	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

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AMADEUS IT GROUP S.A.

ISIN	ES0109067019	Meeting Date	05-Jun-24
Ticker	AMS	Deadline Date	24-May-24
Country	Spain	Record Date	31-May-24
Blocking	No	Vote Date	16-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6.1	Elect William Connelly	Management	For	For	For
6.2	Elect Luis Maroto Camino	Management	For	For	For
6.3	Elect Pilar García Ceballos-Zúñiga	Management	For	For	For

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6.4	Elect Stephan Gemkow	Management	For	For	For
6.5	Elect Peter Kürpick	Management	For	For	For
6.6	Elect Xiaoqun Clever-Steg	Management	For	For	For
6.7	Elect Amanda Mesler	Management	For	For	For
6.8	Elect Jana Eggers	Management	For	For	For
7	Directors' Fees	Management	For	For	For
8	Remuneration Policy	Management	For	For	For
9	Approval of the Executive Share Plan	Management	For	For	For
10	Authorisation of Legal Formalities	Management	For	For	For

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LULULEMON ATHLETICA INC.

ISIN	US5500211090	Meeting Date	06-Jun-24
Ticker	LULU	Deadline Date	30-May-24
Country	United States	Record Date	08-Apr-24
Blocking	No	Vote Date	16-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Calvin R. McDonald	Management	For	For	For
1b.	Elect Isabel Ge Mahe	Management	For	For	For
1c.	Elect Martha A. Morfitt	Management	For	For	For
1d.	Elect Emily White	Management	For	For	For
1e.	Elect Shane Grant	Management	For	For	For
1f.	Elect Teri L. List	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Report on Animal-Derived Materials	Shareholder	Against	Against	For

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COMPAGNIE DE SAINT-GOBAIN S.A.

ISIN	FR0000125007	Meeting Date	06-Jun-24
Ticker	SGO	Deadline Date	25-May-24
Country	France	Record Date	03-Jun-24
Blocking	No	Vote Date	16-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Jean-François Cirelli	Management	For	For	For
6	Elect Sophie Brochu	Management	For	For	For
7	Elect Hélène de Tissot	Management	For	For	For

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8	Elect Geoffroy Roux de Bézieux	Management	For	For	For
9	2023 Remuneration of Pierre-André de Chalendar, Chair	Management	For	Against	Against
10	2023 Remuneration of Benoit Bazin, CEO	Management	For	For	For
11	2023 Remuneration Report	Management	For	For	For
12	2024 Remuneration Policy (Chair, until June 6, 2024)	Management	For	For	For
13	2024 Remuneration Policy (CEO, until June 6, 2024)	Management	For	For	For
14	2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Management	For	For	For
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	For
16	2024 Directors' Fees	Management	For	For	For
17	Appointment of Auditor (KPMG)	Management	For	For	For
18	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	For
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20	Amendments to Article Regarding the Lead Independent Director	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

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REGENERON PHARMACEUTICALS, INC.

ISIN	US75886F1075	Meeting Date	14-Jun-24
Ticker	REGN	Deadline Date	07-Jun-24
Country	United States	Record Date	16-Apr-24
Blocking	No	Vote Date	24-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect N. Anthony Coles	Management	For	For	For
1b.	Elect Kathryn Guarini	Management	For	For	For
1c.	Elect Arthur F. Ryan	Management	For	Against	Against
1d.	Elect David P. Schenkein	Management	For	For	For
1e.	Elect George L. Sing	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	Against

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MASTERCARD INCORPORATED

ISIN	US57636Q1040	Meeting Date	18-Jun-24
Ticker	MA	Deadline Date	11-Jun-24
Country	United States	Record Date	19-Apr-24
Blocking	No	Vote Date	30-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Merit E. Janow	Management	For	For	For
1b.	Elect Candido Botelho Bracher	Management	For	For	For
1c.	Elect Richard K. Davis	Management	For	For	For
1d.	Elect Julius Genachowski	Management	For	For	For
1e.	Elect Goh Choon Phong	Management	For	For	For
1f.	Elect Oki Matsumoto	Management	For	For	For
1g.	Elect Michael Miebach	Management	For	For	For

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1h.	Elect Youngme E. Moon	Management	For	For	For
1i.	Elect Rima Qureshi	Management	For	For	For
1j.	Elect Gabrielle Sulzberger	Management	For	For	For
1k.	Elect Harit Talwar	Management	For	For	For
1l.	Elect Lance Uggla	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	Against	For
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	Against	For

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DENSO CORPORATION

ISIN	JP3551500006	Meeting Date	20-Jun-24
Ticker	6902	Deadline Date	10-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	22-May-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Koji Arima	Management	For	For	For
1.2	Elect Shinnosuke Hayashi	Management	For	For	For
1.3	Elect Yasushi Matsui	Management	For	For	For
1.4	Elect Yasuhiko Yamazaki	Management	For	For	For
1.5	Elect Akio Toyoda	Management	For	For	For
1.6	Elect Shigeki Kushida	Management	For	For	For
1.7	Elect Yuko Mitsuya	Management	For	For	For
1.8	Elect Joseph P. Schmelzeis, Jr.	Management	For	For	For
2	Elect Hiromi Kitagawa @ Hiromi Mizuno as Alternate Statutory Auditor	Management	For	For	For
3	Amendments to Restricted Stock Plan	Management	For	For	For

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SONY GROUP CORPORATION

ISIN	JP3435000009	Meeting Date	25-Jun-24
Ticker	6758	Deadline Date	13-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	06-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Kenichiro Yoshida	Management	For	For	For
1.2	Elect Hiroki Totoki	Management	For	For	For
1.3	Elect Yoshihiko Hatanaka	Management	For	For	For
1.4	Elect Wendy Becker	Management	For	For	For
1.5	Elect Sakie Akiyama	Management	For	For	For
1.6	Elect Keiko Kishigami	Management	For	For	For
1.7	Elect Joseph A. Kraft Jr.	Management	For	For	For

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1.8	Elect Neil Hunt	Management	For	For	For
1.9	Elect William Morrow	Management	For	For	For
1.10	Elect Shingo Konomoto	Management	For	For	For

NVIDIA CORP

ISIN	US67066G1040	Meeting Date	26-Jun-24
Ticker	NVDA	Deadline Date	19-Jun-24
Country	United States	Record Date	29-Apr-24
Blocking	No	Vote Date	06-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Robert K. Burgess	Management	For	For	For
1b.	Elect Tench Coxe	Management	For	For	For
1c.	Elect John O. Dabiri	Management	For	For	For
1d.	Elect Persis S. Drell	Management	For	For	For
1e.	Elect Jen-Hsun Huang	Management	For	For	For

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1f.	Elect Dawn Hudson	Management	For	For	For
1g.	Elect Harvey C. Jones	Management	For	For	For
1h.	Elect Melissa B. Lora	Management	For	For	For
1i.	Elect Stephen C. Neal	Management	For	For	For
1j.	Elect A. Brooke Seawell	Management	For	For	For
1k.	Elect Aarti Shah	Management	For	Against	Against
1l.	Elect Mark A. Stevens	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder		For	N/A

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SALESFORCE INC

ISIN	US79466L3024	Meeting Date	27-Jun-24
Ticker	CRM	Deadline Date	20-Jun-24
Country	United States	Record Date	01-May-24
Blocking	No	Vote Date	07-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc R. Benioff	Management	For	For	For
1b.	Elect Laura Alber	Management	For	For	For
1c.	Elect Craig A. Conway	Management	For	For	For
1d.	Elect Arnold W. Donald	Management	For	For	For
1e.	Elect Parker Harris	Management	For	For	For
1f.	Elect Neelie Kroes	Management	For	For	For
1g.	Elect Sachin Mehra	Management	For	For	For
1h.	Elect G. Mason Morfit	Management	For	For	For
1i.	Elect Oscar Munoz	Management	For	For	For
1j.	Elect John V. Roos	Management	For	For	For
1k.	Elect Robin L. Washington	Management	For	For	For
1l.	Elect Maynard G. Webb, Jr.	Management	For	For	For

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1m.	Elect Susan D. Wojcicki	Management	For	For	For
2.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	Against	Against
3.	Amendment to the 2013 Equity Incentive Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For
5.	Advisory Vote on Executive Compensation	Management	For	Against	Against
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	For

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SHIN-ETSU CHEMICAL CO. LTD.

ISIN	JP3371200001	Meeting Date	27-Jun-24
Ticker	4063	Deadline Date	17-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	06-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Fumio Akiya	Management	For	For	For
2.2	Elect Yasuhiko Saito	Management	For	For	For
2.3	Elect Susumu Ueno	Management	For	For	For
2.4	Elect Masahiko Todoroki	Management	For	For	For
2.5	Elect Hiroshi Komiyama	Management	For	For	For
2.6	Elect Kuniharu Nakamura	Management	For	For	For
2.7	Elect Michael H. McGarry	Management	For	For	For
2.8	Elect Mariko Hasegawa	Management	For	For	For
2.9	Elect Takashi Hibino	Management	For	For	For
3	Equity Compensation Plan	Management	For	For	For

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MITSUBISHI UFJ FINANCIAL GROUP, INC.

ISIN	JP3902900004	Meeting Date	27-Jun-24
Ticker	8306	Deadline Date	17-Jun-24
Country	Japan	Record Date	31-Mar-24
Blocking	No	Vote Date	10-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For
2.1	Elect Mariko Fujii	Management	For	For	For
2.2	Elect Keiko Honda	Management	For	For	For
2.3	Elect Kaoru Kato	Management	For	For	For
2.4	Elect Satoko Kuwabara @ Satoko Ota	Management	For	For	For
2.5	Elect Hirofumi Nomoto	Management	For	Against	Against
2.6	Elect Mari Elka Pangestu	Management	For	For	For

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2.7	Elect Hiroshi Shimizu	Management	For	For	For
2.8	Elect David Sneider	Management	For	For	For
2.9	Elect Koichi Tsuji	Management	For	For	For
2.10	Elect Kenichi Miyanaga	Management	For	For	For
2.11	Elect Ryoichi Shinke	Management	For	For	For
2.12	Elect Kanetsugu Mike	Management	For	For	For
2.13	Elect Hironori Kamezawa	Management	For	For	For
2.14	Elect Iwao Nagashima	Management	For	For	For
2.15	Elect Junichi Hanzawa	Management	For	For	For
2.16	Elect Makoto Kobayashi	Management	For	For	For
3	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	Against	Against	For
4	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	Against	Against	For

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INDUSTRIA DE DISEÑO TEXTIL SA

ISIN	ES0148396007	Meeting Date	09-Jul-24
Ticker	ITX	Deadline Date	27-Jun-24
Country	Spain	Record Date	04-Jul-24
Blocking	No	Vote Date	18-Jun-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.a	Individual Accounts and Reports	Management	For	For	For
1.b	Ratification of Board Acts	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5.a	Amendments to Article 9 (Transfer of Shares)	Management	For	For	For
5.b	Amendments to Articles (Shareholders' Meeting)	Management	For	For	For
5.c	Amendments to Articles (Board and Committees)	Management	For	For	For
5.d	Amendments to Article 36 (Allocation of Profits)	Management	For	For	For
5.e	Amendments to Article 40 (Liquidation)	Management	For	For	For
6	Amendments to General Shareholders' Meeting Regulations	Management	For	For	For
7.a	Elect Flora Pérez Marcote	Management	For	For	For

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7.b	Elect Belén Romana García	Management	For	For	For
7.c	Elect Denise Patricia Kingsmill	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9	Authority to Set General Meeting Notice Period at 15 days	Management	For	Against	Against
10	Authorisation of Legal Formalities	Management	For	For	For

LINDE PLC

ISIN	IE000S9YS762	Meeting Date	30-Jul-24
Ticker	LIN	Deadline Date	11-Jul-24
Country	Ireland	Record Date	26-Apr-24
Blocking	No	Vote Date	12-Jul-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect Stephen F. Angel	Management	For	For	For
1b	Elect Sanjiv Lamba	Management	For	For	For

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1c	Elect Ann-Kristin Achleitner	Management	For	For	For
1d	Elect Thomas Enders	Management	For	For	For
1e	Elect Hugh Grant	Management	For	For	For
1f	Elect Joe Kaeser	Management	For	For	For
1g	Elect Victoria E. Ossadnik	Management	For	Against	Against
1h	Elect Paula Rosput Reynolds	Management	For	For	For
1i	Elect Alberto Weisser	Management	For	For	For
1j	Elect Robert L. Wood	Management	For	For	For
2a	Ratification of Auditor	Management	For	For	For
2b	Authority to Set Auditor's Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Determination of Price Range for Re-allotment of Treasury Shares	Management	For	For	For

WOLTERS KLUWERS NV

ISIN	NL0000395903	Meeting Date	28-Oct-24
Ticker	WKL	Deadline Date	16-Oct-24
Country	Netherlands	Record Date	30-Sep-24
Blocking	No	Vote Date	07-Oct-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Elect Anjana Harve to the Supervisory Board	Management	For	For	For

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CINTAS CORPORATION

ISIN	US1729081059	Meeting Date	29-Oct-24
Ticker	CTAS	Deadline Date	22-Oct-24
Country	United States	Record Date	12-Sep-24
Blocking	No	Vote Date	10-Oct-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Melanie W. Barstad	Management	For	For	For
1b.	Elect Beverly K. Carmichael	Management	For	For	For
1c.	Elect Karen L. Carnahan	Management	For	For	For
1d.	Elect Robert E. Coletti	Management	For	For	For
1e.	Elect Scott D. Farmer	Management	For	For	For
1f.	Elect Martin Mucci	Management	For	For	For
1g.	Elect Joseph Scaminace	Management	For	For	For
1h.	Elect Todd M. Schneider	Management	For	For	For
1i.	Elect Ronald W. Tysoe	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Amendment to the 2016 Equity and Incentive Compensation Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

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5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	Against

LAM RESEARCH CORP.

ISIN	US5128071082	Meeting Date	05-Nov-24
Ticker	LRCX	Deadline Date	29-Oct-24
Country	United States	Record Date	06-Sep-24
Blocking	No	Vote Date	14-Oct-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sohail U. Ahmed	Management	For	For	For
1b.	Elect Timothy M. Archer	Management	For	For	For
1c.	Elect Eric K. Brandt	Management	For	For	For
1d.	Elect Ita M. Brennan	Management	For	For	For

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1e.	Elect Michael R. Cannon	Management	For	For	For
1f.	Elect John M. Dineen	Management	For	For	For
1g.	Elect Mark Fields	Management	For	For	For
1h.	Elect Ho Kyu Kang	Management	For	For	For
1i.	Elect Bethany J. Mayer	Management	For	For	For
1j.	Elect Jyoti K. Mehra	Management	For	For	For
1k.	Elect Abhijit Y. Talwalkar	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

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ORACLE CORP.

ISIN	US68389X1054	Meeting Date	14-Nov-24
Ticker	ORCL	Deadline Date	07-Nov-24
Country	United States	Record Date	16-Sep-24
Blocking	No	Vote Date	21-Oct-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Awo Ablo	Management	For	For	For
1.2	Elect Jeffrey S. Berg	Management	For	For	For
1.3	Elect Michael J. Boskin	Management	For	For	For
1.4	Elect Safra A. Catz	Management	For	Withhold	Against
1.5	Elect Bruce R. Chizen	Management	For	For	For
1.6	Elect George H. Conrades	Management	For	Withhold	Against
1.7	Elect Lawrence J. Ellison	Management	For	For	For
1.8	Elect Rona Fairhead	Management	For	For	For
1.9	Elect Jeffrey O. Henley	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1.10	Elect Charles W. Moorman	Management	For	Withhold	Against
1.11	Elect Leon E. Panetta	Management	For	Withhold	Against
1.12	Elect William G. Parrett	Management	For	For	For
1.13	Elect Naomi O. Seligman	Management	For	Withhold	Against
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

FAST RETAILING CO. LTD.

ISIN	JP3802300008	Meeting Date	28-Nov-24
Ticker	9983	Deadline Date	18-Nov-24
Country	Japan	Record Date	31-Aug-24
Blocking	No	Vote Date	08-Nov-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Amendment to Articles	Management	For	For	For
2.1	Elect Tadashi Yanai	Management	For	For	For
2.2	Elect Nobumichi Hattori	Management	For	For	For
2.3	Elect Masaaki Shintaku	Management	For	For	For
2.4	Elect Naotake Ono	Management	For	For	For
2.5	Elect Kathy Matsui @ Kathy Mitsuko Koll	Management	For	For	For
2.6	Elect Joji Kurumado	Management	For	For	For
2.7	Elect Yutaka Kyoya	Management	For	For	For
2.8	Elect Takeshi Okazaki	Management	For	For	For
2.9	Elect Kazumi Yanai	Management	For	For	For
2.10	Elect Koji Yanai	Management	For	For	For
3.1	Elect Keiko Kaneko	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

3.2 Elect Masakatsu Mori Management For For For

FERGUSON ENTERPRISES INC.

ISIN	US31488V1070	Meeting Date	05-Dec-24
Ticker	FERG	Deadline Date	23-Nov-24
Country	United States	Record Date	09-Oct-24
Blocking	No	Vote Date	11-Nov-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Rekha Agrawal	Management	For	For	For
1b.	Elect Kelly Baker	Management	For	For	For
1c.	Elect Rick Beckwitt	Management	For	For	For
1d.	Elect Bill Brundage	Management	For	Against	Against
1e.	Elect Geoff Drabble	Management	For	For	For
1f.	Elect Catherine Halligan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

1g.	Elect Brian May	Management	For	For	For
1h.	Elect James S. Metcalf	Management	For	For	For
1i.	Elect Kevin Murphy	Management	For	For	For
1j.	Elect Alan J. Murray	Management	For	For	For
1k.	Elect Suzanne H. Wood	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MICROSOFT CORPORATION

ISIN	US5949181045	Meeting Date	10-Dec-24
Ticker	MSFT	Deadline Date	03-Dec-24
Country	United States	Record Date	30-Sep-24
Blocking	No	Vote Date	20-Nov-24

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reid G. Hoffman	Management	for	For	For
1b.	Elect Hugh F. Johnston	Management	for	Against	Against
1c.	Elect Teri L. List	Management	for	For	For
1d.	Elect Catherine MacGregor	Management	for	For	For
1e.	Elect Mark Mason	Management	for	For	For
1f.	Elect Satya Nadella	Management	for	For	For
1g.	Elect Sandra E. Peterson	Management	for	For	For
1h.	Elect Penny S. Pritzker	Management	for	For	For
1i.	Elect Carlos A. Rodriguez	Management	for	For	For
1j.	Elect Charles W. Scharf	Management	for	For	For
1k.	Elect John W. Stanton	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

11.	Elect Emma N. Walmsley	Management	for	For	For
2.	Advisory Vote on Executive Compensation	Management	for	For	For
3.	Ratification of Auditor	Management	for	For	For
4.	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	against	For	Against
5.	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Shareholder	against	Against	For
6.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	against	For	Against
7.	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	Shareholder	against	Against	For
8.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	against	For	Against
9.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Shareholder	against	For	Against