

VOTE SUMMARY REPORT

Date range covered : 01/01/2021 to 12/31/2021

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Siemens AG

Meeting Date: 02/03/2021

Country: Germany

Ticker: SIE

Record Date:

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 2,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2019/20	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2019/20	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Lisa Davis (until Feb. 29, 2020) for Fiscal 2019/20	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2019/20	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Janina Kugel (until Jan. 31, 2020) for Fiscal 2019/20	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2019/20	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Sen (until March 31, 2020) for Fiscal 2019/20	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2019/20	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal 2019/20	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2019/20	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2019/20	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2019/20	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2019/20	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2019/20	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2019/20	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Robert Kensbock (until Sep. 25, 2020) for Fiscal 2019/20	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2019/20	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2019/20	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2019/20	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2019/20	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal 2019/20	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2019/20	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal 2019/20	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2019/20	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2019/20	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2019/20	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2019/20	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2019/20	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	Mgmt	For	For	For
6.1	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	Refer	For
6.3	Reelect Jim Snabe to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For
9	Amend Affiliation Agreement with Siemens Bank GmbH	Mgmt	For	For	For
	Shareholder Proposal Submitted by Verein von Belegschaftsaktionären in der Siemens AG, e.V., Munich	Mgmt			
10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	SH	Against	For	For

DCC Plc

Meeting Date: 02/04/2021

Country: Ireland

Ticker: DCC

Record Date: 02/02/2021

Meeting Type: Special

Primary Security ID: G2689P101

Shares Voted: 5,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For	For
2	Adopt New Articles of Association	Mgmt	For	For	For
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For	For

The Sage Group Plc

Meeting Date: 02/04/2021

Country: United Kingdom

Ticker: SGE

Record Date: 02/02/2021

Meeting Type: Annual

Primary Security ID: G7771K142

Shares Voted: 57,838

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	Elect Sangeeta Anand as Director	Mgmt	For	Refer	For
5	Elect Irana Wasti as Director	Mgmt	For	Refer	For
6	Re-elect Sir Donald Brydon as Director	Mgmt	For	Refer	For
7	Re-elect Dr John Bates as Director	Mgmt	For	Refer	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	Refer	For
9	Re-elect Annette Court as Director	Mgmt	For	Refer	For
10	Re-elect Drummond Hall as Director	Mgmt	For	Refer	For
11	Re-elect Steve Hare as Director	Mgmt	For	Refer	For
12	Re-elect Jonathan Howell as Director	Mgmt	For	Refer	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Political Donations and Expenditure	Mgmt	For	For	For
16	Amend Discretionary Share Plan	Mgmt	For	Refer	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For

The Sage Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

CRH Plc

Meeting Date: 02/09/2021 **Country:** Ireland **Ticker:** CRH
Record Date: 02/07/2021 **Meeting Type:** Special
Primary Security ID: G25508105

Shares Voted: 17,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For	For
2	Adopt New Articles of Association	Mgmt	For	For	For
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For	For
4	Adopt New Articles of Association Re: Article 51(d)	Mgmt	For	For	For
5	Approve Capital Reorganisation	Mgmt	For	For	For
6	Amend Articles of Association	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/02/2021 **Country:** Switzerland **Ticker:** NOVN
Record Date: **Meeting Type:** Annual
Primary Security ID: H5820Q150

Shares Voted: 9,148

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 Dividends of CHF 3.00 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve CHF 16.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	Mgmt	For	For	For
6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report	Mgmt	For	For	For
7.1	Reelect Joerg Reinhardt as Director and Board Chairman	Mgmt	For	Refer	For
7.2	Reelect Nancy Andrews as Director	Mgmt	For	Refer	For
7.3	Reelect Ton Buechner as Director	Mgmt	For	Refer	For
7.4	Reelect Patrice Bula as Director	Mgmt	For	Refer	For
7.5	Reelect Elizabeth Doherty as Director	Mgmt	For	Refer	For
7.6	Reelect Ann Fudge as Director	Mgmt	For	Refer	For
7.7	Reelect Bridgette Heller as Director	Mgmt	For	Refer	For
7.8	Reelect Frans van Houten as Director	Mgmt	For	Refer	For
7.9	Reelect Simon Moroney as Director	Mgmt	For	Refer	For
7.10	Reelect Andreas von Planta as Director	Mgmt	For	Refer	For
7.11	Reelect Charles Sawyers as Director	Mgmt	For	Refer	For
7.12	Elect Enrico Vanni as Director	Mgmt	For	Refer	For
7.13	Reelect William Winters as Director	Mgmt	For	Refer	For
8.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Enrico Vanni as Member of the Compensation Committee	Mgmt	For	For	For
8.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
8.5	Appoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
11	Amend Articles Re: Board of Directors Tenure	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Novartis AG

Meeting Date: 03/02/2021

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 9,148

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

Pandora AS

Meeting Date: 03/11/2021

Country: Denmark

Ticker: PNDORA

Record Date: 03/04/2021

Meeting Type: Annual

Primary Security ID: K7681L102

Shares Voted: 1,129

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 Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
6.1	Reelect Peter A. Ruzicka (Chair) as Director	Mgmt	For	Refer	For
6.2	Reelect Christian Frigast (Vice Chair) as Director	Mgmt	For	Refer	For
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	Refer	For
6.4	Reelect Isabelle Parize as Director	Mgmt	For	Refer	For
6.5	Reelect Catherine Spindler as Director	Mgmt	For	Refer	For
6.6	Reelect Marianne Kirkegaard as Director	Mgmt	For	Refer	For
6.7	Elect Heine Dalsgaard as New Director	Mgmt	For	Refer	For
6.8	Elect Jan Zijderveld as New Director	Mgmt	For	Refer	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For	For
9.1	Approve Creation of DKK 50 Million Pool of Capital with Preemptive Rights	Mgmt	For	Refer	For
9.2	Approve Creation of DKK 10 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
9.3	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Refer	For
9.5	Authorize Board to Distribute Dividends of up to DKK 15 Per Share	Mgmt	For	For	For
9.6	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Carlsberg A/S

Meeting Date: 03/15/2021

Country: Denmark

Ticker: CARL.B

Record Date: 03/08/2021

Meeting Type: Annual

Primary Security ID: K36628137

Shares Voted: 1,661

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 22 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5a	Approve Remuneration of Directors in the Amount of DKK 1.9 Million for Chairman, DKK 618,000 for Vice Chair and DKK 412,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5b	Approve DKK 58 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
5c	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
5d	Instruct Board to Complete an Assessment of the Ability of Carlsberg to Publish Corporate Country-by-Country Tax Reporting in Line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019)	SH	For	For	For
	Management Proposals	Mgmt			
6a	Reelect Flemming Besenbacher as Director	Mgmt	For	Refer	Abstain
6b	Reelect Lars Fruergaard Jorgensen as Director	Mgmt	For	Refer	For
6c	Reelect Carl Bache as Director	Mgmt	For	Refer	Abstain

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6d	Reelect Magdi Batato as Director	Mgmt	For	Refer	For
6e	Reelect Lilian Fossum Biner as Director	Mgmt	For	Refer	For
6f	Reelect Richard Burrows as Director	Mgmt	For	Refer	Abstain
6g	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	Refer	Abstain
6h	Reelect Majken Schultz as Director	Mgmt	For	Refer	Abstain
6i	Reelect Lars Stemmerik as Director	Mgmt	For	Refer	Abstain
6j	Elect Henrik Poulsen as New Director	Mgmt	For	Refer	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

GN Store Nord A/S

Meeting Date: 03/17/2021

Country: Denmark

Ticker: GN

Record Date: 03/10/2021

Meeting Type: Annual

Primary Security ID: K4001S214

Shares Voted: 1,167

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 Dividends of DKK 1.45 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of DKK 870,000 for Chairman, DKK 580,000 for Vice Chairman, and DKK 290,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
7.1	Reelect Per Wold-Olsen as Director	Mgmt	For	Refer	For
7.2	Reelect Jukka Pekka Pertola as Director	Mgmt	For	Refer	Abstain
7.3	Reelect Helene Barnekow as Director	Mgmt	For	Refer	For
7.4	Reelect Montserrat Maresch Pascual as Director	Mgmt	For	Refer	For
7.5	Reelect Wolfgang Reim as Director	Mgmt	For	Refer	For
7.6	Reelect Ronica Wang as Director	Mgmt	For	Refer	For
7.7	Reelect Anette Weber as New Director	Mgmt	For	Refer	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9.2	Approve DKK 16.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.3.a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	For	For
9.3.b	Amend Articles Re: Company Calendar	Mgmt	For	For	For
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
10	Instruct Board to Complete an Assessment of the Ability of GN Store Nord to Publish Corporate Country-by-Country Tax Reporting in Line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019)	SH	Against	For	For
11	Other Business (Non-Voting)	Mgmt			

Randstad NV

Meeting Date: 03/23/2021

Country: Netherlands

Ticker: RAND

Record Date: 02/23/2021

Meeting Type: Annual

Primary Security ID: N7291Y137

Shares Voted: 11,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Reports of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements	Mgmt	For	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2e	Approve Regular Dividends of EUR 1.62 Per Share	Mgmt	For	For	For
2f	Approve Special Dividends of EUR 1.62 Per Share	Mgmt	For	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4	Amend Remuneration Policy	Mgmt	For	Refer	For
5	Elect Sander van't Noordende to Supervisory Board	Mgmt	For	Refer	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	Refer	For

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6c	Authorize Cancel Repurchase of Up to 10 Percent of Issued Share Capital under Item 6b	Mgmt	For	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8	Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

Sartorius Stedim Biotech SA

Meeting Date: 03/24/2021

Country: France

Ticker: DIM

Record Date: 03/22/2021

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	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 0.68 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 313,800	Mgmt	For	For	For
6	Approve Compensation of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	Against
9	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Reelect Anne-Marie Graffin as Director	Mgmt	For	Refer	For
11	Reelect Susan Dexter as Director	Mgmt	For	Refer	For
12	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For
13	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision to Neither Replace Nor Renew	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Electrolux AB

Meeting Date: 03/25/2021 **Country:** Sweden **Ticker:** ELUX.B
Record Date: 03/17/2021 **Meeting Type:** Annual
Primary Security ID: W24713120

Shares Voted: 13,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.1	Designate Ramsay Brufer as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.2	Designate Anders Oscarsson as Inspector 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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.1	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
8.2	Approve Discharge of Petra Hedengran	Mgmt	For	For	For
8.3	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
8.4	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.5	Approve Discharge of Karin Overbeck	Mgmt	For	For	For
8.6	Approve Discharge of Fredrik Persson	Mgmt	For	For	For
8.7	Approve Discharge of David Porter	Mgmt	For	For	For
8.8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
8.9	Approve Discharge of Kai Warn	Mgmt	For	For	For
8.10	Approve Discharge of Hasse Johansson	Mgmt	For	For	For
8.11	Approve Discharge of Ulrika Saxon	Mgmt	For	For	For
8.12	Approve Discharge of Mina Billing	Mgmt	For	For	For
8.13	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For	For
8.14	Approve Discharge of Peter Ferm	Mgmt	For	For	For

Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.15	Approve Discharge of Ulf Carlsson	Mgmt	For	For	For
8.16	Approve Discharge of Ulrik Danestad	Mgmt	For	For	For
8.17	Approve Discharge of Richard Dellner	Mgmt	For	For	For
8.18	Approve Discharge of Wilson Quispe	Mgmt	For	For	For
8.19	Approve Discharge of Joachim Nord	Mgmt	For	For	For
8.20	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 8 Per Share	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chairman and SEK 665,000 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 Staffan Bohman as Director	Mgmt	For	Refer	For
12.2	Reelect Petra Hedengran as Director	Mgmt	For	Refer	For
12.3	Reelect Henrik Henriksson as Director	Mgmt	For	Refer	For
12.4	Reelect Ulla Litzen as Director	Mgmt	For	Refer	For
12.5	Reelect Karin Overbeck as Director	Mgmt	For	Refer	For
12.6	Reelect Fredrik Persson as Director	Mgmt	For	Refer	For
12.7	Reelect David Porter as Director	Mgmt	For	Refer	For
12.8	Reelect Jonas Samuelson as Director	Mgmt	For	Refer	For
12.9	Reelect Staffan Bohman as Board Chairman	Mgmt	For	For	For
13	Ratify Deloitte as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Performance Share Plan for Key Employees	Mgmt	For	Refer	Against
16.1	Authorize Share Repurchase Program	Mgmt	For	For	For
16.2	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Givaudan SA

Meeting Date: 03/25/2021

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

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 Allocation of Income and Dividends of CHF 64 per Share	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.1	Reelect Victor Balli as Director	Mgmt	For	Refer	For
5.1.2	Reelect Werner Bauer as Director	Mgmt	For	Refer	For
5.1.3	Reelect Lilian Biner as Director	Mgmt	For	Refer	For
5.1.4	Reelect Michael Carlos as Director	Mgmt	For	Refer	For
5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For	Refer	For
5.1.6	Reelect Olivier Filliol as Director	Mgmt	For	Refer	For
5.1.7	Reelect Sophie Gasperment as Director	Mgmt	For	Refer	For
5.1.8	Reelect Calvin Grieder as Director and Board Chairman	Mgmt	For	Refer	For
5.2.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Givaudan SA

Shares Voted: 245

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

Novo Nordisk A/S

Meeting Date: 03/25/2021

Country: Denmark

Ticker: NOVO.B

Record Date: 03/18/2021

Meeting Type: Annual

Primary Security ID: K72807132

Shares Voted: 15,591

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 5.85 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For	Refer	For
6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For	Refer	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	Refer	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	Refer	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	Refer	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Refer	For
6.3e	Reelect Martin Mackay as Director	Mgmt	For	Refer	For
6.3f	Elect Henrik Poulsen as New Director	Mgmt	For	Refer	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 46.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 46.2 Million	Mgmt	For	Refer	For
8.4a	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
8.4b	Approve Indemnification of Members of Executive Management	Mgmt	For	For	For
8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Refer	For
8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	Against	Against
8.6b	Allow Electronic Distribution of Company Communication	Mgmt	For	For	For
8.6c	Amend Articles Re: Differentiation of Votes	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.7	Initiate Plan for Changed Ownership	SH	Against	Against	Against
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

Repsol SA

Meeting Date: 03/25/2021 **Country:** Spain **Ticker:** REP
Record Date: 03/19/2021 **Meeting Type:** Annual
Primary Security ID: E8471S130

Shares Voted: 48,678

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 Allocation of Income and Dividends	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 PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 8.4 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	Refer	For
9	Reelect Manuel Manrique Cecilia as Director	Mgmt	For	Refer	For
10	Reelect Mariano Marzo Carpio as Director	Mgmt	For	Refer	For
11	Reelect Isabel Torremocha Ferrezuelo as Director	Mgmt	For	Refer	For
12	Reelect Luis Suarez de Lezo Mantilla as Director	Mgmt	For	Refer	For
13	Ratify Appointment of and Elect Rene Dahan as Director	Mgmt	For	Refer	For
14	Elect Aurora Cata Sala as Director	Mgmt	For	Refer	For
15	Amend Articles	Mgmt	For	For	For
16	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
17	Advisory Vote on Remuneration Report	Mgmt	For	For	For
18	Approve Remuneration Policy	Mgmt	For	Refer	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

SKF AB

Meeting Date: 03/25/2021

Country: Sweden

Ticker: SKF.B

Record Date: 03/17/2021

Meeting Type: Annual

Primary Security ID: W84237143

Shares Voted: 3,842

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	Designate Inspector(s) of Minutes 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	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 6.50 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For	For
10.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For	For
10.3	Approve Discharge of Board Member Alrik Danielson	Mgmt	For	For	For
10.4	Approve Discharge of Board Member Ronnie Leten	Mgmt	For	For	For
10.5	Approve Discharge of Board Member Barb Samardzich	Mgmt	For	For	For
10.6	Approve Discharge of Board Member Colleen Replier	Mgmt	For	For	For
10.7	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For	For
10.8	Approve Discharge of Board Member Susanna Schneeberger	Mgmt	For	For	For
10.9	Approve Discharge of Board Member Lars Wedenborn	Mgmt	For	For	For
10.10	Approve Discharge of Board Member Jonny Hilbert	Mgmt	For	For	For
10.11	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For	For
10.12	Approve Discharge of Board Member Kennet Carlsson	Mgmt	For	For	For
10.13	Approve Discharge of Board Member Claes Palm	Mgmt	For	For	For
10.14	Approve Discharge of CEO Alrik Danielson	Mgmt	For	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chairman and SEK 750,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.1	Reelect Hans Straberg as Director	Mgmt	For	Refer	For
13.2	Reelect Hock Goh as Director	Mgmt	For	Refer	For
13.3	Reelect Barb Samardzich as Director	Mgmt	For	Refer	For
13.4	Reelect Colleen Replier as Director	Mgmt	For	Refer	For
13.5	Reelect Geert Follens as Director	Mgmt	For	Refer	For
13.6	Reelect Hakan Buskhe as Director	Mgmt	For	Refer	Against
13.7	Reelect Susanna Schneeberger as Director	Mgmt	For	Refer	For
13.8	Elect Rickard Gustafson as New Director	Mgmt	For	Refer	For
14	Elect Hans Straberg as Board Chairman	Mgmt	For	For	For
15	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For	For

SKF AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Amend Articles of Association Re: Collecting of Proxies; Advanced Voting; Editorial Changes	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20	Approve 2021 Performance Share Program	Mgmt	For	Refer	Against

Vivendi SA

Meeting Date: 03/29/2021 **Country:** France **Ticker:** VIV
Record Date: 03/25/2021 **Meeting Type:** Special
Primary Security ID: F97982106

Shares Voted: 3,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Article 20 of Bylaws Re: Allocation of Income and Dividends	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lundin Energy AB

Meeting Date: 03/30/2021 **Country:** Sweden **Ticker:** LUNE
Record Date: 03/22/2021 **Meeting Type:** Annual
Primary Security ID: W64566107

Shares Voted: 3,190

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; Receive Board's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of USD 1.80 Per Share	Mgmt	For	For	For

Lundin Energy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Approve Discharge of Board Member Peggy Bruzelius	Mgmt	For	For	For
11.b	Approve Discharge of Board Member C. Ashley Heppenstall	Mgmt	For	For	For
11.c	Approve Discharge of Board Chairman Ian H. Lundin	Mgmt	For	For	For
11.d	Approve Discharge of Board Member Lukas H. Lundin	Mgmt	For	For	For
11.e	Approve Discharge of Board Member Grace Reksten Skaugen	Mgmt	For	For	For
11.f	Approve Discharge of Board Member Torstein Sanness	Mgmt	For	For	For
11.g	Approve Discharge of Board Member and CEO Alex Schneider	Mgmt	For	For	For
11.h	Approve Discharge of Board Member Jakob Thomasen	Mgmt	For	For	For
11.i	Approve Discharge of Board Member Cecilia Vieweg	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	Against	Against
13	Receive Nomination Committee's Report	Mgmt			
14	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Amount of USD 130,000 for the Chairman and USD 62,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
16.a	Reelect Peggy Bruzelius as Director	Mgmt	For	Refer	For
16.b	Reelect C. Ashley Heppenstall as Director	Mgmt	For	Refer	Against
16.c	Reelect Ian H. Lundin as Director	Mgmt	For	Refer	For
16.d	Reelect Lukas H. Lundin as Director	Mgmt	For	Refer	Against
16.e	Reelect Grace Reksten as Director	Mgmt	For	Refer	For
16.f	Reelect Torstein Sanness as Director	Mgmt	For	Refer	Against
16.g	Reelect Alex Schneider as Director	Mgmt	For	Refer	For
16.h	Reelect Jakob Thomasen as Director	Mgmt	For	Refer	For
16.i	Reelect Cecilia Vieweg as Director	Mgmt	For	Refer	For
16.j	Elect Adam I. Lundin as New Director	Mgmt	For	Refer	Against
16.k	Reelect Ian H. Lundin as Board Chairman	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
19	Approve Performance Share Plan LTIP 2021	Mgmt	For	Refer	For
20	Approve Equity Plan Financing of LTIP 2021	Mgmt	For	For	For
21	Approve Extra Remuneration for Alex Schneider	Mgmt	For	Against	Against

Lundin Energy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Issuance of up to 28.5 Million Shares without Preemptive Rights	Mgmt	For	Refer	For
23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposals Submitted	Mgmt			
24.a	Instruct Company to Align its Legal Defence Strategy with its Human Rights Policy	SH	Against	Against	Against
24.b	Instruct Company to Disclose All Current and Projected Direct and Indirect Costs Connected with the Legal Defence	SH	Against	For	For
25	Close Meeting	Mgmt			

Skandinaviska Enskilda Banken AB

Meeting Date: 03/30/2021 **Country:** Sweden **Ticker:** SEB.A
Record Date: 03/22/2021 **Meeting Type:** Annual
Primary Security ID: W25381141

Shares Voted: 435

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
3.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For	For	For
3.2	Designate Per Colleen as Inspector of Minutes 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	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 4.10 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Johan H. Andresen	Mgmt	For	For	For
10.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
10.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For
10.4	Approve Discharge of Samir Brikho	Mgmt	For	For	For
10.5	Approve Discharge of Winnie Fok	Mgmt	For	For	For
10.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.7	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
10.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
10.9	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.10	Approve Discharge of Magnus Olsson	Mgmt	For	For	For
10.11	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
10.12	Approve Discharge of Jesper Ovesen	Mgmt	For	For	For
10.13	Approve Discharge of Helena Saxon	Mgmt	For	For	For
10.14	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
10.15	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
10.16	Approve Discharge of Hakan Westerberg	Mgmt	For	For	For
10.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
11	Determine Number of Members (9) and Deputy Members of Board	Mgmt	For	For	For
12	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chairman, SEK 1 Million for Vice Chairman, and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Refer	For
14.2	Reelect Anne-Catherine Berner as Director	Mgmt	For	Refer	For
14.3	Reelect Winnie Fok as Director	Mgmt	For	Refer	For
14.4	Reelect Sven Nyman as Director	Mgmt	For	Refer	For
14.5	Reelect Lars Ottersgard as Director	Mgmt	For	Refer	For
14.6	Reelect Jesper Ovesen as Director	Mgmt	For	Refer	Against
14.7	Reelect Helena Saxon as Director	Mgmt	For	Refer	Against
14.8	Reelect Johan Torgeby as Director	Mgmt	For	Refer	For
14.9	Reelect Marcus Wallenberg as Director	Mgmt	For	Refer	Against
14.10	Reelect Marcus Wallenberg as Board Chairman	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.1	Approve SEB All Employee Program 2021 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17.2	Approve SEB Share Deferral Program 2021 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.3	Approve SEB Restricted Share Program 2021 for Some Employees in Certain Business Units	Mgmt	For	For	For
18.1	Authorize Share Repurchase Program	Mgmt	For	For	For
18.2	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
18.3	Approve Transfer of Class A Shares to Participants in 2021 Long-Term Equity Programs	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	Refer	For
20	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
21	Amend Articles Re: Editorial Changes; Participation at General Meetings; Location of General Meetings; Attendance of Persons not being Shareholders at General Meetings	Mgmt	For	For	For
	Shareholder Proposals Submitted by Elisabeth Dahlerus Dahlin	Mgmt			
22.1	The Bank Immediately shall Work for the Exclusion of Fossil Companies as Borrowers in the Bank	SH	None	Refer	Against
22.2	The Bank shall Exclude Fossil Fuels as Investment Objects	SH	None	Refer	Against
	Shareholder Proposals Submitted by Rolf Lindahl	Mgmt			
23.1	By 2025, the Bank will Only Finance those Companies and Projects that are in Line with what Science Requires for the World to Stay below 1.5 Degree Celsius	SH	None	Refer	Against
23.2	The Board of Directors of the Bank shall Report back on how this has been Implemented at the Latest at the 2022 AGM and thereafter Annually until it has been Fully Implemented	SH	None	Refer	Against
24	Close Meeting	Mgmt			

Skanska AB

Meeting Date: 03/30/2021 **Country:** Sweden **Ticker:** SKA.B
Record Date: 03/22/2021 **Meeting Type:** Annual
Primary Security ID: W83567110

Shares Voted: 25,815

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Designate Helena Stjernholm as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.2	Designate Mats Guldbrand as Inspector 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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of SEK 9.5 Per Share	Mgmt	For	For	For
9.a	Approve Discharge of Board Chairman Hans Biorck	Mgmt	For	For	For
9.b	Approve Discharge of Board Member Par Boman	Mgmt	For	For	For
9.c	Approve Discharge of Board Member Jan Gurander	Mgmt	For	For	For
9.d	Approve Discharge of Board Member Fredrik Lundberg	Mgmt	For	For	For
9.e	Approve Discharge of Board Member Catherine Marcus	Mgmt	For	For	For
9.f	Approve Discharge of Board Member Jayne McGivern	Mgmt	For	For	For
9.g	Approve Discharge of Board Member Asa Soderstrom Winberg	Mgmt	For	For	For
9.h	Approve Discharge of Board Member Charlotte Stromberg	Mgmt	For	For	For
9.i	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For	For
9.j	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For	For
9.k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For	For
9.l	Approve Discharge of Employee Representative Anders Rattgard (Deputy Board Member)	Mgmt	For	For	For
9.m	Approve Discharge of Employee Representative Par-Olow Johansson (Deputy Board Member)	Mgmt	For	For	For
9.n	Approve Discharge of Employee Representative Hans Reinholdsson (Deputy Board Member)	Mgmt	For	For	For
9.o	Approve Discharge of President Anders Danielsson	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

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chairman and SEK 725,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Hans Biorck as Director	Mgmt	For	Refer	For
12.b	Reelect Par Boman as Director	Mgmt	For	Refer	Against
12.c	Reelect Jan Gurander as Director	Mgmt	For	Refer	For
12.d	Reelect Fredrik Lundberg as Director	Mgmt	For	Refer	Against
12.e	Reelect Catherine Marcus as Director	Mgmt	For	Refer	For
12.f	Reelect Jayne McGivern as Director	Mgmt	For	Refer	For
12.g	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	Refer	For
12.h	Reelect Hans Biorck as Board Chairman	Mgmt	For	For	For
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Equity Plan Financing	Mgmt	For	For	For
16	Amend Articles Re: Editorial Changes; Collecting of Proxies and Postal Voting; Participation at General Meetings	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/30/2021 **Country:** Sweden **Ticker:** ERIC.B
Record Date: 03/22/2021 **Meeting Type:** Annual
Primary Security ID: W26049119

Shares Voted: 10,665

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			
7.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.2	Approve Remuneration Report	Mgmt	For	For	For
7.3a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
7.3c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
7.3d	Approve Discharge of Board Member Jon Fredrik Baksaa	Mgmt	For	For	For
7.3e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
7.3f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For	For
7.3g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
7.3h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
7.3i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	For	For
7.3j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
7.3k	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	For	For
7.3l	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
7.3m	Approve Discharge of Employee Representative Roger Svensson	Mgmt	For	For	For
7.3n	Approve Discharge of Deputy Employee Representative Per Holmberg	Mgmt	For	For	For
7.3o	Approve Discharge of Deputy Employee Representative Anders Ripa	Mgmt	For	For	For
7.3p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
7.3q	Approve Discharge of President Borje Ekholm	Mgmt	For	For	For
7.4	Approve Allocation of Income and Dividends of SEK 2 Per Share	Mgmt	For	For	For
8	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chairman and SEK 1.06 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	For
10.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	Refer	For
10.2	Reelect Jan Carlson as Director	Mgmt	For	Refer	Against
10.3	Reelect Nora Denzel as Director	Mgmt	For	Refer	For
10.4	Reelect Borje Ekholm as Director	Mgmt	For	Refer	For
10.5	Reelect Eric A. Elzvik as Director	Mgmt	For	Refer	For
10.6	Reelect Kurt Jofs as Director	Mgmt	For	Refer	For
10.7	Reelect Ronnie Leten as Director	Mgmt	For	Refer	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.8	Reelect Kristin S. Rinne as Director	Mgmt	For	Refer	For
10.9	Reelect Helena Stjernholm as Director	Mgmt	For	Refer	For
10.10	Reelect Jacob Wallenberg as Director	Mgmt	For	Refer	For
11	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	For
12	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Amend Articles Re: Editorial Changes; Collecting of Proxies and Postal Voting; Participation at General Meetings	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2021 (LTV 2021)	Mgmt	For	Refer	Against
16.2	Approve Equity Plan Financing of LTV 2021	Mgmt	For	Against	Against
16.3	Approve Alternative Equity Plan Financing of LTV 2021, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17	Approve Equity Plan Financing of LTV 2020	Mgmt	For	For	For
18	Approve Equity Plan Financing of LTV 2018 and 2019	Mgmt	For	For	For

Daimler AG

Meeting Date: 03/31/2021

Country: Germany

Ticker: DAI

Record Date:

Meeting Type: Annual

Primary Security ID: D1668R123

Shares Voted: 4,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the 2022 Interim Financial Statements until the 2022 AGM	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors of the Final Balance Sheets Required under the German Reorganization Act	Mgmt	For	For	For

Daimler AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Elizabeth Centoni to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Ben van Beurden to the Supervisory Board	Mgmt	For	Refer	For
6.3	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Amend Articles Re: Supervisory Board Meetings and Resolutions	Mgmt	For	For	For
9	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For	For

Swisscom AG

Meeting Date: 03/31/2021

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 717

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
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Roland Abt as Director	Mgmt	For	Refer	For
4.2	Reelect Alain Carrupt as Director	Mgmt	For	Refer	For
4.3	Elect Guus Dekkers as Director	Mgmt	For	Refer	For
4.4	Reelect Frank Esser as Director	Mgmt	For	Refer	For
4.5	Reelect Barbara Frei as Director	Mgmt	For	Refer	For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	Refer	For
4.7	Reelect Anna Mossberg as Director	Mgmt	For	Refer	For
4.8	Reelect Michael Rechsteiner as Director	Mgmt	For	Refer	For
4.9	Elect Michael Rechsteiner as Board Chairman	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Barbara Frei as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Appoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reappoint Renzo Simoni as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.7 Million	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swisscom AG

Meeting Date: 03/31/2021

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 717

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

Telecom Italia SpA

Meeting Date: 03/31/2021

Country: Italy

Ticker: TIT

Record Date: 03/22/2021

Meeting Type: Annual

Primary Security ID: T92778108

Shares Voted: 203,153

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	Approve Remuneration Policy	Mgmt	For	Refer	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Fix Number of Directors	Mgmt	For	For	For
6	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			

Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Slate Submitted by Management	Mgmt	For	Refer	For
7.2	Slate Submitted by a Group of Fund Managers and SICAVs	SH	None	Against	Against
7-bis	Appoint Unelected Candidates Who Are Included in Properly Submitted Slates	Mgmt	None	Refer	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
9.1	Slate Submitted by Vivendi SA	SH	None	Against	Against
9.2	Slate Submitted by a Group of Fund Managers and SICAVs	SH	None	For	For
9.3	Slate Submitted by Cassa Depositi e Prestiti SpA	SH	None	Against	Against
9-bis	Appoint Unelected Candidates Who Are Included in Properly Submitted Slates	SH	None	For	For
	Shareholder Proposal Submitted by Vivendi SA	Mgmt			
10.a	Appoint Angelo Rocco Bonisconi as Chairman of Internal Statutory Auditors	SH	None	Against	Against
	Shareholder Proposal Submitted by a Group of Fund Managers and SICAVs	Mgmt			
10.b	Appoint Francesco Fallacara as Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Cassa Depositi e Prestiti SpA	Mgmt			
10.c	Appoint Franco Luciano Tutino as Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Vivendi SA	Mgmt			
11	Approve Internal Auditors' Remuneration	SH	None	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Refer	Against

Volvo AB

Meeting Date: 03/31/2021

Country: Sweden

Ticker: VOLV.B

Record Date: 03/23/2021

Meeting Type: Annual

Primary Security ID: 928856301

Shares Voted: 9,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.1	Designate Erik Sjomán as Inspector of Minutes of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Designate Martin Jonasson as Inspector 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; Receive President's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of SEK 6 Per Share and an Extra Dividend of SEK 9 Per Share	Mgmt	For	For	For
9.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
9.2	Approve Discharge of Eckhard Cordes	Mgmt	For	For	For
9.3	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
9.4	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
9.5	Approve Discharge of James W. Griffith	Mgmt	For	For	For
9.6	Approve Discharge of Martin Lundstedt (as Board Member)	Mgmt	For	For	For
9.7	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
9.8	Approve Discharge of Martina Merz	Mgmt	For	For	For
9.9	Approve Discharge of Hanne de Mora	Mgmt	For	For	For
9.10	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
9.11	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
9.12	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
9.13	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
9.14	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	For	For
9.15	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
9.16	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For	For
9.17	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
10.1	Determine Number of Members (11) of Board	Mgmt	For	For	For
10.2	Determine Number of Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman and SEK 1.1 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Reelect Matti Alahuhta as Director	Mgmt	For	Refer	For
12.2	Reelect Eckhard Cordes as Director	Mgmt	For	Refer	For
12.3	Reelect Eric Elzvik as Director	Mgmt	For	Refer	For
12.4	Elect Martha Finn Brooks as New Director	Mgmt	For	Refer	For
12.5	Reelect Kurt Jofs as Director	Mgmt	For	Refer	For
12.6	Reelect Martin Lundstedt as Director	Mgmt	For	Refer	For
12.7	Reelect Kathryn Marinello as Director	Mgmt	For	Refer	For
12.8	Reelect Martina Merz as Director	Mgmt	For	Refer	For
12.9	Reelect Hanne de Mora as Director	Mgmt	For	Refer	For
12.10	Reelect Helena Stjernholm as Director	Mgmt	For	Refer	For
12.11	Reelect Carl-Henric Svenberg as Director	Mgmt	For	Refer	For
13	Reelect Carl-Henric Svanberg as Board Chairman	Mgmt	For	For	For
14.1	Elect Bengt Kjell to Serve on Nomination Committee	Mgmt	For	For	For
14.2	Elect Anders Oscarsson to Serve on Nomination Committee	Mgmt	For	For	For
14.3	Elect Ramsay Brufer to Serve on Nomination Committee	Mgmt	For	For	For
14.4	Elect Carine Smith Ihenacho to Serve on Nomination Committee	Mgmt	For	For	For
14.5	Elect Chairman of the Board to Serve on Nomination Committee	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	Refer	Against
17	Amend Articles Re: Auditors	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
18	Limit Contributions to Chalmers University of Technology Foundation to a Maximum of SEK 4 Million Per Year	SH	None	Refer	Against

ABN AMRO Bank NV

Meeting Date: 04/06/2021

Country: Netherlands

Ticker: ABN

Record Date: 03/25/2021

Meeting Type: Annual

Primary Security ID: N0162C102

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Informational Meeting of the Foundation Administration Office for Holders of Depositary Receipts	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Announcements (Non-Voting)	Mgmt			
3.a	Receive Report of Management Board (Non-Voting)	Mgmt			
3.b	Receive Annual Accounts (Non-Voting)	Mgmt			
4	Receive Agenda and Notice Convening the Annual General Meeting of ABN AMRO Bank N.V. of April 21, 2021	Mgmt			
5	Other Business (Non-Voting)	Mgmt			
6	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/07/2021

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 132

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
2	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1a	Reelect Michel Lies as Director and Board Chairman	Mgmt	For	Refer	For
4.1b	Reelect Joan Amble as Director	Mgmt	For	Refer	For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	Refer	For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	Refer	For
4.1e	Reelect Christoph Franz as Director	Mgmt	For	Refer	For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	Refer	For
4.1g	Reelect Jeffrey Hayman as Director (pro-forma vote as Jeffrey Hayman is not available for appointment)	Mgmt	For	Refer	For
4.1h	Reelect Monica Maechler as Director	Mgmt	For	Refer	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	Refer	For
4.1j	Reelect Jasmin Staiblin as Director	Mgmt	For	Refer	For
4.1k	Reelect Barry Stowe as Director	Mgmt	For	Refer	For
4.1l	Elect Sabine Keller-Busse as Director	Mgmt	For	Refer	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 Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Appoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 5.9 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79.8 Million	Mgmt	For	For	For
6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with Partial Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	Mgmt	For	Refer	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Zurich Insurance Group AG

Meeting Date: 04/07/2021 **Country:** Switzerland **Ticker:** ZURN
Record Date: **Meeting Type:** Annual

Primary Security ID: H9870Y105

Shares Voted: 132

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

Adecco Group AG

Meeting Date: 04/08/2021 **Country:** Switzerland **Ticker:** ADEN
Record Date: **Meeting Type:** Annual

Primary Security ID: H00392318

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
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 Chairman	Mgmt	For	Refer	For
5.1.2	Reelect Ariane Gorin as Director	Mgmt	For	Refer	For
5.1.3	Reelect Alexander Gut as Director	Mgmt	For	Refer	For
5.1.4	Reelect Didier Lamouche as Director	Mgmt	For	Refer	For
5.1.5	Reelect David Prince as Director	Mgmt	For	Refer	For
5.1.6	Reelect Kathleen Taylor as Director	Mgmt	For	Refer	For
5.1.7	Reelect Regula Wallimann as Director	Mgmt	For	Refer	For
5.1.8	Elect Rachel Duan as Director	Mgmt	For	Refer	For
5.2.1	Reappoint Kathleen Taylor 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	Appoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6	Approve Creation of CHF 815,620 Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/08/2021

Country: Switzerland

Ticker: ADEN

Record Date:

Meeting Type: Annual

Primary Security ID: H00392318

Adecco Group AG

Shares Voted: 210

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

Jeronimo Martins SGPS SA

Meeting Date: 04/08/2021 **Country:** Portugal **Ticker:** JMT
Record Date: 03/30/2021 **Meeting Type:** Annual
Primary Security ID: X40338109

Shares Voted: 5,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For	For
4	Approve Statement on Remuneration Policy	Mgmt	For	Refer	For

UBS Group AG

Meeting Date: 04/08/2021 **Country:** Switzerland **Ticker:** UBSG
Record Date: **Meeting Type:** Annual
Primary Security ID: H42097107

Shares Voted: 12,097

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 Allocation of Income and Dividends of USD 0.37 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management for Fiscal Year 2020, excluding French Cross-Border Matter	Mgmt	For	For	For
5.1	Reelect Axel Weber as Director and Board Chairman	Mgmt	For	Refer	For
5.2	Reelect Jeremy Anderson as Director	Mgmt	For	Refer	For
5.3	Reelect William Dudley as Director	Mgmt	For	Refer	For
5.4	Reelect Reto Francioni as Director	Mgmt	For	Refer	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reelect Fred Hu as Director	Mgmt	For	Refer	For
5.6	Reelect Mark Hughes as Director	Mgmt	For	Refer	For
5.7	Reelect Nathalie Rachou as Director	Mgmt	For	Refer	For
5.8	Reelect Julie Richardson as Director	Mgmt	For	Refer	For
5.9	Reelect Dieter Wemmer as Director	Mgmt	For	Refer	For
5.10	Reelect Jeanette Wong as Director	Mgmt	For	Refer	For
6.1	Elect Claudia Boeckstiegel as Director	Mgmt	For	Refer	For
6.2	Elect Patrick Firmenich as Director	Mgmt	For	Refer	For
7.1	Reappoint Julie Richardson as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Reto Francioni as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 85 Million	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
10	Amend Articles Re: Voting Majority for Board Resolutions	Mgmt	For	For	For
11	Approve CHF 15.7 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Repurchase of up to CHF 4 Billion in Issued Share Capital	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	None	Against	Against

UBS Group AG

Meeting Date: 04/08/2021

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 12,097

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

Rio Tinto Plc

Meeting Date: 04/09/2021

Country: United Kingdom

Ticker: RIO

Record Date: 04/07/2021

Meeting Type: Annual

Primary Security ID: G75754104

Shares Voted: 6,868

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 Policy	Mgmt	For	Refer	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	Against	Against
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	Against	Against
5	Re-elect Megan Clark as Director	Mgmt	For	Refer	Against
6	Re-elect Hinda Gharbi as Director	Mgmt	For	Refer	For
7	Re-elect Simon Henry as Director	Mgmt	For	Refer	For
8	Re-elect Sam Laidlaw as Director	Mgmt	For	Refer	For
9	Re-elect Simon McKeon as Director	Mgmt	For	Refer	For
10	Re-elect Jennifer Nason as Director	Mgmt	For	Refer	For
11	Re-elect Jakob Stausholm as Director	Mgmt	For	Refer	For
12	Re-elect Simon Thompson as Director	Mgmt	For	Refer	For
13	Re-elect Ngairé Woods as Director	Mgmt	For	Refer	For
14	Reappoint KPMG 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 Global Employee Share Plan	Mgmt	None	For	For
18	Approve UK Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Rio Tinto Plc

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

Kesko Oyj

Meeting Date: 04/12/2021 **Country:** Finland **Ticker:** KESKOB
Record Date: 03/29/2021 **Meeting Type:** Annual
Primary Security ID: X44874109

Shares Voted: 64,734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive CEO's Review	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 EUR 0.75 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For	For
14	Reelect Esa Kiiskinen, Peter Fagernas, Jennica Fagerholm, Piia Karhu and Toni Pokela as Directors; Elect Timo Ritakallio and Jussi Perala as New Directors	Mgmt	For	Refer	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Issuance of up to 40 Million Class B Shares without Preemptive Rights	Mgmt	For	Refer	For
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Geberit AG

Meeting Date: 04/14/2021

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Primary Security ID: H2942E124

Shares Voted: 940

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 11.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Albert Baehny as Director and Board Chairman	Mgmt	For	Refer	For
4.1.2	Reelect Felix Ehrat as Director	Mgmt	For	Refer	For
4.1.3	Reelect Werner Karlen as Director	Mgmt	For	Refer	For
4.1.4	Reelect Bernadette Koch as Director	Mgmt	For	Refer	For
4.1.5	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Refer	For
4.1.6	Elect Thomas Bachmann as Director	Mgmt	For	Refer	For
4.2.1	Reappoint Werner Karlen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Eunice Zehnder-Lai as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Appoint Thomas Bachmann as Member of the Compensation Committee	Mgmt	For	For	For
5	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration Report	Mgmt	For	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	Mgmt	For	For	For
8	Approve CHF 116,709 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Geberit AG

Meeting Date: 04/14/2021

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Primary Security ID: H2942E124

Geberit AG

Shares Voted: 940

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

Koninklijke Ahold Delhaize NV

Meeting Date: 04/14/2021 **Country:** Netherlands **Ticker:** AD
Record Date: 03/17/2021 **Meeting Type:** Annual
Primary Security ID: N0074E105

Shares Voted: 10,591

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	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4	Adopt Financial Statements	Mgmt	For	For	For
5	Approve Dividends of EUR 0.90 Per Share	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Elect Jan Zijderveld to Supervisory Board	Mgmt	For	Refer	For
10	Elect Bala Subramanian to Supervisory Board	Mgmt	For	Refer	For
11	Ratify PricewaterhouseCoopers Accountants N.V as Auditors	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
14	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
15	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Close Meeting	Mgmt			

CNH Industrial NV

Meeting Date: 04/15/2021 **Country:** Netherlands **Ticker:** CNHI
Record Date: 03/18/2021 **Meeting Type:** Annual
Primary Security ID: N20944109

CNH Industrial NV

Shares Voted: 67,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Approve Dividends of EUR 0.11 Per Share	Mgmt	For	For	For
2.d	Approve Discharge of Directors	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Refer	For
4.b	Elect Scott W. Wine as Executive Director	Mgmt	For	Refer	For
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	Refer	For
4.d	Reelect Tufan Erginbilgic as Non-Executive Director	Mgmt	For	Refer	For
4.e	Reelect Leo W. Houle as Non-Executive Director	Mgmt	For	Refer	For
4.f	Reelect John B. Lanaway as Non-Executive Director	Mgmt	For	Refer	For
4.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Refer	For
4.h	Reelect Lorenzo Simonelli as Non-Executive Director	Mgmt	For	Refer	For
4.i	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	Refer	Against
5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

ICA Gruppen AB

Meeting Date: 04/15/2021

Country: Sweden

Ticker: ICA

Record Date: 04/07/2021

Meeting Type: Annual

Primary Security ID: W4241E105

Shares Voted: 6,119

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

ICA Gruppen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes 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	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 13.00 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Claes-Goran Sylven	Mgmt	For	For	For
10.b	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For	For
10.c	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
10.d	Approve Discharge of Andrea Gisle Joosen	Mgmt	For	For	For
10.e	Approve Discharge of Fredrik Hagglund	Mgmt	For	For	For
10.f	Approve Discharge of Jeanette Jager	Mgmt	For	For	For
10.g	Approve Discharge of Magnus Moberg	Mgmt	For	For	For
10.h	Approve Discharge of Fredrik Persson	Mgmt	For	For	For
10.i	Approve Discharge of Bo Sandstrom	Mgmt	For	For	For
10.j	Approve Discharge of Anette Wiotti	Mgmt	For	For	For
10.k	Approve Discharge of Jonathon Clarke	Mgmt	For	For	For
10.l	Approve Discharge of Magnus Rehn	Mgmt	For	For	For
10.m	Approve Discharge of Daniela Fagernas	Mgmt	For	For	For
10.n	Approve Discharge of Ann Lindh	Mgmt	For	For	For
10.o	Approve Discharge of Marcus Strandberg	Mgmt	For	For	For
10.p	Approve Discharge of Per Stromberg	Mgmt	For	For	For
10.q	Approve Discharge of Anders Svensson	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (10) 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 1.2 Million for Chairman and SEK 580,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	Refer	For
14.a	Elect Charlotte Svensson as New Director	Mgmt	For	Refer	For
14.b	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	Refer	Against

ICA Gruppen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.c	Reelect Lennart Evrell as Director	Mgmt	For	Refer	For
14.d	Reelect Andrea Gisle Joosen as Director	Mgmt	For	Refer	For
14.e	Reelect Fredrik Hagglund as Director	Mgmt	For	Refer	For
14.f	Reelect Magnus Moberg as Director	Mgmt	For	Refer	For
14.g	Reelect Fredrik Persson as Director	Mgmt	For	Refer	For
14.h	Reelect Bo Sandstrom as Director	Mgmt	For	Refer	For
14.i	Reelect Claes-Goran Sylven as Director	Mgmt	For	Refer	For
14.j	Reelect Anette Wiotti as Director	Mgmt	For	Refer	For
15	Reelect Claes-Goran Sylven as Board Chair	Mgmt	For	For	For
16	Ratify KPMG as Auditors	Mgmt	For	For	For
17	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
18	Close Meeting	Mgmt			

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/15/2021

Country: France

Ticker: MC

Record Date: 04/13/2021

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 1,467

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 6.00 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	Refer	Against
6	Reelect Nicolas Bazire as Director	Mgmt	For	Refer	Against
7	Reelect Charles de Croisset as Director	Mgmt	For	Refer	Against
8	Reelect Yves-Thibault de Silguy as Director	Mgmt	For	Refer	For
9	Appoint Olivier Lenel as Alternate Auditor	Mgmt	For	For	For
10	Approve Amendment of Remuneration Policy of Directors Re: FY 2020	Mgmt	For	Refer	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	Mgmt	For	Refer	Against
12	Approve Compensation of Corporate Officers	Mgmt	For	Against	Against
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Refer	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Refer	Against
23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Refer	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	Against
25	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
27	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Refer	Against
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-26 at EUR 20 Million	Mgmt	For	For	For
30	Amend Article 22 of Bylaws Re: Auditors	Mgmt	For	For	For

Meeting Date: 04/15/2021

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 14,254

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
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.75 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For	Refer	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	Refer	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	Refer	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	Refer	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	Refer	For
4.1.f	Reelect Ann Veneman as Director	Mgmt	For	Refer	For
4.1.g	Reelect Eva Cheng as Director	Mgmt	For	Refer	For
4.1.h	Reelect Patrick Aebischer as Director	Mgmt	For	Refer	For
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For	Refer	For
4.1.j	Reelect Kimberly Ross as Director	Mgmt	For	Refer	For
4.1.k	Reelect Dick Boer as Director	Mgmt	For	Refer	For
4.1.l	Reelect Dinesh Paliwal as Director	Mgmt	For	Refer	For
4.1.m	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	Refer	For
4.2	Elect Lindiwe Sibanda as Director	Mgmt	For	Refer	For
4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Appoint Kasper Rorsted 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
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 57.5 Million	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve CHF 6.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Approve Climate Action Plan	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Nestle SA

Meeting Date: 04/15/2021 **Country:** Switzerland **Ticker:** NESN
Record Date: **Meeting Type:** Annual
Primary Security ID: H57312649

Shares Voted: 14,254

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

Orkla ASA

Meeting Date: 04/15/2021 **Country:** Norway **Ticker:** ORK
Record Date: 04/08/2021 **Meeting Type:** Annual
Primary Security ID: R67787102

Shares Voted: 21,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.75 Per Share	Mgmt	For	For	For
3	Approve Guidelines for Incentive-Based Compensation for Executive Management	Mgmt	For	Refer	For
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Stein Hagen as Director	Mgmt	For	Refer	For
6.2	Reelect Ingrid Blank as Director	Mgmt	For	Refer	For
6.3	Reelect Nils Selte as Director	Mgmt	For	Refer	Against
6.4	Reelect Liselott Kilaas as Director	Mgmt	For	Refer	Against

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Reelect Peter Agnefjall as Director	Mgmt	For	Refer	For
6.6	Reelect Anna Mossberg as Director	Mgmt	For	Refer	For
6.7	Reelect Anders Kristiansen as Director	Mgmt	For	Refer	For
6.8	Reelect Caroline Kjos as Deputy Director	Mgmt	For	For	For
7	Elect Nils-Henrik Pettersson as Member of Nominating Committee	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 04/15/2021 **Country:** Italy **Ticker:** UCG
Record Date: 04/06/2021 **Meeting Type:** Annual/Special
Primary Security ID: T9T23L642

Shares Voted: 106,591

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	Increase Legal Reserve	Mgmt	For	For	For
4	Approve Elimination of Negative Reserves	Mgmt	For	For	For
5	Approve Dividend Distribution	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Fix Number of Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate 1 Submitted by Management	Mgmt	For	Refer	For
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
9	Approve Remuneration of Directors	Mgmt	For	For	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			
10	Appoint Ciro Di Carluccio as Alternate Auditor	SH	None	For	For
	Management Proposals	Mgmt			

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve 2021 Group Incentive System	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	Refer	Against
13	Approve Severance Payments Policy	Mgmt	For	Refer	For
14	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2021 Group Incentive System	Mgmt	For	For	For
2	Amend Company Bylaws Re: Clause 6	Mgmt	For	For	For
3	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Refer	Against

Swiss Re AG

Meeting Date: 04/16/2021

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Primary Security ID: H8431B109

Shares Voted: 11,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 5.90 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15.1 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.a	Reelect Sergio Ermotti as Director and Board Chairman	Mgmt	For	Refer	For
5.1.b	Reelect Raymond Ch'ien as Director	Mgmt	For	Refer	For
5.1.c	Reelect Renato Fassbind as Director	Mgmt	For	Refer	For
5.1.d	Reelect Karen Gavan as Director	Mgmt	For	Refer	For
5.1.e	Reelect Joachim Oechslin as Director	Mgmt	For	Refer	For
5.1.f	Reelect Deanna Ong as Director	Mgmt	For	Refer	For
5.1.g	Reelect Jay Ralph as Director	Mgmt	For	Refer	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	Refer	For
5.1.i	Reelect Philip Ryan as Director	Mgmt	For	Refer	For
5.1.j	Reelect Paul Tucker as Director	Mgmt	For	Refer	For
5.1.k	Reelect Jacques de Vaucleroy as Director	Mgmt	For	Refer	For
5.1.l	Reelect Susan Wagner as Director	Mgmt	For	Refer	For
5.1.m	Reelect Larry Zimpleman as Director	Mgmt	For	Refer	For
5.2.1	Reappoint Raymond Ch'ien as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Renato Fassbind as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
5.2.5	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 10.3 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 36.5 Million	Mgmt	For	For	For
7	Approve Renewal of CHF 8.5 Million Pool of Authorized Share Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swiss Re AG

Meeting Date: 04/16/2021 **Country:** Switzerland **Ticker:** SREN
Record Date: **Meeting Type:** Annual

Primary Security ID: H8431B109

Shares Voted: 11,139

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

Vonovia SE

Meeting Date: 04/16/2021 **Country:** Germany **Ticker:** VNA
Record Date: **Meeting Type:** Annual

Primary Security ID: D9581T100

Shares Voted: 9,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.69 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 283 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Billion; Approve Creation of EUR 283 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For

L'Oreal SA

Meeting Date: 04/20/2021

Country: France

Ticker: OR

Record Date: 04/16/2021

Meeting Type: Annual/Special

Primary Security ID: F58149133

Shares Voted: 1,858

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 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Nicolas Hieronimus as Director	Mgmt	For	Refer	For
5	Elect Alexandre Ricard as Director	Mgmt	For	Refer	For
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	For	Refer	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Paul Bulcke as Director	Mgmt	For	Refer	For
8	Reelect Virginie Morgon as Director	Mgmt	For	Refer	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	For	Refer	Against
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	For	Refer	For
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ABN AMRO Bank NV

Meeting Date: 04/21/2021

Country: Netherlands

Ticker: ABN

Record Date: 03/24/2021

Meeting Type: Annual

Primary Security ID: N0162C102

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			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.c	Receive Announcements from the Chairman of the Employee Council	Mgmt			
2.d	Discussion on Company's Corporate Governance Structure	Mgmt			
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Opportunity to Ask Questions to the External Auditor (Non-Voting)	Mgmt			
2.g	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Receive Explanation on Company's Dividend Policy	Mgmt			
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Receive Auditor's Report (Non-Voting)	Mgmt			
5.b	Ratify Ernst & Young Accountants LLP as Auditors for FY 2022 and 2023	Mgmt	For	For	For
6.a	Announce Intention to Reappoint Tanja Cuppen as Member of the Management Board	Mgmt			
6.b	Announce Intention to Reappoint Christian Bornfeld as Member of the Management Board	Mgmt			
6.c	Discuss Introduction of Lars Kramer as Member of the Management Board	Mgmt			
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
7.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Meeting Date: 04/21/2021

Country: France

Ticker: FGR

Record Date: 04/19/2021

Meeting Type: Annual/Special

Primary Security ID: F2924U106

Shares Voted: 896

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 per Share	Mgmt	For	For	For
4	Reelect Marie Lemarie as Director	Mgmt	For	Refer	For
5	Reelect Carol Xueref as Director	Mgmt	For	Refer	For
6	Reelect Dominique Marcel as Director	Mgmt	For	Refer	For
7	Reelect Philippe Vidal as Director	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Board Members	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	Refer	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	Refer	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15-17	Mgmt	For	Refer	For

Eiffage SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16, 17 and 19 at EUR 39.2 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize up to 1 Million Shares for Use in Restricted Stock Plans	Mgmt	For	Refer	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Industrivarden AB

Meeting Date: 04/21/2021

Country: Sweden

Ticker: INDU.A

Record Date: 04/13/2021

Meeting Type: Annual

Primary Security ID: W45430100

Shares Voted: 22,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.a	Designate Mats Guldbrand as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.b	Designate Stefan Nilsson as Inspector 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.a	Receive Financial Statements and Statutory Reports	Mgmt			
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
6.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	For
7.c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
7.c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
7.c.3	Approve Discharge of Christian Caspar	Mgmt	For	For	For
7.c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
7.c.6	Approve Discharge of Nina Linander	Mgmt	For	For	For
7.c.7	Approve Discharge of Annika Lundius	Mgmt	For	For	For
7.c.8	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
7.c.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 640,000 for Other Directors	Mgmt	For	For	For
10.a	Reelect Par Boman as Director	Mgmt	For	Refer	Against
10.b	Reelect Christian Caspar as Director	Mgmt	For	Refer	For
10.c	Reelect Marika Fredriksson as Director	Mgmt	For	Refer	Against
10.d	Elect Bengt Kjell as New Director	Mgmt	For	Refer	Against
10.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Refer	Against
10.f	Reelect Annika Lundius as Director	Mgmt	For	Refer	For
10.g	Reelect Lars Pettersson as Director	Mgmt	For	Refer	For
10.h	Reelect Helena Stjernholm as Director	Mgmt	For	Refer	For
10.i	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against	Against
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For	For
13	Ratify Deloitte as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Approve Performance Share Matching Plan	Mgmt	For	Refer	For
16	Amend Articles Re: Postal Voting	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 04/22/2021

Country: Netherlands

Ticker: AKZA

Record Date: 03/25/2021

Meeting Type: Annual

Primary Security ID: N01803308

Shares Voted: 9,396

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

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Discuss on the Company's Dividend Policy	Mgmt			
3.c	Approve Dividends of EUR 1.95 Per Share	Mgmt	For	For	For
3.d	Approve Remuneration Report	Mgmt	For	Against	Against
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Amend Remuneration Policy for Management Board	Mgmt	For	Refer	For
5.b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
6.a	Reelect T.F.J. Vanlancker to Management Board	Mgmt	For	For	For
7.a	Reelect P.W. Thomas to Supervisory Board	Mgmt	For	Refer	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	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	Close Meeting	Mgmt			

DiaSorin SpA

Meeting Date: 04/22/2021

Country: Italy

Ticker: DIA

Record Date: 04/13/2021

Meeting Type: Annual/Special

Primary Security ID: T3475Y104

Shares Voted: 2,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	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	Refer	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	Refer	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

DiaSorin SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws: Articles 3, 8, 9-bis, 11 and 18	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Refer	Against

Kering SA

Meeting Date: 04/22/2021 **Country:** France **Ticker:** KER
Record Date: 04/20/2021 **Meeting Type:** Annual/Special
Primary Security ID: F5433L103

Shares Voted: 1,003

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 8 per Share	Mgmt	For	For	For
4	Reelect Francois-Henri Pinault as Director	Mgmt	For	Refer	Against
5	Reelect Jean-Francois Palus as Director	Mgmt	For	Refer	Against
6	Reelect Financiere Pinault as Director	Mgmt	For	Refer	For
7	Reelect Baudouin Prot as Director	Mgmt	For	Refer	For
8	Approve Compensation of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	Refer	For
17	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 18 and 19	Mgmt	For	Refer	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 18 and 19	Mgmt	For	Refer	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Moncler SpA

Meeting Date: 04/22/2021

Country: Italy

Ticker: MONC

Record Date: 04/13/2021

Meeting Type: Annual

Primary Security ID: T6730E110

Shares Voted: 6,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Fix Number of Directors	Mgmt	For	For	For
5.2	Elect Director	Mgmt	For	Refer	For
5.3	Approve Remuneration of Directors	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Refer	Against

RELX Plc

Meeting Date: 04/22/2021 **Country:** United Kingdom **Ticker:** REL
Record Date: 04/20/2021 **Meeting Type:** Annual
Primary Security ID: G7493L105

Shares Voted: 10,895

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	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Paul Walker as Director	Mgmt	For	Refer	For
7	Elect June Felix as Director	Mgmt	For	Refer	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	Refer	For
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	Refer	For
10	Re-elect Charlotte Hogg as Director	Mgmt	For	Refer	For
11	Re-elect Marike van Lier Lels as Director	Mgmt	For	Refer	For
12	Re-elect Nick Luff as Director	Mgmt	For	Refer	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	Refer	For
14	Re-elect Linda Sanford as Director	Mgmt	For	Refer	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	Refer	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	Refer	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For

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

Teleperformance SE

Meeting Date: 04/22/2021

Country: France

Ticker: TEP

Record Date: 04/20/2021

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Shares Voted: 320

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 2.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	Against	Against
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
9	Approve Remuneration Policy of the Chairman and CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of the Vice-CEO	Mgmt	For	Refer	For
11	Reelect Daniel Julien as Director	Mgmt	For	Refer	Against
12	Reelect Emily Abrera as Director	Mgmt	For	Refer	For
13	Reelect Alain Boulet as Director	Mgmt	For	Refer	For
14	Reelect Robert Paszczak as Director	Mgmt	For	Refer	For
15	Reelect Stephen Winningham as Director	Mgmt	For	Refer	For
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

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Amend Article 21 of Bylaws Re: Transactions	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Assicurazioni Generali SpA

Meeting Date: 04/26/2021 **Country:** Italy **Ticker:** G
Record Date: 04/15/2021 **Meeting Type:** Annual/Special
Primary Security ID: T05040109

Shares Voted: 902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2a	Amend Company Bylaws Re: Articles 8.1, 8.4, 8.5, 8.6, and 8.7	Mgmt	For	For	For
2b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For
	Ordinary Business	Mgmt			
3a	Approve Remuneration Policy	Mgmt	For	Refer	For
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
4a	Approve Group Long Term Incentive Plan	Mgmt	For	Refer	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
4c	Authorize Board to Increase Capital to Service Group Long Term Incentive Plan	Mgmt	For	For	For

Boliden AB

Meeting Date: 04/27/2021 **Country:** Sweden **Ticker:** BOL
Record Date: 04/19/2021 **Meeting Type:** Annual
Primary Security ID: W17218178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.1	Designate Jan Andersson as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.2	Designate Anders Oscarsson as Inspector 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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	For
9.1	Approve Discharge of Helene Bistrom	Mgmt	For	For	For
9.2	Approve Discharge of Tom Erixon	Mgmt	For	For	For
9.3	Approve Discharge of Michael G:son Low	Mgmt	For	For	For
9.4	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For	For
9.5	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For	For
9.6	Approve Discharge of Pia Rudengren	Mgmt	For	For	For
9.7	Approve Discharge of Board Chairman Anders Ullberg	Mgmt	For	For	For
9.8	Approve Discharge of President Mikael Staffas	Mgmt	For	For	For
9.9	Approve Discharge of Marie Berglund	Mgmt	For	For	For
9.10	Approve Discharge of Employee Representative Marie Holmberg	Mgmt	For	For	For
9.11	Approve Discharge of Employee Representative Kenneth Stahl	Mgmt	For	For	For
9.12	Approve Discharge of Employee Representative Cathrin Oderyd	Mgmt	For	For	For
10.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For
10.2	Determine Number of Auditors (1)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.83 Million for Chairman and SEK 610,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12a	Reelect Helene Bistrom as Director	Mgmt	For	Refer	For
12b	Reelect Michael G:son Low as Director	Mgmt	For	Refer	For
12c	Elect Per Lindberg as New Director	Mgmt	For	Refer	For

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12d	Reelect Perttu Louhiluoto as Director	Mgmt	For	Refer	For
12e	Reelect Elisabeth Nilsson as Director	Mgmt	For	Refer	For
12f	Reelect Pia Rudengren as Director	Mgmt	For	Refer	For
12g	Elect Karl-Henrik Sundstrom as New Director	Mgmt	For	Refer	For
12h	Reelect Anders Ullberg as Director	Mgmt	For	Refer	For
12i	Reelect Anders Ullberg as Board Chairman	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16.1	Elect Jan Andersson as Member of Nominating Committee	Mgmt	For	For	For
16.2	Elect Lars-Erik Forsgardh as Member of Nominating Committee	Mgmt	For	For	For
16.3	Elect Ola Peter Gjessing as Member of Nominating Committee	Mgmt	For	For	For
16.4	Elect Lilian Fossum Biner as Member of Nominating Committee	Mgmt	For	For	For
16.5	Elect Anders Ullberg as Member of Nominating Committee	Mgmt	For	For	For
17	Amend Articles Re: Editorial Changes; Participation at General Meeting; Location of General Meeting; Postal Voting	Mgmt	For	For	For
18	Approve 2:1 Stock Split; Approve SEK 289.46 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 289.46 Million for Bonus Issue	Mgmt	For	For	For

DNB ASA

Meeting Date: 04/27/2021

Country: Norway

Ticker: DNB

Record Date: 04/20/2021

Meeting Type: Annual

Primary Security ID: R1640U124

Shares Voted: 27,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt			
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Authorize Board to Distribute Dividends	Mgmt	For	For	For

DNB ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7a	Approve Remuneration Statement (Advisory)	Mgmt	For	For	For
7b	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	Mgmt	For	Refer	For
8	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
9	Approve Remuneration of Auditors	Mgmt	For	For	For
	Shareholder Proposal Submitted by the DNB Savings Bank Foundation	Mgmt			
10	Consultative Vote on the Future Design of a Rule in the Articles Regarding the Number of Shareholder-Elected Members of the Board of Directors	SH	None	Refer	For
	Management Proposals	Mgmt			
11a	Elect Directors, effective from the Merger Date	Mgmt	For	Refer	For
11b	Elect Directors until the Merger Date	Mgmt	For	Refer	For
12	Approve Remuneration of Directors and Nominating Committee	Mgmt	For	For	For

Assa Abloy AB

Meeting Date: 04/28/2021 **Country:** Sweden **Ticker:** ASSA.B
Record Date: 04/20/2021 **Meeting Type:** Annual
Primary Security ID: W0817X204

Shares Voted: 1,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2a	Designate Johan Hjertonsson as Inspector of Minutes of Meeting	Mgmt	For	For	For
2b	Designate Liselott Ledin as Inspector 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
6a	Receive Financial Statements and Statutory Reports	Mgmt			
6b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Approve Allocation of Income and Dividends of SEK 3.90 Per Share	Mgmt	For	For	For
7c.1	Approve Discharge of Board Chairman Lars Renstrom	Mgmt	For	For	For
7c.2	Approve Discharge of Carl Douglas	Mgmt	For	For	For
7c.3	Approve Discharge of Eva Karlsson	Mgmt	For	For	For
7c.4	Approve Discharge of Birgitta Klasen	Mgmt	For	For	For
7c.5	Approve Discharge of Lena Olving	Mgmt	For	For	For
7c.6	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
7c.7	Approve Discharge of Jan Svensson	Mgmt	For	For	For
7c.8	Approve Discharge of Joakim Weidemanis	Mgmt	For	For	For
7c.9	Approve Discharge of Employee Representative Rune Hjalm	Mgmt	For	For	For
7c.10	Approve Discharge of Employee Representative Mats Persson	Mgmt	For	For	For
7c.11	Approve Discharge of Employee Representative Bjarne Johansson	Mgmt	For	For	For
7c.12	Approve Discharge of Employee Representative Nadja Wikstrom	Mgmt	For	For	For
7c.13	Approve Discharge of President Nico Delvaux	Mgmt	For	For	For
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
9a	Approve Remuneration of Directors in the Amount of SEK 2.7 million for Chairman, SEK 1 Million for Vice Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9b	Approve Remuneration of Auditors	Mgmt	For	For	For
10	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, Lena Olving, Sofia Schorling Hogberg and Joakim Weidemanis as Directors; Elect Johan Hjertonsson and Susanne Pahlen Aklundh as New Directors	Mgmt	For	Refer	Against
11	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
14	Approve Performance Share Matching Plan LTI 2021	Mgmt	For	Refer	Against

Eurazeo SE

Meeting Date: 04/28/2021

Country: France

Ticker: RF

Record Date: 04/26/2021

Meeting Type: Annual/Special

Primary Security ID: F3296A108

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 Treatment of Losses and Dividends of EUR 1.50 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	Mgmt	For	Against	Against
5	Reelect Stephane Pallez as Supervisory Board Member	Mgmt	For	Refer	For
6	Approve Remuneration Policy of Members of Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Members of Management Board	Mgmt	For	Refer	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Michel David-Weill, Chairman of the Supervisory Board	Mgmt	For	For	For
10	Approve Compensation of Virginie Morgon, Chairman of the Management Board	Mgmt	For	Against	Against
11	Approve Compensation of Philippe Audouin, Member of Management Board	Mgmt	For	Against	Against
12	Approve Compensation of Nicolas Huet, Member of Management Board	Mgmt	For	Against	Against
13	Approve Compensation of Olivier Millet, Member of Management Board	Mgmt	For	Against	Against
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
	Ordinary Business	Mgmt			
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

FinecoBank SpA

Meeting Date: 04/28/2021

Country: Italy

Ticker: FBK

Record Date: 04/19/2021

Meeting Type: Annual/Special

Primary Security ID: T4R999104

Shares Voted: 5,736

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
3	Elect Alessandra Pasini as Director	Mgmt	For	Refer	For
4	Appoint Internal Statutory Auditors	Mgmt	For	For	For
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
8	Approve 2021 Incentive System for Employees	Mgmt	For	For	For
9	Approve 2021-2023 Long Term Incentive Plan for Employees	Mgmt	For	Refer	For
10	Approve 2021 Incentive System for Personal Financial Advisors	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2021 PFA System	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2021 Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service 2020 Incentive System	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service 2021-2023 Long Term Incentive Plan	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/28/2021

Country: Germany

Ticker: MUV2

Record Date:

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 1,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 9.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	Refer	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 117.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
9.1	Approve Affiliation Agreement with MR Beteiligungen 20. GmbH	Mgmt	For	For	For
9.2	Approve Affiliation Agreement with MR Beteiligungen 21. GmbH	Mgmt	For	For	For
9.3	Approve Affiliation Agreement with MR Beteiligungen 22. GmbH	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 04/28/2021

Country: France

Ticker: SU

Record Date: 04/26/2021

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 2,336

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 Treatment of Losses and Dividends of EUR 2.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
9	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	Refer	For
10	Elect Anna Ohlsson-Leijon as Director	Mgmt	For	Refer	For
11	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
13	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
14	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	Refer	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	Refer	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	Refer	For
20	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
21	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
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 International Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Amend Article 13 of Bylaws Re: Editorial Change	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/29/2021

Country: Netherlands

Ticker: ASML

Record Date: 04/01/2021

Meeting Type: Annual

Primary Security ID: N07059202

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 Sustainability	Mgmt			
3.a	Approve Remuneration Report	Mgmt	For	For	For
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends of EUR 2.75 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For	Refer	For
7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	Mgmt	For	For	For
8	Receive Information on the Composition of the Management Board	Mgmt			
9.a	Elect B. Conix to Supervisory Board	Mgmt	For	Refer	For
9.b	Receive Information on the Composition of the Supervisory Board	Mgmt			
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	For	Refer	For
11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	Mgmt	For	Refer	For
11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	For	Refer	For
11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	Mgmt	For	Refer	For
12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

Meeting Date: 04/29/2021

Country: France

Ticker: CS

Record Date: 04/27/2021

Meeting Type: Annual/Special

Primary Security ID: F06106102

Shares Voted: 10,547

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 1.43 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	Against	Against
7	Approve Amendment of Remuneration Policy of CEO Re: GM 2019 and 2020	Mgmt	For	Refer	For
8	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
12	Reelect Ramon de Oliveira as Director	Mgmt	For	Refer	For
13	Elect Guillaume Faury as Director	Mgmt	For	Refer	For
14	Elect Ramon Fernandez as Director	Mgmt	For	Refer	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billions	Mgmt	For	Refer	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 550 Million	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 550 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
21	Authorize Capital Increase of Up to EUR 550 Million for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 550 Million	Mgmt	For	For	For
24	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Schroders Plc

Meeting Date: 04/29/2021 **Country:** United Kingdom **Ticker:** SDR
Record Date: 04/27/2021 **Meeting Type:** Annual
Primary Security ID: G78602136

Shares Voted: 7,699

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 Michael Dobson as Director	Mgmt	For	Refer	For
5	Re-elect Peter Harrison as Director	Mgmt	For	Refer	For
6	Re-elect Richard Keers as Director	Mgmt	For	Refer	For
7	Re-elect Ian King as Director	Mgmt	For	Refer	For
8	Re-elect Sir Damon Buffini as Director	Mgmt	For	Refer	For
9	Re-elect Rhian Davies as Director	Mgmt	For	Refer	For
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	Refer	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Deborah Waterhouse as Director	Mgmt	For	Refer	For
12	Re-elect Matthew Westerman as Director	Mgmt	For	Refer	For
13	Re-elect Claire Howard as Director	Mgmt	For	Refer	For
14	Re-elect Leonie Schroder as Director	Mgmt	For	Refer	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	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Market Purchase of Non-Voting Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Endesa SA

Meeting Date: 04/30/2021

Country: Spain

Ticker: ELE

Record Date: 04/23/2021

Meeting Type: Annual

Primary Security ID: E41222113

Shares Voted: 4,019

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	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6.1	Add Article 26 ter Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
6.2	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
6.3	Amend Article 40 Re: Director Remuneration	Mgmt	For	For	For
6.4	Amend Article 43 Re: Board Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
7.1	Add Article 10 ter of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For

Endesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
8	Fix Number of Directors at 11	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Refer	For
11	Approve Strategic Incentive Plan	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Sanofi

Meeting Date: 04/30/2021

Country: France

Ticker: SAN

Record Date: 04/28/2021

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Shares Voted: 5,362

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 Treatment of Losses and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Ratify Appointment of Gilles Schnepf as Director	Mgmt	For	Refer	For
5	Reelect Fabienne Lecorvaisier as Director	Mgmt	For	Refer	For
6	Reelect Melanie Lee as Director	Mgmt	For	Refer	For
7	Elect Barbara Lavernos as Director	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	Refer	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	Refer	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
22	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
25	Amend Article 13 of Bylaws Re: Written Consultation	Mgmt	For	For	For
26	Amend Articles 14 and 17 of Bylaws Re: Board Powers and Censors	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 05/04/2021

Country: France

Ticker: AI

Record Date: 04/30/2021

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 752

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

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	Refer	For
6	Elect Pierre Breber as Director	Mgmt	For	Refer	For
7	Elect Aiman Ezzat as Director	Mgmt	For	Refer	For
8	Elect Bertrand Dumazy as Director	Mgmt	For	Refer	For
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	Mgmt	For	For	For
10	Approve Compensation of Benoit Potier	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	Refer	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 05/04/2021

Country: Switzerland

Ticker: LISN

Record Date:

Meeting Type: Annual

Primary Security ID: H49983176

Chocoladefabriken Lindt & Spruengli AG

Shares Voted: 0

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 Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Allocation of Income and Dividends of CHF 731 per Registered Share and CHF 73.10 per Participation Certificate	Mgmt	For	For	For
4.2	Approve Transfer of CHF 88.5 Million from Capital Contribution Reserves to Free Reserves and Dividends of CHF 369 per Registered Share and CHF 36.90 per Participation Certificate from Free Reserves	Mgmt	For	For	For
5.1.1	Reelect Ernst Tanner as Director and Board Chairman	Mgmt	For	Refer	Against
5.1.2	Reelect Antonio Bulgheroni as Director	Mgmt	For	Refer	Against
5.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Refer	Against
5.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Refer	Against
5.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	Refer	For
5.1.6	Reelect Silvio Denz as Director	Mgmt	For	Refer	For
5.2.1	Reappoint Rudolf Spruengli as Member of the Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Antonio Bulgheroni as Member of the Compensation Committee	Mgmt	For	Against	Against
5.2.3	Reappoint Silvio Denz as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 05/04/2021

Country: Switzerland

Ticker: LISN

Record Date:

Meeting Type: Annual

Primary Security ID: H49983176

Chocoladefabriken Lindt & Spruengli AG

Shares Voted: 0

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

Deutsche Lufthansa AG

Meeting Date: 05/04/2021

Country: Germany

Ticker: LHA

Record Date:

Meeting Type: Annual

Primary Security ID: D1908N106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
4.1	Elect Angela Titzrath to the Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
4.2	Elect Michael Kerkloh to the Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
4.3	Elect Britta Seeger to the Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Remuneration of Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 153 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote	Do Not Vote
7	Approve Creation of EUR 5.5 Billion Pool of Capital with Preemptive Rights	Mgmt	For	Do Not Vote	Do Not Vote
8	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	Do Not Vote	Do Not Vote

Hermes International SCA

Meeting Date: 05/04/2021

Country: France

Ticker: RMS

Record Date: 05/03/2021

Meeting Type: Annual/Special

Primary Security ID: F48051100

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 Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 4.55 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Approve Compensation of Corporate Officers	Mgmt	For	Against	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
9	Approve Compensation of Emile Hermes SARL, General Manager	Mgmt	For	Against	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Refer	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	Refer	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Refer	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Refer	Against
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Refer	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	Refer	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 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Refer	Against
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Refer	Against
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Refer	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	Against
24	Delegate Powers to the Management Board to Implement Spin-Off Agreements	Mgmt	For	Refer	Against
25	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	Mgmt	For	Refer	Against
26	Amend Articles of Bylaws Re. Change of Corporate Form of Emile Hermes SARL	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kuehne + Nagel International AG

Meeting Date: 05/04/2021

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 177

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 4.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	Refer	For
4.1.2	Reelect Renato Fassbind as Director	Mgmt	For	Refer	For
4.1.3	Reelect Karl Gernandt as Director	Mgmt	For	Refer	For
4.1.4	Reelect David Kamenetzky as Director	Mgmt	For	Refer	For
4.1.5	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	Refer	For
4.1.6	Reelect Hauke Stars as Director	Mgmt	For	Refer	For
4.1.7	Reelect Martin Wittig as Director	Mgmt	For	Refer	For
4.1.8	Reelect Joerg Wolle as Director	Mgmt	For	Refer	For
4.2	Elect Tobias Staehelin as Director	Mgmt	For	Refer	For
4.3	Reelect Joerg Wolle as Board Chairman	Mgmt	For	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Investarit AG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	Against	Against
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 22 Million	Mgmt	For	Against	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Meeting Date: 05/04/2021

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 177

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

LafargeHolcim Ltd.

Meeting Date: 05/04/2021

Country: Switzerland

Ticker: LHN

Record Date:

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 2,074

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
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividends of CHF 2.00 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Change Company Name to Holcim Ltd	Mgmt	For	For	For
4.2	Change Location of Registered Office/Headquarters to Zug, Switzerland	Mgmt	For	For	For

LafargeHolcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1a	Reelect Beat Hess as Director and Board Chairman	Mgmt	For	Refer	For
5.1b	Reelect Philippe Block as Director	Mgmt	For	Refer	For
5.1c	Reelect Kim Fausing as Director	Mgmt	For	Refer	For
5.1d	Reelect Colin Hall as Director	Mgmt	For	Refer	For
5.1e	Reelect Naina Kidwai as Director	Mgmt	For	Refer	For
5.1f	Reelect Patrick Kron as Director	Mgmt	For	Refer	For
5.1g	Reelect Adrian Loader as Director	Mgmt	For	Refer	For
5.1h	Reelect Juerg Oleas as Director	Mgmt	For	Refer	For
5.1i	Reelect Claudia Ramirez as Director	Mgmt	For	Refer	For
5.1j	Reelect Hanne Sorensen as Director	Mgmt	For	Refer	For
5.1k	Reelect Dieter Spaelti as Director	Mgmt	For	Refer	For
5.2	Elect Jan Jenisch as Director	Mgmt	For	Refer	For
5.3.1	Reappoint Colin Hall as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.2	Reappoint Adrian Loader as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.3.4	Appoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.4	Appoint Dieter Spaelti as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
5.5.1	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
5.5.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 42.5 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

LafargeHolcim Ltd.

Meeting Date: 05/04/2021

Country: Switzerland

Ticker: LHN

Record Date:

Meeting Type: Annual

Primary Security ID: H4768E105

LafargeHolcim Ltd.

Shares Voted: 2,074

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

Allianz SE

Meeting Date: 05/05/2021 **Country:** Germany **Ticker:** ALV
Record Date: **Meeting Type:** Annual
Primary Security ID: D03080112

Shares Voted: 2,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Refer	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For

Barclays Plc

Meeting Date: 05/05/2021 **Country:** United Kingdom **Ticker:** BARC
Record Date: 04/30/2021 **Meeting Type:** Annual
Primary Security ID: G08036124

Shares Voted: 56,939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Julia Wilson as Director	Mgmt	For	Refer	For
4	Re-elect Mike Ashley as Director	Mgmt	For	Refer	For
5	Re-elect Tim Breedon as Director	Mgmt	For	Refer	For
6	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	Refer	For

Barclays Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	Refer	For
8	Re-elect Mary Francis as Director	Mgmt	For	Refer	For
9	Re-elect Crawford Gillies as Director	Mgmt	For	Refer	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	Refer	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	Refer	For
12	Re-elect Tushar Morzaria as Director	Mgmt	For	Refer	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	Refer	For
14	Re-elect James Staley as Director	Mgmt	For	Refer	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
21	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Approve Long Term Incentive Plan	Mgmt	For	Refer	For
26	Amend Share Value Plan	Mgmt	For	Refer	For
27	Approve Scrip Dividend Program	Mgmt	For	For	For
28	Adopt New Articles of Association	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
29	Approve Market Forces Requisitioned Resolution	SH	Against	Refer	Against

GlaxoSmithKline Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Ticker: GSK

Record Date: 04/30/2021

Meeting Type: Annual

Primary Security ID: G3910J112

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 Sir Jonathan Symonds as Director	Mgmt	For	Refer	For
4	Re-elect Dame Emma Walmsley as Director	Mgmt	For	Refer	For
5	Re-elect Charles Bancroft as Director	Mgmt	For	Refer	For
6	Re-elect Vindi Banga as Director	Mgmt	For	Refer	For
7	Re-elect Dr Hal Barron as Director	Mgmt	For	Refer	For
8	Re-elect Dr Vivienne Cox as Director	Mgmt	For	Refer	For
9	Re-elect Lynn Elsenhans as Director	Mgmt	For	Refer	For
10	Re-elect Dr Laurie Glimcher as Director	Mgmt	For	Refer	For
11	Re-elect Dr Jesse Goodman as Director	Mgmt	For	Refer	For
12	Re-elect Iain Mackay as Director	Mgmt	For	Refer	For
13	Re-elect Urs Rohner as Director	Mgmt	For	Refer	For
14	Reappoint Deloitte 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
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hannover Rueck SE

Meeting Date: 05/05/2021

Country: Germany

Ticker: HNR1

Record Date:

Meeting Type: Annual

Primary Security ID: D3015J135

Hannover Rueck SE

Shares Voted: 411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 24.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For
6	Approve Creation of EUR 24.1 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
7	Approve Creation of EUR 1 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Securitas AB

Meeting Date: 05/05/2021

Country: Sweden

Ticker: SECU.B

Record Date: 04/27/2021

Meeting Type: Annual

Primary Security ID: W7912C118

Shares Voted: 7,841

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
4.1	Designate Charlotte Kyller as Inspector of Minutes of Meeting	Mgmt	For	For	For
4.2	Designate Axel Martensson as Inspector of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6.a	Receive Financial Statements and Statutory Reports	Mgmt			
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.c	Receive Board's Proposal on Allocation of Income	Mgmt			
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7b	Approve Allocation of Income and Dividends of SEK 4.00 Per Share	Mgmt	For	For	For
7c	Approve May 12, 2021, as Record Date for Dividend Payment	Mgmt	For	For	For
7d.1	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
7d.2	Approve Discharge of John Brandon	Mgmt	For	For	For
7d.3	Approve Discharge of Anders Boos	Mgmt	For	For	For
7d.4	Approve Discharge of Fredrik Cappelen	Mgmt	For	For	For
7d.5	Approve Discharge of Carl Douglas	Mgmt	For	For	For
7d.6	Approve Discharge of Marie Ehrling	Mgmt	For	For	For
7d.7	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
7d.8	Approve Discharge of Dick Seger	Mgmt	For	For	For
7d.9	Approve Discharge of Magnus Ahlqvist	Mgmt	For	For	For
8	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For
9.a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman, and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9.b	Approve Remuneration of Auditors	Mgmt	For	For	For
10.a	Reelect Ingrid Bonde, John Brandon, Fredrik Cappelen and Sofia Schorling Hogberg as Directors; Elect Gunilla Fransson, Harry Klagsbrun, Johan Menckel and Jan Svensson (Chairman) as New Directors	Mgmt	For	Refer	Against
10.b	Elect Jan Svensson as Board Chairman	Mgmt	For	Against	Against
11	Ratify Ernst&Young as Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Approve 2021 Incentive Scheme and Related Hedging Measures	Mgmt	For	For	For
16	Approve Performance Share Program LTI 2021/2023 for Key Employees and Related Financing	Mgmt	For	Refer	Against

Meeting Date: 05/05/2021

Country: United Kingdom

Ticker: ULVR

Record Date: 05/03/2021

Meeting Type: Annual

Primary Security ID: G92087165

Shares Voted: 3,052

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	Refer	For
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Re-elect Nils Andersen as Director	Mgmt	For	Refer	For
6	Re-elect Laura Cha as Director	Mgmt	For	Refer	For
7	Re-elect Dr Judith Hartmann as Director	Mgmt	For	Refer	For
8	Re-elect Alan Jope as Director	Mgmt	For	Refer	For
9	Re-elect Andrea Jung as Director	Mgmt	For	Refer	For
10	Re-elect Susan Kilsby as Director	Mgmt	For	Refer	For
11	Re-elect Strive Masiyiwa as Director	Mgmt	For	Refer	For
12	Re-elect Youngme Moon as Director	Mgmt	For	Refer	For
13	Re-elect Graeme Pitkethly as Director	Mgmt	For	Refer	For
14	Re-elect John Rishton as Director	Mgmt	For	Refer	For
15	Re-elect Feike Sijbesma as Director	Mgmt	For	Refer	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve SHARES Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	Refer	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For
26	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

Meeting Date: 05/06/2021

Country: United Kingdom

Ticker: AV

Record Date: 05/04/2021

Meeting Type: Annual

Primary Security ID: G0683Q109

Shares Voted: 9,219

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	Refer	For
4	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Mohit Joshi as Director	Mgmt	For	Refer	For
7	Elect Pippa Lambert as Director	Mgmt	For	Refer	For
8	Elect Jim McConville as Director	Mgmt	For	Refer	For
9	Re-elect Amanda Blanc as Director	Mgmt	For	Refer	For
10	Re-elect Patricia Cross as Director	Mgmt	For	Refer	For
11	Re-elect George Culmer as Director	Mgmt	For	Refer	For
12	Re-elect Patrick Flynn as Director	Mgmt	For	Refer	For
13	Re-elect Belen Romana Garcia as Director	Mgmt	For	Refer	For
14	Re-elect Michael Mire as Director	Mgmt	For	Refer	For
15	Re-elect Jason Windsor as Director	Mgmt	For	Refer	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
24	Approve Annual Bonus Plan	Mgmt	For	For	For
25	Approve Long Term Incentive Plan	Mgmt	For	Refer	For
26	Approve All-Employee Share Plan	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
28	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
29	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/06/2021

Country: Germany

Ticker: DPW

Record Date:

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 10,690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Ingrid Deltenre to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Katja Windt to the Supervisory Board	Mgmt	For	Refer	For
6.3	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Creation of EUR 130 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	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	Mgmt	For	Refer	For
11	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Electricite de France SA

Meeting Date: 05/06/2021

Country: France

Ticker: EDF

Record Date: 05/04/2021

Meeting Type: Annual/Special

Primary Security ID: F2940H113

Shares Voted: 26,232

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 0.21 per Share	Mgmt	For	For	For
	Shareholder Proposals Submitted by FCPE Actions EDF	Mgmt			
A	Proposition Not to Distribute the Dividend	SH	Against	Against	Against
	Management Proposals	Mgmt			
4	Approve Stock Dividend Program for Interim Distributions	Mgmt	For	For	For
5	Approve Transaction with French State RE: OCEANes	Mgmt	For	For	For
6	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
7	Approve Compensation of Jean-Bernard Levy, Chairman and CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 440,000	Mgmt	For	For	For
12	Reelect Marie-Christine Lepetit as Director	Mgmt	For	Refer	Against
13	Reelect Colette Lewiner as Director	Mgmt	For	Refer	For
14	Reelect Michèle Rousseau as Director	Mgmt	For	Refer	Against
15	Reelect François Delattre as Director	Mgmt	For	Refer	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hennes & Mauritz AB

Meeting Date: 05/06/2021

Country: Sweden

Ticker: HM.B

Record Date: 04/28/2021

Meeting Type: Annual

Primary Security ID: W41422101

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
3.1	Designate Jan Andersson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
3.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	Do Not Vote
8.b1	Approve Allocation of Income and Omission of Dividends	Mgmt	For	Do Not Vote	Do Not Vote
	Shareholder Proposal Submitted by Clean Clothes Campaign International Office	Mgmt			
8.b2	Approve Omission of Dividends and Sign Up to the Severance Guarantee Fund	SH	None	Do Not Vote	Do Not Vote
	Management Proposals	Mgmt			
8.c1	Approve Discharge of Board Chairman Karl-Johan Persson	Mgmt	For	Do Not Vote	Do Not Vote
8.c2	Approve Discharge of Board Chairman Stefan Persson, Until May 7, 2020	Mgmt	For	Do Not Vote	Do Not Vote
8.c3	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	Do Not Vote	Do Not Vote
8.c4	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	Do Not Vote	Do Not Vote
8.c5	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	Do Not Vote	Do Not Vote
8.c6	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	Do Not Vote	Do Not Vote
8.c7	Approve Discharge of Board Member Christian Sievert	Mgmt	For	Do Not Vote	Do Not Vote
8.c8	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	Do Not Vote	Do Not Vote
8.c9	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	Do Not Vote	Do Not Vote

Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c10	Approve Discharge of Board Member Ingrid Godin	Mgmt	For	Do Not Vote	Do Not Vote
8.c11	Approve Discharge of Board Member Alexandra Rosenqvist	Mgmt	For	Do Not Vote	Do Not Vote
8.c12	Approve Discharge of Deputy Board Member Helena Isberg	Mgmt	For	Do Not Vote	Do Not Vote
8.c13	Approve Discharge of Deputy Board Member Margareta Welinder	Mgmt	For	Do Not Vote	Do Not Vote
8.c14	Approve Discharge of CEO Helena Helmersson, From Jan. 30, 2020	Mgmt	For	Do Not Vote	Do Not Vote
8.c15	Approve Discharge of CEO Karl-Johan Persson, Until Jan. 29, 2020	Mgmt	For	Do Not Vote	Do Not Vote
9.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	Do Not Vote
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	Do Not Vote	Do Not Vote
10.1	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chairman and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	Do Not Vote
10.2	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	Do Not Vote
11.1	Reelect Stina Bergfors as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.2	Reelect Anders Dahlvig as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.5	Reelect Karl-Johan Persson as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.6	Reelect Christian Sievert as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.7	Reelect Erica Wiking Hager as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.8	Reelect Niklas Zennstrom as Director	Mgmt	For	Do Not Vote	Do Not Vote
11.9	Reelect Karl-Johan Persson as Board Chairman	Mgmt	For	Do Not Vote	Do Not Vote
12	Ratify Deloitte as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
13.1	Elect Karl-Johan Persson, Stefan Persson, Lottie Tham, Jan Andersson and Erik Durhan as Members of Nominating Committee	Mgmt	For	Do Not Vote	Do Not Vote
13.2	Approve Procedures for Nominating Committee	Mgmt	For	Do Not Vote	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	Do Not Vote	Do Not Vote

Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	Do Not Vote
16	Amend Articles Re: Collecting Proxies and Postal Voting	Mgmt	For	Do Not Vote	Do Not Vote
	Shareholder Proposals Submitted by Fondazione Finanza Etica	Mgmt			
17	Approve Annual Proxy Vote and Report on Climate Change Policy and Strategies	SH	None	Do Not Vote	Do Not Vote
18	Disclose Sustainability Targets to be Achieved in Order for Senior Executives to be Paid Variable Remuneration; Report on the Performance of Senior Executives on Sustainability Targets	SH	None	Do Not Vote	Do Not Vote
19	Close Meeting	Mgmt			

KBC Group SA/NV

Meeting Date: 05/06/2021

Country: Belgium

Ticker: KBC

Record Date: 04/22/2021

Meeting Type: Annual/Special

Primary Security ID: B5337G162

Shares Voted: 1,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting	Mgmt			
	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	Adopt Financial Statements	Mgmt	For	For	For
5a	Approve Allocation of Income	Mgmt	For	For	For
5b	Approve Allocation of Income and Dividends of EUR 0.44 per Share	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Refer	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
11a	Elect Luc Popelier as Director	Mgmt	For	Refer	Against
11b	Elect Katelijn Callewaert as Director	Mgmt	For	Refer	Against
11c	Elect Philippe Vlerick as Director	Mgmt	For	Refer	Against

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Transact Other Business	Mgmt			
	Special Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:154 of the Code of Companies and Associations	Mgmt			
2	Amend Articles Re: Replace Article 2, Paragraphs 1 to 4	Mgmt	For	For	For
3	Amend Articles Re: Delete Last Sentence of Article 3, Paragraph 1	Mgmt	For	For	For
4	Amend Articles Re: Delete Article 4, Paragraph 2	Mgmt	For	For	For
5	Amend Articles Re: Replace Article 8, Paragraph 3	Mgmt	For	For	For
6	Amend Articles Re: Replace Article 10	Mgmt	For	For	For
7	Amend Articles Re: Replace Article 12, Paragraphs 2 and 3	Mgmt	For	For	For
8	Amend Articles Re: Replace Article 13	Mgmt	For	For	For
9	Amend Articles Re: Add to Article 15, Last Paragraph	Mgmt	For	For	For
10	Amend Articles Re: Replace Last Sentence of Article 16, Paragraph 1	Mgmt	For	For	For
11	Amend Articles Re: Add to Article 16, Last Paragraph	Mgmt	For	For	For
12	Amend Articles Re: Replace Article 20, Paragraphs 2 to 4	Mgmt	For	For	For
13	Amend Articles Re: Replace Article 22 and Delete Last Paragraph	Mgmt	For	For	For
14	Amend Articles Re: Add Sentence to Article 27, Paragraph 1	Mgmt	For	For	For
15	Amend Articles Re: Complete the First Sentence of Article 27, Paragraph 2	Mgmt	For	For	For
16	Amend Articles Re: Insert New Article 28bis	Mgmt	For	For	For
1	Amend Articles Re: Add Sentence to Article 30	Mgmt	For	For	For
18	Amend Articles Re: Delete Article 32, Paragraph 3	Mgmt	For	For	For
19	Amend Articles Re: Completion of the First Sentence of Article 35	Mgmt	For	For	For
20	Amend Articles Re: Textual Change and Deletion of Article 36, Paragraphs 2 to 4	Mgmt	For	For	For
21	Amend Articles Re: Replace Article 41	Mgmt	For	For	For
22	Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
24	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Koninklijke DSM NV

Meeting Date: 05/06/2021 **Country:** Netherlands **Ticker:** DSM
Record Date: 04/08/2021 **Meeting Type:** Annual
Primary Security ID: N5017D122

Shares Voted: 1,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles of Association	Mgmt	For	For	For
3	Receive Report of Management Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	For
7.a	Approve Discharge of Management Board	Mgmt	For	For	For
7.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Reelect Dimitri de Vreeze to Management Board	Mgmt	For	For	For
9.a	Reelect Frits van Paasschen to Supervisory Board	Mgmt	For	Refer	For
9.b	Reelect John Ramsay to Supervisory Board	Mgmt	For	Refer	For
9.c	Elect Carla Mahieu to Supervisory Board	Mgmt	For	Refer	For
9.d	Elect Corien M. Wortmann-Kool to Supervisory Board	Mgmt	For	Refer	For
10	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For
11.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	Refer	For
11.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	Refer	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For

Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Other Business (Non-Voting)	Mgmt			
15	Discuss Voting Results	Mgmt			
16	Close Meeting	Mgmt			

Lonza Group AG

Meeting Date: 05/06/2021 **Country:** Switzerland **Ticker:** LONN
Record Date: **Meeting Type:** Annual
Primary Security ID: H50524133

Shares Voted: 239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
5.1.1	Reelect Werner Bauer as Director	Mgmt	For	Refer	For
5.1.2	Reelect Albert Baehny as Director	Mgmt	For	Refer	For
5.1.3	Reelect Dorothee Deuring as Director	Mgmt	For	Refer	For
5.1.4	Reelect Angelica Kohlmann as Director	Mgmt	For	Refer	For
5.1.5	Reelect Christoph Maeder as Director	Mgmt	For	Refer	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	Refer	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	Refer	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	Refer	For
5.2	Reelect Albert Baehny as Board Chairman	Mgmt	For	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG Ltd as Auditors	Mgmt	For	For	For
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million for the Period July 1, 2021 - June 30, 2022	Mgmt	For	For	For
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2020	Mgmt	For	For	For
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 10.5 Million for Fiscal Year 2021	Mgmt	For	For	For
10	Approve Renewal of CHF 7.5 Million Pool of Authorized Capital without Preemptive Rights	Mgmt	For	Refer	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Lonza Group AG

Meeting Date: 05/06/2021

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 239

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

Melrose Industries Plc

Meeting Date: 05/06/2021

Country: United Kingdom

Ticker: MRO

Record Date: 05/04/2021

Meeting Type: Annual

Primary Security ID: G5973J178

Shares Voted: 25,438

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 Christopher Miller as Director	Mgmt	For	Refer	For
5	Re-elect David Roper as Director	Mgmt	For	Refer	For
6	Re-elect Simon Peckham as Director	Mgmt	For	Refer	For
7	Re-elect Geoffrey Martin as Director	Mgmt	For	Refer	For
8	Re-elect Justin Dowley as Director	Mgmt	For	Refer	For
9	Re-elect Liz Hewitt as Director	Mgmt	For	Refer	For

Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect David Lis as Director	Mgmt	For	Refer	For
11	Re-elect Archie Kane as Director	Mgmt	For	Refer	For
12	Re-elect Charlotte Twynning as Director	Mgmt	For	Refer	For
13	Re-elect Funmi Adegoke as Director	Mgmt	For	Refer	For
14	Elect Peter Dilnot as Director	Mgmt	For	Refer	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

Melrose Industries Plc

Meeting Date: 05/06/2021

Country: United Kingdom

Ticker: MRO

Record Date: 05/04/2021

Meeting Type: Special

Primary Security ID: G5973J178

Shares Voted: 25,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Disposal of Nortek Air Management	Mgmt	For	Refer	For

Norsk Hydro ASA

Meeting Date: 05/06/2021

Country: Norway

Ticker: NHY

Record Date: 04/29/2021

Meeting Type: Annual

Primary Security ID: R61115102

Shares Voted: 19,280

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

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.25 Per Share	Mgmt	For	For	For
5	Approve Remuneration of Auditors	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	Refer	Against
7.1	Approve Remuneration of Corporate Assembly	Mgmt	For	For	For
7.2	Approve Remuneration of Nomination Committee	Mgmt	For	For	For

Schibsted ASA

Meeting Date: 05/06/2021 **Country:** Norway **Ticker:** SCHA
Record Date: **Meeting Type:** Annual

Primary Security ID: R75677105

Shares Voted: 828

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
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration of Auditors	Mgmt	For	For	For
6	Ratify PWC as Auditors	Mgmt	For	For	For
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
8	Receive Report from Nominating Committee	Mgmt			
9a	Elect Ole Jacob Sunde (Chair) as Director	Mgmt	For	Refer	For
9b	Elect Eugenie van Wiechen as Director	Mgmt	For	Refer	For
9c	Elect Phillipe Vimard as Director	Mgmt	For	Refer	For
9d	Elect Anna Mossberg as Director	Mgmt	For	Refer	For
9e	Elect Satu Huber as Director	Mgmt	For	Refer	For
9f	Elect Karl-Christian Agerup as Director	Mgmt	For	Refer	For
9g	Elect Rune Bjerke as Director	Mgmt	For	Refer	For
9h	Elect Hugo Maurstad as Director	Mgmt	For	Refer	Against

Schibsted ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chairman and NOK 558,000 for Other Directors; Approve Additional Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee in the Amount of NOK 146,000 for Chairman and NOK 90,000 for Other Members	Mgmt	For	For	For
12a	Elect Kjersti Loken Stavrum (Chair) as Member to the Nominating Committee	Mgmt	For	For	For
12b	Elect Spencer Adair as Member to the Nominating Committee	Mgmt	For	For	For
12c	Elect Ann Kristin Brautaset as Member to the Nominating Committee	Mgmt	For	For	For
13	Grant Power of Attorney to Board Pursuant to Article 7 of Articles of Association	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For

Vifor Pharma AG

Meeting Date: 05/06/2021

Country: Switzerland

Ticker: VIFN

Record Date:

Meeting Type: Annual

Primary Security ID: H9150Q103

Shares Voted: 269

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 Dividends of CHF 2.00 per Share	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 4 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	For	For
6.1.1	Reelect Jacques Theurillat as Director and Board Chairman	Mgmt	For	Refer	For
6.1.2	Reelect Romeo Cerutti as Director	Mgmt	For	Refer	For
6.1.3	Reelect Michel Burnier as Director	Mgmt	For	Refer	For
6.1.4	Reelect Sue Mahony as Director	Mgmt	For	Refer	For

Vifor Pharma AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.5	Reelect Kim Stratton as Director	Mgmt	For	Refer	For
6.1.6	Elect Alexandre LeBeaut as Director	Mgmt	For	Refer	For
6.1.7	Elect Asa Riisberg as Director	Mgmt	For	Refer	For
6.2.1	Reappoint Sue Mahony as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Michel Burnier as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Romeo Cerutti as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For	For
6.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vifor Pharma AG

Meeting Date: 05/06/2021

Country: Switzerland

Ticker: VIFN

Record Date:

Meeting Type: Annual

Primary Security ID: H9150Q103

Shares Voted: 269

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

Aeroports de Paris SA

Meeting Date: 05/11/2021

Country: France

Ticker: ADP

Record Date: 05/07/2021

Meeting Type: Annual/Special

Primary Security ID: F00882104

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Article 19 of Bylaws Re: Alternate Auditor	Mgmt	For	Do Not Vote	Do Not Vote
	Ordinary Business	Mgmt			
2	Approve Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	Do Not Vote
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	Do Not Vote
4	Approve Treatment of Losses	Mgmt	For	Do Not Vote	Do Not Vote

Aeroports de Paris SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Transaction with the French State	Mgmt	For	Do Not Vote	Do Not Vote
6	Approve Transaction with Grand Paris	Mgmt	For	Do Not Vote	Do Not Vote
7	Approve Transaction with Societe du Grand Paris	Mgmt	For	Do Not Vote	Do Not Vote
8	Approve Transaction with Societe Royal Schiphol Group	Mgmt	For	Do Not Vote	Do Not Vote
9	Approve Transaction with the French State	Mgmt	For	Do Not Vote	Do Not Vote
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Do Not Vote	Do Not Vote
11	Approve Compensation of Corporate Officers	Mgmt	For	Do Not Vote	Do Not Vote
12	Approve Compensation of Augustin de Romanet, Chairman and CEO	Mgmt	For	Do Not Vote	Do Not Vote
13	Approve Remuneration Policy of Board Members	Mgmt	For	Do Not Vote	Do Not Vote
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Do Not Vote	Do Not Vote
15	Ratify Appointment of Jean-Benoit Albertini as Director	Mgmt	For	Do Not Vote	Do Not Vote
16	Ratify Appointment of Severin Cabannes as Director	Mgmt	For	Do Not Vote	Do Not Vote
17	Ratify Appointment of Robert Carsouw as Director	Mgmt	For	Do Not Vote	Do Not Vote
18	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	Do Not Vote	Do Not Vote
19	Renew Appointment of Deloitte & Associés as Auditor	Mgmt	For	Do Not Vote	Do Not Vote
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	Do Not Vote	Do Not Vote

AstraZeneca Plc

Meeting Date: 05/11/2021

Country: United Kingdom

Ticker: AZN

Record Date: 05/07/2021

Meeting Type: Annual

Primary Security ID: G0593M107

Shares Voted: 6,279

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

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Leif Johansson as Director	Mgmt	For	Refer	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	Refer	For
5c	Re-elect Marc Dunoyer as Director	Mgmt	For	Refer	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	Refer	For
5e	Elect Euan Ashley as Director	Mgmt	For	Refer	For
5f	Re-elect Michel Demare as Director	Mgmt	For	Refer	For
5g	Re-elect Deborah DiSanzo as Director	Mgmt	For	Refer	For
5h	Elect Diana Layfield as Director	Mgmt	For	Refer	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	Refer	For
5j	Re-elect Tony Mok as Director	Mgmt	For	Refer	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	Refer	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	Refer	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	Refer	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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
14	Amend Performance Share Plan	Mgmt	For	Refer	Against

AstraZeneca Plc

Meeting Date: 05/11/2021

Country: United Kingdom

Ticker: AZN

Record Date: 05/07/2021

Meeting Type: Special

Primary Security ID: G0593M107

Shares Voted: 6,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Alexion Pharmaceuticals, Inc.	Mgmt	For	Refer	For

Meeting Date: 05/11/2021

Country: France

Ticker: EDEN

Record Date: 05/07/2021

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Shares Voted: 1,506

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 0.75 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Reelect Sylvia Coutinho as Director	Mgmt	For	Refer	For
6	Reelect Françoise Gri as Director	Mgmt	For	Refer	For
7	Elect Angeles Garcia-Poveda as Director	Mgmt	For	Refer	For
8	Elect Monica Mondardini as Director	Mgmt	For	Refer	For
9	Elect Philippe Vallee as Director	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Against
15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	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 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees, Corporate Officers and International Subsidiaries	Mgmt	For	Refer	For
18	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For	For	For
19	Change Company Name to SE Edenred and Amend Article of Bylaws Accordingly	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

adidas AG

Meeting Date: 05/12/2021

Country: Germany

Ticker: ADS

Record Date:

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 99

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Elect Jackie Joyner-Kersey to the Supervisory Board	Mgmt	For	Refer	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	For	For
9	Approve Creation of EUR 50 Million Pool of Capital with Preemptive Rights	Mgmt	For	Refer	For
10	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
11	Cancel Authorized Capital 2016	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
14	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For

ATOS SE

Meeting Date: 05/12/2021

Country: France

Ticker: ATO

Record Date: 05/10/2021

Meeting Type: Annual/Special

Primary Security ID: F06116101

Shares Voted: 1,464

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	Refer	Against

ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
4	Reelect Vivek Badrinath as Director	Mgmt	For	Refer	For
5	Reelect Bertrand Meunier as Director	Mgmt	For	Refer	For
6	Reelect Aminata Niane as Director	Mgmt	For	Refer	For
7	Reelect Lynn Paine as Director	Mgmt	For	Refer	For
8	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
9	Approve Compensation of Bertrand Meunier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Elie Girard, CEO	Mgmt	For	For	For
11	Approve Compensation of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
15	Say-on-Climate	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
20	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
21	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bayerische Motoren Werke AG

Meeting Date: 05/12/2021

Country: Germany

Ticker: BMW

Record Date: 04/20/2021

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 1,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.90 per Ordinary Share and EUR 1.92 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Rachel Empey to the Supervisory Board	Mgmt	For	Refer	For
6.3	Elect Christoph Schmidt to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9.2	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9.3	Amend Articles Re: Participation and Voting Rights	Mgmt	For	For	For
10	Amend Affiliation Agreement with BMW Bank GmbH	Mgmt	For	For	For

Credit Agricole SA

Meeting Date: 05/12/2021

Country: France

Ticker: ACA

Record Date: 05/10/2021

Meeting Type: Annual/Special

Primary Security ID: F22797108

Shares Voted: 7,272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Articles 7 and 30 of Bylaws Re: Stock Dividend Program	Mgmt	For	For	For
	Ordinary Business	Mgmt			
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
5	Approve Stock Dividend Program for Fiscal Year 2021	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Transaction with Credit du Maroc Re: Loan Agreement	Mgmt	For	For	For
7	Approve Transaction with CAGIP Re: Pacte Agreement	Mgmt	For	For	For
8	Approve Transaction with CA-CIB Re: Transfert of DSB Activity	Mgmt	For	For	For
9	Approve Renewal of Four Transactions Re: Tax Integration Agreements	Mgmt	For	For	For
10	Approve Amendment of Transaction with Caisse Regionale de Normandie Re: Loan Agreement	Mgmt	For	For	For
11	Elect Agnes Audier as Director	Mgmt	For	Refer	For
12	Elect Marianne Laigneau as Director	Mgmt	For	Refer	For
13	Elect Alessia Mosca as Director	Mgmt	For	Refer	For
14	Elect Olivier Auffray as Director	Mgmt	For	Refer	Against
15	Elect Christophe Lesur as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
16	Reelect Louis Tercinier as Director	Mgmt	For	Refer	Against
17	Reelect SAS, rue de la Boetie as Director	Mgmt	For	Refer	Against
18	Ratify Appointment of Nicole Gourmelon as Director	Mgmt	For	Refer	Against
19	Reelect Nicole Gourmelon as Director	Mgmt	For	Refer	Against
20	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
21	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
22	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	For
23	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
24	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
25	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For
26	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For
27	Approve Compensation Report	Mgmt	For	For	For
28	Approve the Aggregate Remuneration Granted in 2020 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	Refer	For
29	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
30	Amend Articles 1, 10, 11 and 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
31	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	Mgmt	For	For	For
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fastighets AB Balder

Meeting Date: 05/12/2021

Country: Sweden

Ticker: BALD.B

Record Date: 05/04/2021

Meeting Type: Annual

Primary Security ID: W30316116

Shares Voted: 1,022

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	Designate Uwe Loffler as Inspector of Minutes of Meeting	Mgmt	For	For	For
4	Prepare and Approve List of Shareholders	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			
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 Board Chairman Christina Rogestam	Mgmt	For	For	For
8c.2	Approve Discharge of Board Member Erik Selin	Mgmt	For	For	For
8c.3	Approve Discharge of Board Member Fredrik Svensson	Mgmt	For	For	For
8c.4	Approve Discharge of Board Member Sten Duner	Mgmt	For	For	For
8c.5	Approve Discharge of Board Member Anders Wennergren	Mgmt	For	For	For
8c.6	Approve Discharge of CEO Erik Selin	Mgmt	For	For	For
9	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of SEK 560,000; Approve Remuneration of Auditors	Mgmt	For	Refer	For

Fastighets AB Balder

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1a	Reelect Christina Rogestam as Director	Mgmt	For	Refer	Against
11.1b	Reelect Erik Selin as Director	Mgmt	For	Refer	For
11.1c	Reelect Fredrik Svensson as Director	Mgmt	For	Refer	Against
11.1d	Reelect Sten Duner as Director	Mgmt	For	Refer	Against
11.1e	Reelect Anders Wennergren as Director	Mgmt	For	Refer	Against
11.2	Reelect Christina Rogestam as Board Chairman	Mgmt	For	Against	Against
12	Authorize Lars Rasin and Representatives of Two of Company's Largest Shareholders to Serve on Nominating Committee	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	Refer	For
15	Approve Issuance of up to 20 Million Class B Shares without Preemptive Rights	Mgmt	For	Refer	Against
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Partners Group Holding AG

Meeting Date: 05/12/2021

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 72

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 27.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
6.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 3.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 10.1 Million	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2021	Mgmt	For	For	For
6.5	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2022	Mgmt	For	For	For
6.6	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 15.1 Million	Mgmt	For	For	For
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 60,000	Mgmt	For	For	For
7.1.1	Elect Steffen Meister as Director and as Board Chairman	Mgmt	For	Refer	For
7.1.2	Elect Marcel Erni as Director	Mgmt	For	Refer	For
7.1.3	Elect Alfred Gantner as Director	Mgmt	For	Refer	For
7.1.4	Elect Lisa Hook as Director	Mgmt	For	Refer	For
7.1.5	Elect Joseph Landy as Director	Mgmt	For	Refer	For
7.1.6	Elect Grace del Rosario-Castano as Director	Mgmt	For	Refer	For
7.1.7	Elect Martin Strobel as Director	Mgmt	For	Refer	For
7.1.8	Elect Urs Wietlisbach as Director	Mgmt	For	Refer	For
7.2.1	Appoint Grace del Rosario-Castano as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Appoint Lisa Hook as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Partners Group Holding AG

Meeting Date: 05/12/2021

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 72

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

Rentokil Initial Plc

Meeting Date: 05/12/2021

Country: United Kingdom

Ticker: RTO

Record Date: 05/10/2021

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 7,436

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 Policy	Mgmt	For	Refer	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	Refer	Against
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Stuart Ingall-Tombs as Director	Mgmt	For	Refer	For
7	Elect Sarosh Mistry as Director	Mgmt	For	Refer	For
8	Re-elect John Pettigrew as Director	Mgmt	For	Refer	For
9	Re-elect Andy Ransom as Director	Mgmt	For	Refer	For
10	Re-elect Richard Solomons as Director	Mgmt	For	Refer	For
11	Re-elect Julie Southern as Director	Mgmt	For	Refer	For
12	Re-elect Cathy Turner as Director	Mgmt	For	Refer	For
13	Re-elect Linda Yueh as Director	Mgmt	For	Refer	For
14	Appoint PricewaterhouseCoopers 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
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

SAP SE

Meeting Date: 05/12/2021

Country: Germany

Ticker: SAP

Record Date: 04/20/2021

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 1,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Qi Lu to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Rouven Westphal to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For
8	Amend Corporate Purpose	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/12/2021

Country: United Kingdom

Ticker: STAN

Record Date: 05/10/2021

Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 21,818

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	Elect Maria Ramos as Director	Mgmt	For	Refer	For
5	Re-elect David Conner as Director	Mgmt	For	Refer	For
6	Re-elect Byron Grote as Director	Mgmt	For	Refer	For
7	Re-elect Andy Halford as Director	Mgmt	For	Refer	For
8	Re-elect Christine Hodgson as Director	Mgmt	For	Refer	For
9	Re-elect Gay Huey Evans as Director	Mgmt	For	Refer	For
10	Re-elect Naguib Kheraj as Director	Mgmt	For	Refer	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Phil Rivett as Director	Mgmt	For	Refer	For
12	Re-elect David Tang as Director	Mgmt	For	Refer	For
13	Re-elect Carlson Tong as Director	Mgmt	For	Refer	For
14	Re-elect Jose Vinals as Director	Mgmt	For	Refer	For
15	Re-elect Jasmine Whitbread as Director	Mgmt	For	Refer	For
16	Re-elect Bill Winters as Director	Mgmt	For	Refer	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Standard Chartered Share Plan	Mgmt	For	Refer	For
21	Authorise Issue of Equity	Mgmt	For	Refer	For
22	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 27	Mgmt	For	Refer	For
23	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
28	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Meeting Date: 05/12/2021 **Country:** France **Ticker:** URW
Record Date: 05/10/2021 **Meeting Type:** Annual/Special
Primary Security ID: F95094581

Shares Voted: 958

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

Unibail-Rodamco-Westfield SE

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 Treatment of Losses	Mgmt	For	For	For
4	Approve Transaction with Christophe Cuvillier	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Approve Compensation of Christophe Cuvillier, Chairman of the Management Board	Mgmt	For	For	For
7	Approve Compensation of Jaap Tonckens, Member of the Management Board	Mgmt	For	For	For
8	Approve Compensation of Colin Dyer, Chairman of the Supervisory Board Until 13 November 2020	Mgmt	For	For	For
9	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board Since 13 November 2020	Mgmt	For	For	For
10	Approve Compensation of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy for Chairman of the Management Board	Mgmt	For	Refer	For
12	Approve Remuneration Policy for Management Board Members	Mgmt	For	Refer	For
13	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	Refer	For
14	Ratify Appointment of Julie Avrane-Chopard as Supervisory Board Member	Mgmt	For	Refer	For
15	Ratify Appointment of Cecile Cabanis as Supervisory Board Member	Mgmt	For	Refer	For
16	Reelect John McFarlane as Supervisory Board Member	Mgmt	For	Refer	For
17	Elect as Aline Sylla-Walbaum as Supervisory Board Member	Mgmt	For	Refer	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	Refer	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 68 Million	Mgmt	For	Refer	For

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 20-21	Mgmt	For	Refer	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize up to 2.6 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Refer	For
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
27	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For
28	Amend Article 15 of Bylaws Re: Written Consultation	Mgmt	For	For	For
	Ordinary Business	Mgmt			
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Direct Line Insurance Group Plc

Meeting Date: 05/13/2021 **Country:** United Kingdom **Ticker:** DLG
Record Date: 05/11/2021 **Meeting Type:** Annual
Primary Security ID: G2871V114

Shares Voted: 12,070

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 Danuta Gray as Director	Mgmt	For	Refer	For
5	Re-elect Mark Gregory as Director	Mgmt	For	Refer	For
6	Re-elect Tim Harris as Director	Mgmt	For	Refer	For
7	Re-elect Penny James as Director	Mgmt	For	Refer	For
8	Re-elect Sebastian James as Director	Mgmt	For	Refer	For
9	Elect Adrian Joseph as Director	Mgmt	For	Refer	For
10	Re-elect Fiona McBain as Director	Mgmt	For	Refer	For
11	Re-elect Gregor Stewart as Director	Mgmt	For	Refer	For
12	Re-elect Richard Ward as Director	Mgmt	For	Refer	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Direct Line Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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
21	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	Mgmt	For	For	For

Ocado Group Plc

Meeting Date: 05/13/2021

Country: United Kingdom

Ticker: OCDO

Record Date: 05/11/2021

Meeting Type: Annual

Primary Security ID: G6718L106

Shares Voted: 2,158

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 Tim Steiner as Director	Mgmt	For	Refer	For
4	Re-elect Neill Abrams as Director	Mgmt	For	Refer	For
5	Re-elect Mark Richardson as Director	Mgmt	For	Refer	For
6	Re-elect Luke Jensen as Director	Mgmt	For	Refer	For
7	Re-elect Jorn Rausing as Director	Mgmt	For	Refer	For
8	Re-elect Andrew Harrison as Director	Mgmt	For	Refer	Against
9	Re-elect Emma Lloyd as Director	Mgmt	For	Refer	For
10	Re-elect Julie Southern as Director	Mgmt	For	Refer	For
11	Re-elect John Martin as Director	Mgmt	For	Refer	For
12	Elect Michael Sherman as Director	Mgmt	For	Refer	For
13	Elect Richard Haythornthwaite as Director	Mgmt	For	Refer	For

Ocado Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Stephen Daintith as Director	Mgmt	For	Refer	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Amend Employee Share Purchase Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	Refer	For
20	Authorise Issue of Equity in Connection with a Rights Issue	Mgmt	For	Refer	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Prudential Plc

Meeting Date: 05/13/2021 **Country:** United Kingdom **Ticker:** PRU
Record Date: 05/11/2021 **Meeting Type:** Annual
Primary Security ID: G72899100

Shares Voted: 11,137

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 Chua Sock Koong as Director	Mgmt	For	Refer	For
4	Elect Ming Lu as Director	Mgmt	For	Refer	For
5	Elect Jeanette Wong as Director	Mgmt	For	Refer	For
6	Re-elect Shriti Vadera as Director	Mgmt	For	Refer	For
7	Re-elect Jeremy Anderson as Director	Mgmt	For	Refer	For
8	Re-elect Mark Fitzpatrick as Director	Mgmt	For	Refer	For
9	Re-elect David Law as Director	Mgmt	For	Refer	For
10	Re-elect Anthony Nightingale as Director	Mgmt	For	Refer	For
11	Re-elect Philip Remnant as Director	Mgmt	For	Refer	For
12	Re-elect Alice Schroeder as Director	Mgmt	For	Refer	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect James Turner as Director	Mgmt	For	Refer	For
14	Re-elect Thomas Watjen as Director	Mgmt	For	Refer	For
15	Re-elect Michael Wells as Director	Mgmt	For	Refer	For
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For	Refer	For
17	Re-elect Amy Yip as Director	Mgmt	For	Refer	For
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	Refer	For
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	Refer	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

Phoenix Group Holdings Plc

Meeting Date: 05/14/2021

Country: United Kingdom

Ticker: PHNX

Record Date: 05/12/2021

Meeting Type: Annual

Primary Security ID: G7S8MZ109

Shares Voted: 5,090

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 Alastair Barbour as Director	Mgmt	For	Refer	For
5	Re-elect Andy Briggs as Director	Mgmt	For	Refer	For
6	Re-elect Karen Green as Director	Mgmt	For	Refer	For
7	Elect Hiroyuki Iioka as Director	Mgmt	For	Refer	For
8	Re-elect Nicholas Lyons as Director	Mgmt	For	Refer	For
9	Re-elect Wendy Mayall as Director	Mgmt	For	Refer	For

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Christopher Minter as Director	Mgmt	For	Refer	For
11	Re-elect John Pollock as Director	Mgmt	For	Refer	For
12	Re-elect Belinda Richards as Director	Mgmt	For	Refer	For
13	Re-elect Nicholas Shott as Director	Mgmt	For	Refer	For
14	Re-elect Kory Sorenson as Director	Mgmt	For	Refer	For
15	Re-elect Rakesh Thakrar as Director	Mgmt	For	Refer	For
16	Re-elect Mike Tumilty as Director	Mgmt	For	Refer	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	Refer	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/18/2021

Country: France

Ticker: BNP

Record Date: 05/16/2021

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 5,097

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 1.11 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	Reelect Pierre Andre de Chalendar as Director	Mgmt	For	Refer	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Rajna Gibson Brandon as Director	Mgmt	For	Refer	For
8	Elect Christian Noyer as Director	Mgmt	For	Refer	For
9	Elect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
B	Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
C	Elect Dominique Potier as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
12	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	Refer	For
13	Approve Compensation of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
16	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For	For	For
17	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For	For
19	Set Limit for the Variable Remuneration of Executives and Specific Employees	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Orange SA

Meeting Date: 05/18/2021

Country: France

Ticker: ORA

Record Date: 05/14/2021

Meeting Type: Annual/Special

Primary Security ID: F6866T100

Shares Voted: 9,853

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

Orange 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 0.90 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	Reelect Bpifrance Participations as Director	Mgmt	For	Refer	For
6	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For
7	Renew Appointment of Salustro Reydel as Alternate Auditor	Mgmt	For	For	For
8	Appoint Deloitte as Auditor	Mgmt	For	For	For
9	Appoint Beas as Alternate Auditor	Mgmt	For	For	For
10	Ratify Change Location of Registered Office to 111 Quai du President Roosevelt, 92130 Issy-les-Moulineaux	Mgmt	For	For	For
11	Approve Compensation Report	Mgmt	For	For	For
12	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	For
13	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of the Chairman and CEO	Mgmt	For	Refer	For
16	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Refer	For
17	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	Refer	For
20	Allow Board to Use Delegations under Item 19 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Against
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	Refer	For
22	Allow Board to Use Delegations under Item 21 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Against

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
24	Allow Board to Use Delegations under Item 23 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-24	Mgmt	For	Refer	Against
26	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For	For
27	Allow Board to Use Delegations under Item 26 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
29	Allow Board to Use Delegations under Item 28 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Against
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	Mgmt	For	For	For
31	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Some Employees and Executive Corporate Officers	Mgmt	For	Refer	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amending Item 31 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	SH	Against	Against	Against
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against
C	Access of Women to Positions of Responsibility and Equal Pay	SH			

Royal Dutch Shell Plc

Meeting Date: 05/18/2021

Country: United Kingdom

Ticker: RDSA

Record Date: 05/14/2021

Meeting Type: Annual

Primary Security ID: G7690A100

Shares Voted: 13,898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Jane Lute as Director	Mgmt	For	Refer	For
4	Re-elect Ben van Beurden as Director	Mgmt	For	Refer	For
5	Re-elect Dick Boer as Director	Mgmt	For	Refer	For
6	Re-elect Neil Carson as Director	Mgmt	For	Refer	For
7	Re-elect Ann Godbehere as Director	Mgmt	For	Refer	For
8	Re-elect Euleen Goh as Director	Mgmt	For	Refer	For
9	Re-elect Catherine Hughes as Director	Mgmt	For	Refer	For
10	Re-elect Martina Hund-Mejean as Director	Mgmt	For	Refer	For
11	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Refer	For
12	Elect Abraham Schot as Director	Mgmt	For	Refer	For
13	Re-elect Jessica Uhl as Director	Mgmt	For	Refer	For
14	Re-elect Gerrit Zalm as Director	Mgmt	For	Refer	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	Refer	Against

Societe Generale SA

Meeting Date: 05/18/2021

Country: France

Ticker: GLE

Record Date: 05/14/2021

Meeting Type: Annual

Primary Security ID: F8591M517

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 Treatment of Losses and Dividends of EUR 0.55 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Frederic Oudea, CEO	Mgmt	For	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Severin Cabannes, Vice-CEO	Mgmt	For	For	For
13	Approve Compensation of Philippe Heim, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Diony Lebot, Vice-CEO	Mgmt	For	For	For
15	Approve the Aggregate Remuneration Granted in 2020 to Certain Senior Management, Responsible Officers, and Risk-Takers	Mgmt	For	For	For
16	Reelect William Connelly as Director	Mgmt	For	Refer	For
17	Reelect Lubomira Rochet as Director	Mgmt	For	Refer	For
18	Reelect Alexandra Schaapveld as Director	Mgmt	For	Refer	For
19	Elect Henri Poupart-Lafarge as Director	Mgmt	For	Refer	For
20	Elect Helene Crinquant as Representative of Employee Shareholders to the Board	Mgmt	None	Against	Against
21	Elect Sebastien Wetter as Representative of Employee Shareholders to the Board	Mgmt	None	For	For
22	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Standard Life Aberdeen Plc

Meeting Date: 05/18/2021

Country: United Kingdom

Ticker: SLA

Record Date: 05/14/2021

Meeting Type: Annual

Primary Security ID: G84246118

Shares Voted: 106,056

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	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6A	Re-elect Sir Douglas Flint as Director	Mgmt	For	Refer	For
6B	Re-elect Jonathan Asquith as Director	Mgmt	For	Refer	For
6C	Re-elect Stephanie Bruce as Director	Mgmt	For	Refer	For
6D	Re-elect John Devine as Director	Mgmt	For	Refer	For
6E	Re-elect Melanie Gee as Director	Mgmt	For	Refer	For
6F	Re-elect Brian McBride as Director	Mgmt	For	Refer	For
6G	Re-elect Martin Pike as Director	Mgmt	For	Refer	For
6H	Re-elect Cathleen Raffaelli as Director	Mgmt	For	Refer	For
6I	Re-elect Cecilia Reyes as Director	Mgmt	For	Refer	For
6J	Re-elect Jutta af Rosenborg as Director	Mgmt	For	Refer	For
7	Elect Stephen Bird as Director	Mgmt	For	Refer	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	Refer	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
15	Adopt New Articles of Association	Mgmt	For	For	For

Meeting Date: 05/19/2021

Country: Belgium

Ticker: AGS

Record Date: 05/05/2021

Meeting Type: Annual/Special

Primary Security ID: B0148L138

Shares Voted: 974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting	Mgmt			
1	Open Meeting	Mgmt			
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.2.1	Receive Information on Company's Dividend Policy	Mgmt	For	For	For
2.2.2	Approve Dividends of EUR 2.65 Per Share	Mgmt	For	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For	For
2.3.2	Approve Discharge of Auditors	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Elect Jean-Michel Chatagny as Independent Director	Mgmt	For	Refer	For
4.2	Reelect Katleen Vandeweyer as Independent Director	Mgmt	For	Refer	For
4.3	Reelect Bart De Smet as Director	Mgmt	For	Refer	For
4.4	Ratify PwC as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
5.1a	Amend Article 1 Re: Definitions	Mgmt	For	For	For
5.2.1	Receive Special Board Report Re: Proposed Amendments to the Purpose Clause in Accordance with Article 7:154 of the Belgian Companies and Associations Code	Mgmt			
5.2.2	Amend Article 4 Re: Purpose	Mgmt	For	For	For
5.3	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
5.4.1	Receive Special Board Report Re: Use and Purpose of the Authorized Capital Prepared in Accordance with Article 7:199 of the Belgian Companies and Associations Code	Mgmt			
5.4.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Refer	For
5.5a	Amend Article 12 Re: Management of the Company	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Deutsche Boerse AG

Meeting Date: 05/19/2021

Country: Germany

Ticker: DB1

Record Date:

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5.1	Elect Karl-Heinz Floether to the Supervisory Board	Mgmt	For	Refer	For
5.2	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	Refer	For
5.3	Elect Martin Jetter to the Supervisory Board	Mgmt	For	Refer	For
5.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	Refer	For
5.5	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	Refer	For
5.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	Refer	For
5.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	Refer	For
5.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	Refer	For
6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Amend Articles Re: AGM Location	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For

Erste Group Bank AG

Meeting Date: 05/19/2021

Country: Austria

Ticker: EBS

Record Date: 05/09/2021

Meeting Type: Annual

Primary Security ID: A19494102

Shares Voted: 1,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Elect Michael Schuster as Supervisory Board Member	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Key Employees	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 05/19/2021

Country: Finland

Ticker: SAMPO

Record Date: 05/06/2021

Meeting Type: Annual

Primary Security ID: X75653109

Shares Voted: 2,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.70 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 184,000 for Chairman and EUR 95,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto and Bjorn Wahlroos as Directors; Elect Markus Rauramo as New Director	Mgmt	For	Refer	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Zalando SE

Meeting Date: 05/19/2021 **Country:** Germany **Ticker:** ZAL
Record Date: 04/27/2021 **Meeting Type:** Annual
Primary Security ID: D98423102

Shares Voted: 6,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
5.2	Ratify Ernst & Young GmbH as Auditors Until the 2022 AGM	Mgmt	For	For	For
6.1	Elect Kelly Bennett to the Supervisory Board as Shareholder Representative	Mgmt	For	Refer	For
6.2	Elect Jennifer Hyman to the Supervisory Board as Shareholder Representative	Mgmt	For	Refer	For
6.3	Elect Niklas Oestberg to the Supervisory Board as Shareholder Representative	Mgmt	For	Refer	For
6.4	Elect Anders Holch Povlsen to the Supervisory Board as Shareholder Representative	Mgmt	For	Refer	For
6.5	Elect Mariella Roehm-Kottmann to the Supervisory Board as Shareholder Representative	Mgmt	For	Refer	For

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Elect Cristina Stenbeck to the Supervisory Board as Shareholder Representative	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

bioMerieux SA

Meeting Date: 05/20/2021

Country: France

Ticker: BIM

Record Date: 05/18/2021

Meeting Type: Annual/Special

Primary Security ID: F1149Y232

Shares Voted: 273

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 Discharge of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.62 per Share	Mgmt	For	For	For
5	Approve Transaction with Institut Merieux Re: Amendment to the Services Agreement	Mgmt	For	Against	Against
6	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 12 Million under its Sponsorship Agreement	Mgmt	For	For	For
7	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 500,000 under its Sponsorship Agreement	Mgmt	For	For	For
8	Approve Transaction with Fonds de Dotation bioMerieux Re: Payment of an Initial Endowment of EUR 20 Million to Fonds de Dotation bioMerieux	Mgmt	For	For	For
9	Reelect Alain Merieux as Founder Chairman	Mgmt	For	For	For
10	Reelect Marie-Paule Kieny as Director	Mgmt	For	Refer	For
11	Reelect Fanny Letier as Director	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
14	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against
15	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	Against	Against
18	Approve Compensation of Didier Boulud, Vice-CEO	Mgmt	For	Against	Against
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Mgmt	For	Refer	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Mgmt	For	Refer	Against
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Refer	Against
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	For	Refer	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	Against
27	Authorize Capitalization of Reserves of Up to EUR 4.21 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4.21 Million	Mgmt	For	Against	Against
29	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	Against
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Eliminate Preemptive Rights Pursuant to Item 30 Above, in Favor of Employees	Mgmt	For	Refer	For
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-28 and 30 at EUR 4.21 Million	Mgmt	For	For	For
33	Amend Articles 12, 14, 15 and 17 of Bylaws Re: Remuneration of Corporate Officers; Written Consultation; Corporate Purpose	Mgmt	For	For	For
34	Approve Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	For

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
35	Pursuant to Item 34 Above, Adopt New Bylaws	Mgmt	For	For	For
36	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/20/2021 **Country:** France **Ticker:** CAP
Record Date: 05/18/2021 **Meeting Type:** Annual/Special
Primary Security ID: F4973Q101

Shares Voted: 866

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 1.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation of Paul Hermelin, Chairman and CEO Until 20 May 2020	Mgmt	For	For	For
6	Approve Compensation of Aiman Ezzat, Vice-CEO Until 20 May 2020	Mgmt	For	For	For
7	Approve Compensation of Paul Hermelin, Chairman of the Board Since 20 May 2020	Mgmt	For	For	For
8	Approve Compensation of Aiman Ezzat, CEO Since 20 May 2020	Mgmt	For	For	For
9	Approve Compensation of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
13	Reelect Patrick Pouyanne as Director	Mgmt	For	Refer	For
14	Elect Tanja Rueckert as Director	Mgmt	For	Refer	For
15	Elect Kurt Sievers as Director	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Amend Articles 12 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	Refer	For
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

Enel SpA

Meeting Date: 05/20/2021 **Country:** Italy **Ticker:** ENEL
Record Date: 05/11/2021 **Meeting Type:** Annual
Primary Security ID: T3679P115

Shares Voted: 46,101

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
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Long-Term Incentive Plan	Mgmt	For	Refer	For
5.1	Approve Remuneration Policy	Mgmt	For	Refer	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Refer	Against

Fresenius Medical Care AG & Co. KGaA

Meeting Date: 05/20/2021 **Country:** Germany **Ticker:** FME
Record Date: 04/28/2021 **Meeting Type:** Annual
Primary Security ID: D2734Z107

Shares Voted: 831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For	For	For

Fresenius Medical Care AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.34 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Dieter Schenk to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Rolf Classon to the Supervisory Board and to the Joint Committee	Mgmt	For	Refer	For
6.3	Elect Gregory Sorensen to the Supervisory Board	Mgmt	For	Refer	For
6.4	Elect Dorothea Wenzel to the Supervisory Board and to the Joint Committee	Mgmt	For	Refer	For
6.5	Elect Pascale Witz to the Supervisory Board	Mgmt	For	Refer	For
6.6	Elect Gregor Zuend to the Supervisory Board	Mgmt	For	Refer	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Grifols SA

Meeting Date: 05/20/2021

Country: Spain

Ticker: GRF

Record Date: 05/14/2021

Meeting Type: Annual

Primary Security ID: E5706X215

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements, Allocation of Income, and Dividend Payment for Class B Shares	Mgmt	For	Do Not Vote	Do Not Vote
2	Approve Consolidated Financial Statements	Mgmt	For	Do Not Vote	Do Not Vote
3	Approve Non-Financial Information Statement	Mgmt	For	Do Not Vote	Do Not Vote
4	Approve Dividends Charged Against Reserves	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Discharge of Board	Mgmt	For	Do Not Vote	Do Not Vote
6	Appoint Deloitte as Auditor of Standalone Financial Statements	Mgmt	For	Do Not Vote	Do Not Vote
7	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	Mgmt	For	Do Not Vote	Do Not Vote
8.1	Dismiss Ramon Riera Roca as Director	Mgmt	For	Do Not Vote	Do Not Vote

Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Reelect Victor Grifols Roura as Director	Mgmt	For	Do Not Vote	Do Not Vote
8.3	Fix Number of Directors at 12	Mgmt	For	Do Not Vote	Do Not Vote
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	Do Not Vote	Do Not Vote
11	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Do Not Vote	Do Not Vote
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	Do Not Vote	Do Not Vote

Knorr-Bremse AG

Meeting Date: 05/20/2021

Country: Germany

Ticker: KBX

Record Date: 04/28/2021

Meeting Type: Annual

Primary Security ID: D4S43E114

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.52 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Klaus Mangold to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Kathrin Dahnke to the Supervisory Board	Mgmt	For	Refer	Against
6.3	Elect Thomas Enders to the Supervisory Board	Mgmt	For	Refer	Against
6.4	Elect Stefan Sommer to the Supervisory Board	Mgmt	For	Refer	Against
6.5	Elect Julia Thiele-Schuerhoff to the Supervisory Board	Mgmt	For	Refer	Against
6.6	Elect Theodor Weimer to the Supervisory Board	Mgmt	For	Refer	Against
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Approve US-Employee Share Purchase Plan	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/20/2021

Country: United Kingdom

Ticker: LLOY

Record Date: 05/18/2021

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 375,241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Robin Budenberg as Director	Mgmt	For	Refer	For
3	Re-elect William Chalmers as Director	Mgmt	For	Refer	For
4	Re-elect Alan Dickinson as Director	Mgmt	For	Refer	For
5	Re-elect Sarah Legg as Director	Mgmt	For	Refer	For
6	Re-elect Lord Lupton as Director	Mgmt	For	Refer	For
7	Re-elect Amanda Mackenzie as Director	Mgmt	For	Refer	For
8	Re-elect Nick Prettejohn as Director	Mgmt	For	Refer	For
9	Re-elect Stuart Sinclair as Director	Mgmt	For	Refer	For
10	Re-elect Catherine Woods as Director	Mgmt	For	Refer	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Deferred Bonus Plan	Mgmt	For	For	For
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
21	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Adopt New Articles of Association	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Next Plc

Meeting Date: 05/20/2021

Country: United Kingdom

Ticker: NXT

Record Date: 05/18/2021

Meeting Type: Annual

Primary Security ID: G6500M106

Shares Voted: 576

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 Tom Hall as Director	Mgmt	For	Refer	For
4	Re-elect Jonathan Bewes as Director	Mgmt	For	Refer	For
5	Re-elect Tristia Harrison as Director	Mgmt	For	Refer	For
6	Re-elect Amanda James as Director	Mgmt	For	Refer	For
7	Re-elect Richard Papp as Director	Mgmt	For	Refer	For
8	Re-elect Michael Roney as Director	Mgmt	For	Refer	For
9	Re-elect Jane Shields as Director	Mgmt	For	Refer	For
10	Re-elect Dame Dianne Thompson as Director	Mgmt	For	Refer	For
11	Re-elect Lord Wolfson as Director	Mgmt	For	Refer	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
14	Authorise Issue of Equity	Mgmt	For	Refer	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise Off-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

NN Group NV

Meeting Date: 05/20/2021

Country: Netherlands

Ticker: NN

Record Date: 04/22/2021

Meeting Type: Annual

Primary Security ID: N64038107

Shares Voted: 25,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.C	Approve Dividends of EUR 2.33 Per Share	Mgmt	For	For	For
5.A	Approve Discharge of Executive Board	Mgmt	For	For	For
5.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6.A	Elect Cecilia Reyes to Supervisory Board	Mgmt	For	Refer	For
6.B	Elect Rob Lelieveld to Supervisory Board	Mgmt	For	Refer	For
6.C	Elect Inga Beale to Supervisory Board	Mgmt	For	Refer	For
7	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	Mgmt	For	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	Refer	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	Mgmt	For	Refer	For
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	Refer	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Telefonica Deutschland Holding AG

Meeting Date: 05/20/2021

Country: Germany

Ticker: O2D

Record Date:

Meeting Type: Annual

Primary Security ID: D8T9CK101

Shares Voted: 19,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			

Telefonica Deutschland Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.18 per Share	Mgmt	For	Do Not Vote	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	Do Not Vote	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	Do Not Vote	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	Do Not Vote	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2022 Interim Financial Statements Until the 2022 AGM	Mgmt	For	Do Not Vote	For
6	Approve Remuneration Policy	Mgmt	For	Do Not Vote	Against
7	Approve Remuneration of Supervisory Board	Mgmt	For	Do Not Vote	For
8.1	Elect Stefanie Oeschger to the Supervisory Board	Mgmt	For	Do Not Vote	Against
8.2	Elect Ernesto Gardelliano to the Supervisory Board	Mgmt	For	Do Not Vote	Against
9	Approve Creation of EUR 1.5 Billion Pool of Capital without Preemptive Rights	Mgmt	For	Do Not Vote	Against

Temenos AG

Meeting Date: 05/20/2021

Country: Switzerland

Ticker: TEMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8547Q107

Shares Voted: 349

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 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Creation of CHF 35.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
5.1	Approve Remuneration of Directors in the Amount of USD 8.2 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of USD 40 Million	Mgmt	For	For	For
6.1	Elect James Benson as Director	Mgmt	For	Refer	For
6.2.1	Reelect Andreas Andreades as Director and Board Chairman	Mgmt	For	Refer	For
6.2.2	Reelect Thibault de Tersant as Director	Mgmt	For	Refer	For
6.2.3	Reelect Ian Cookson as Director	Mgmt	For	Refer	For

Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.4	Reelect Erik Hansen as Director	Mgmt	For	Refer	For
6.2.5	Reelect Peter Spenser as Director	Mgmt	For	Refer	For
6.2.6	Reelect Homaira Akbari as Director	Mgmt	For	Refer	For
6.2.7	Reelect Maurizio Carli as Director	Mgmt	For	Refer	For
7.1	Reappoint Homaira Akbari as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Appoint James Benson as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Temenos AG

Meeting Date: 05/20/2021 **Country:** Switzerland **Ticker:** TEMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8547Q107

Shares Voted: 349

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

Worldline SA

Meeting Date: 05/20/2021 **Country:** France **Ticker:** WLN
Record Date: 05/18/2021 **Meeting Type:** Annual/Special
Primary Security ID: F9867T103

Shares Voted: 1,340

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 Treatment of Losses	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	Mgmt	For	For	For
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	Mgmt	For	For	For
6	Reelect Agnes Audier as Director	Mgmt	For	Refer	For
7	Reelect Nazan Somer Ozelgin as Director	Mgmt	For	Refer	For
8	Reelect Danielle Lagarde as Director	Mgmt	For	Refer	For
9	Reelect Lorenz von Habsburg Lothringen as Director	Mgmt	For	Refer	For
10	Reelect Daniel Schmucki as Director	Mgmt	For	Refer	For
11	Renew Appointment of Johannes Dijsselhof as Censor	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For	Against	Against
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
16	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	For
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	Refer	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	Refer	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For
22	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	Refer	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	For	For

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
28	Authorize up to 1.40 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Refer	For
29	Authorize up to 0.50 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
30	Approve Acquisition of Worldline France SAS, its Valuation and Remuneration	Mgmt	For	Refer	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Croda International Plc

Meeting Date: 05/21/2021 **Country:** United Kingdom **Ticker:** CRDA
Record Date: 05/19/2021 **Meeting Type:** Annual
Primary Security ID: G25536155

Shares Voted: 540

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 Roberto Cirillo as Director	Mgmt	For	Refer	For
5	Re-elect Jacqui Ferguson as Director	Mgmt	For	Refer	For
6	Re-elect Steve Foots as Director	Mgmt	For	Refer	For
7	Re-elect Anita Frew as Director	Mgmt	For	Refer	For
8	Re-elect Helena Ganczakowski as Director	Mgmt	For	Refer	For
9	Re-elect Keith Layden as Director	Mgmt	For	Refer	For
10	Re-elect Jez Maiden as Director	Mgmt	For	Refer	For
11	Re-elect John Ramsay as Director	Mgmt	For	Refer	For
12	Reappoint KPMG 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	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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
20	Adopt New Articles of Association	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 05/21/2021 **Country:** France **Ticker:** EL
Record Date: 05/19/2021 **Meeting Type:** Annual/Special
Primary Security ID: F31665106

Shares Voted: 1,347

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 2.23 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO Until Dec. 17, 2020 and Chairman of the Board Since Dec. 17, 2020	Mgmt	For	For	For
7	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO Until Dec. 17, 2020 and Vice-Chairman of the Board Since Dec. 17, 2020	Mgmt	For	For	For
8	Approve Remuneration Policy of Corporate Officers, Since Jan. 1, 2020 Until the General Assembly	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Corporate Officers, Since the General Assembly	Mgmt	For	Refer	Against
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For
12	Amend Article 13 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Amend Article 15, 16 and 23 of Bylaws Re: Board Deliberation	Mgmt	For	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 5 Percent of Issued Capital	Mgmt	For	Refer	For
17	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Reelect Leonardo Del Vecchio as Director	Mgmt	For	Refer	For
20	Reelect Romolo Bardin as Director	Mgmt	For	Refer	For
21	Reelect Juliette Favre as Director	Mgmt	For	Refer	For
22	Reelect Francesco Milleri as Director	Mgmt	For	Refer	For
23	Reelect Paul du Saillant as Director	Mgmt	For	Refer	For
24	Reelect Cristina Scocchia as Director	Mgmt	For	Refer	For
25	Elect Jean-Luc Biamonti as Director	Mgmt	For	Refer	For
26	Elect Marie-Christine Coisne as Director	Mgmt	For	Refer	For
27	Elect Jose Gonzalo as Director	Mgmt	For	Refer	For
28	Elect Swati Piramal as Director	Mgmt	For	Refer	For
29	Elect Nathalie von Siemens as Director	Mgmt	For	Refer	For
30	Elect Andrea Zappia as Director	Mgmt	For	Refer	For
31	Directors Length of Term, Pursuant Item 12	Mgmt	For	For	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Meeting Date: 05/21/2021

Country: Germany

Ticker: FRE

Record Date: 04/29/2021

Meeting Type: Annual

Primary Security ID: D27348263

Shares Voted: 1,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.88 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Michael Albrecht to the Supervisory Board	Mgmt	For	Refer	For
8.2	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	Refer	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	Refer	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	Refer	For
8.5	Elect Klaus-Peter Mueller to the Supervisory Board	Mgmt	For	Refer	For
8.6	Elect Hauke Stars to the Supervisory Board	Mgmt	For	Refer	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	Refer	For
9.2	Elect Hauke Stars as Member of the Joint Committee	Mgmt	For	Refer	For

Bollere SA

Meeting Date: 05/26/2021 **Country:** France **Ticker:** BOL
Record Date: 05/24/2021 **Meeting Type:** Annual/Special
Primary Security ID: F10659260

Shares Voted: 29,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	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 0.06 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Dominique Heriard Dubreuil as Director	Mgmt	For	Refer	For
6	Reelect Alexandre Picciotto as Director	Mgmt	For	Refer	For

Bollere SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Repurchase of Up to 9.88 Percent of Issued Share Capital	Mgmt	For	Against	Against
8	Approve Compensation Report	Mgmt	For	Against	Against
9	Approve Compensation of Cyrille Bollere, Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
	Extraordinary Business	Mgmt			
12	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	Refer	Against
13	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	Against
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 05/26/2021 **Country:** United Kingdom **Ticker:** CCEP
Record Date: 05/24/2021 **Meeting Type:** Annual
Primary Security ID: G25839104

Shares Voted: 1,558

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	Against	Against
3	Elect Manolo Arroyo as Director	Mgmt	For	Refer	For
4	Elect John Bryant as Director	Mgmt	For	Refer	For
5	Elect Christine Cross as Director	Mgmt	For	Refer	For
6	Elect Brian Smith as Director	Mgmt	For	Refer	For
7	Re-elect Garry Watts as Director	Mgmt	For	Refer	For
8	Re-elect Jan Bennink as Director	Mgmt	For	Refer	For
9	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Refer	For

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Damian Gammell as Director	Mgmt	For	Refer	For
11	Re-elect Nathalie Gaveau as Director	Mgmt	For	Refer	For
12	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	Refer	For
13	Re-elect Thomas Johnson as Director	Mgmt	For	Refer	For
14	Re-elect Dagmar Kollmann as Director	Mgmt	For	Refer	For
15	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	Refer	For
16	Re-elect Mark Price as Director	Mgmt	For	Refer	For
17	Re-elect Mario Rotllant Sola as Director	Mgmt	For	Refer	Against
18	Re-elect Dessi Temperley as Director	Mgmt	For	Refer	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK and EU Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	Refer	For
23	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Dassault Systemes SA

Meeting Date: 05/26/2021

Country: France

Ticker: DSY

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 549

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.56 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Reelect Odile Desforges as Director	Mgmt	For	Refer	For
10	Reelect Soumitra Dutta as Director	Mgmt	For	Refer	For
11	Ratify Appointment of Pascal Daloz as Interim Director	Mgmt	For	Refer	For
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	Refer	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	Refer	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	Refer	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	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

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve 5-for-1 Stock Split	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Enagas SA

Meeting Date: 05/26/2021 **Country:** Spain **Ticker:** ENG
Record Date: 05/21/2021 **Meeting Type:** Annual
Primary Security ID: E41759106

Shares Voted: 2,265

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
5.1	Elect Natalia Fabra Portela as Director	Mgmt	For	Refer	For
5.2	Elect Maria Teresa Arcos Sanchez as Director	Mgmt	For	Refer	For
6.1	Amend Article 7 Re: Accounting Records and Identity of Shareholders	Mgmt	For	For	For
6.2	Amend Articles 18 and 27 Re: Attendance, Proxies and Voting at General Meetings	Mgmt	For	For	For
6.3	Add Article 27 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
6.4	Amend Articles Re: Board	Mgmt	For	For	For
6.5	Amend Articles Re: Annual Accounts	Mgmt	For	For	For
7.1	Amend Article 4 of General Meeting Regulations Re: Powers of the General Meeting	Mgmt	For	For	For
7.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
7.3	Amend Article 16 of General Meeting Regulations Re: Publicity	Mgmt	For	For	For
8	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 5 Billion	Mgmt	For	Refer	For
9	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 1 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	Refer	For
10	Approve Remuneration Policy	Mgmt	For	Refer	For

Enagas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Receive Amendments to Board of Directors Regulations	Mgmt			
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

HelloFresh SE

Meeting Date: 05/26/2021 **Country:** Germany **Ticker:** HFG
Record Date: 05/04/2021 **Meeting Type:** Annual
Primary Security ID: D3R2MA100

Shares Voted: 695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Reelect John Rittenhouse to the Supervisory Board	Mgmt	For	Refer	For
6.2	Reelect Ursula Radeke-Pietsch to the Supervisory Board	Mgmt	For	Refer	For
6.3	Reelect Derek Zissman to the Supervisory Board	Mgmt	For	Refer	For
6.4	Reelect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	Refer	For
6.5	Reelect Stefan Smalla to the Supervisory Board	Mgmt	For	Refer	For
7	Amend Corporate Purpose	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	Against
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Creation of EUR 13.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For

HelloFresh SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Intertek Group Plc

Meeting Date: 05/26/2021

Country: United Kingdom

Ticker: ITRK

Record Date: 05/24/2021

Meeting Type: Annual

Primary Security ID: G4911B108

Shares Voted: 950

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 Policy	Mgmt	For	Refer	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Lynda Clarizio as Director	Mgmt	For	Refer	For
6	Elect Tamara Ingram as Director	Mgmt	For	Refer	For
7	Elect Jonathan Timmis as Director	Mgmt	For	Refer	For
8	Re-elect Andrew Martin as Director	Mgmt	For	Refer	For
9	Re-elect Andre Lacroix as Director	Mgmt	For	Refer	For
10	Re-elect Graham Allan as Director	Mgmt	For	Refer	For
11	Re-elect Gurnek Bains as Director	Mgmt	For	Refer	For
12	Re-elect Dame Makin as Director	Mgmt	For	Refer	For
13	Re-elect Gill Rider as Director	Mgmt	For	Refer	For
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	Refer	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Amend Articles of Association	Mgmt	For	For	For

Legrand SA

Meeting Date: 05/26/2021 **Country:** France **Ticker:** LR
Record Date: 05/24/2021 **Meeting Type:** Annual/Special
Primary Security ID: F56196185

Shares Voted: 1,364

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 1.42 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Gilles Schnepf, Chairman of the Board Until 30 June 2020	Mgmt	For	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board Since 1 July 2020	Mgmt	For	For	For
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
9	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Board Members	Mgmt	For	Refer	For
11	Reelect Annalisa Loustau Elia as Director	Mgmt	For	Refer	For
12	Elect Jean-Marc Chery as Director	Mgmt	For	Refer	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
16	Amend Article 12.4 of Bylaws Re: Vote Instructions	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

M&G Plc

Meeting Date: 05/26/2021 **Country:** United Kingdom **Ticker:** MNG
Record Date: 05/24/2021 **Meeting Type:** Annual
Primary Security ID: G6107R102

Shares Voted: 16,694

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 Clare Chapman as Director	Mgmt	For	Refer	For
4	Elect Fiona Clutterbuck as Director	Mgmt	For	Refer	For
5	Re-elect John Foley as Director	Mgmt	For	Refer	For
6	Re-elect Clare Bousfield as Director	Mgmt	For	Refer	For
7	Re-elect Clive Adamson as Director	Mgmt	For	Refer	For
8	Re-elect Clare Thompson as Director	Mgmt	For	Refer	For
9	Re-elect Massimo Tosato as Director	Mgmt	For	Refer	For
10	Reappoint KPMG 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	Refer	For
14	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	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

Publicis Groupe SA

Meeting Date: 05/26/2021

Country: France

Ticker: PUB

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 1,691

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 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Maurice Levy as Supervisory Board Member	Mgmt	For	Refer	For
7	Reelect Simon Badinter as Supervisory Board Member	Mgmt	For	Refer	For
8	Reelect Jean Charest as Supervisory Board Member	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Michel-Alain Proch, Management Board Member	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	For
14	Approve Compensation Report	Mgmt	For	For	For
15	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For
16	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For
17	Approve Compensation of Jean-Michel Etienne, Management Board Member	Mgmt	For	For	For
18	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
19	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
25	Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Safran SA

Meeting Date: 05/26/2021

Country: France

Ticker: SAF

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F4035A557

Shares Voted: 1,492

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 0.43 per Share	Mgmt	For	For	For
4	Approve Transaction with BNP Paribas	Mgmt	For	For	For
5	Ratify Appointment of Olivier Andries as Director	Mgmt	For	Refer	For
6	Reelect Helene Auriol Potier as Director	Mgmt	For	Refer	For
7	Reelect Sophie Zurquiyah as Director	Mgmt	For	Refer	For
8	Reelect Patrick Pelata as Director	Mgmt	For	Refer	For
9	Elect Fabienne Lecorvaisier as Director	Mgmt	For	Refer	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Philippe Petitcolin, CEO	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Amend Article 7,9,11 and 12 of Bylaws Re: Preferred Shares A	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Refer	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Refer	For
20	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Mgmt	For	Refer	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Mgmt	For	Refer	Against
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Mgmt	For	Refer	Against
25	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers, Only In the Event of a Public Tender Offer	Mgmt	For	Against	Against
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Mgmt	For	Refer	Against
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-26, Only In the Event of a Public Tender Offer	Mgmt	For	Refer	Against
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
30	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/26/2021

Country: France

Ticker: FR

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F96221340

Shares Voted: 1,097

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 0.30 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	Reelect Caroline Maury Devine as Director	Mgmt	For	Refer	For
6	Reelect Mari-Noelle Jego-Laveissiere as Director	Mgmt	For	Refer	For
7	Reelect Veronique Weill as Director	Mgmt	For	Refer	For
8	Elect Christophe Perillat as Director	Mgmt	For	Refer	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Christophe Perillat, Vice CEO	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Christophe Perillat, CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	Refer	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For

Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	Refer	For
22	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 9.52 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize up to 1.86 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Bank AG

Meeting Date: 05/27/2021

Country: Germany

Ticker: DBK

Record Date:

Meeting Type: Annual

Primary Security ID: D18190898

Shares Voted: 10,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2020	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2020	Mgmt	For	For	For
2.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2020	Mgmt	For	For	For
2.4	Approve Discharge of Management Board Member Frank Kuhnke for Fiscal Year 2020	Mgmt	For	For	For
2.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2020	Mgmt	For	For	For
2.6	Approve Discharge of Management Board Member Stuart Lewis for Fiscal Year 2020	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2020	Mgmt	For	For	For
2.8	Approve Discharge of Management Board Member Alexander von zur Muehlen (from August 1, 2020) for Fiscal Year 2020	Mgmt	For	For	For
2.9	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2020	Mgmt	For	For	For
2.10	Approve Discharge of Management Board Member Stefan Simon (from August 1, 2020) for Fiscal Year 2020	Mgmt	For	For	For
2.11	Approve Discharge of Management Board Member Werner Steinmueller (until July 31, 2020) for Fiscal Year 2020	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Paul Achleitner for Fiscal Year 2020	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2020	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Ludwig Blomeyer - Bartenstein for Fiscal Year 2020	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Frank Bsirske for Fiscal Year 2020	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2020	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2020	Mgmt	For	For	For
3.7	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal Year 2020	Mgmt	For	For	For
3.8	Approve Discharge of Supervisory Board Member Sigmar Gabriel (from March 11, 2020) for Fiscal Year 2020	Mgmt	For	For	For
3.9	Approve Discharge of Supervisory Board Member Katherine Garrett-Cox (until May 20, 2020) for Fiscal Year 2020	Mgmt	For	For	For
3.10	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2020	Mgmt	For	For	For
3.11	Approve Discharge of Supervisory Board Member Martina Klee Fiscal Year 2020	Mgmt	For	For	For
3.12	Approve Discharge of Supervisory Board Member Henriette Mark for Fiscal Year 2020	Mgmt	For	For	For
3.13	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2020	Mgmt	For	For	For
3.14	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2020	Mgmt	For	For	For
3.15	Approve Discharge of Supervisory Board Member Gerd Schuetz for Fiscal Year 2020	Mgmt	For	For	For
3.16	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2020	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2020	Mgmt	For	For	For
3.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2020	Mgmt	For	For	For
3.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2020	Mgmt	For	For	For
3.20	Approve Discharge of Supervisory Board Member Theodor Weimer (from May 20, 2020) for Fiscal Year 2020	Mgmt	For	For	For
3.21	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2020	Mgmt	For	For	For
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	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	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Creation of EUR 512 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
11	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	Mgmt	For	Refer	For
12	Approve Affiliation Agreement with VOEB-ZVD Processing GmbH	Mgmt	For	For	For
13	Elect Frank Witter to the Supervisory Board	Mgmt	For	Refer	For

EXOR NV

Meeting Date: 05/27/2021

Country: Netherlands

Ticker: EXO

Record Date: 04/29/2021

Meeting Type: Annual

Primary Security ID: N3140A107

Shares Voted: 652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Against	Against
2.c	Adopt Financial Statements	Mgmt	For	For	For
2.e	Approve Dividends of EUR 0.43 Per Share	Mgmt	For	For	For
3.a	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Elect Ajaypal Banga as Non-Executive Director	Mgmt	For	Refer	For
6.a	Authorize Repurchase of Shares	Mgmt	For	For	For
6.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6.c	Grant Board Authority to Issue Shares	Mgmt	For	Refer	Against
6.d	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	Against
6.e	Grant Board Authority to Issue Special Voting Shares A without Preemptive Rights	Mgmt	For	Refer	Against

Ipsen SA

Meeting Date: 05/27/2021

Country: France

Ticker: IPN

Record Date: 05/25/2021

Meeting Type: Annual/Special

Primary Security ID: F5362H107

Shares Voted: 516

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 1 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	Reelect Antoine Flochel as Director	Mgmt	For	Refer	Against
6	Reelect Margaret Liu as Director	Mgmt	For	Refer	For
7	Reelect Carol Stuckley as Director	Mgmt	For	Refer	For
8	Ratify Appointment David Loew as Director	Mgmt	For	Refer	For
9	Reelect David Loew as Director	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
12	Approve Remuneration Policy of CEO and Executive Corporate Officers	Mgmt	For	Refer	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Ipsen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation of Marc de Garidel, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Aymeric Le Chatelier, CEO Until 30 June 2020	Mgmt	For	Against	Against
16	Approve Compensation of David Loew, CEO Since 1 July 2020	Mgmt	For	Against	Against
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 Capitalization of Reserves of up to 20 Percent of Issued Share Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Share Capital	Mgmt	For	Refer	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	Refer	For
22	Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	Mgmt	For	Refer	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	Against
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Refer	Against
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

LEG Immobilien AG

Meeting Date: 05/27/2021

Country: Germany

Ticker: LEG

Record Date:

Meeting Type: Annual

Primary Security ID: D4960A103

Shares Voted: 356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			

LEG Immobilien AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.78 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Elect Sylvia Eichelberg to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/27/2021

Country: Netherlands

Ticker: STM

Record Date: 04/29/2021

Meeting Type: Annual

Primary Security ID: N83574108

Shares Voted: 3,150

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	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Remuneration Policy for Management Board	Mgmt	For	Refer	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
10	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
11	Approve Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	Refer	For
12	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	Refer	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	Refer	For
15	Allow Questions	Mgmt			

Telenor ASA

Meeting Date: 05/27/2021 **Country:** Norway **Ticker:** TEL
Record Date: 05/19/2021 **Meeting Type:** Annual
Primary Security ID: R21882106

Shares Voted: 3,021

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	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Receive Chairman's Report	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	Against
10	Approve Equity Plan Financing	Mgmt	For	Against	Against
11.1	Elect Bjorn Erik Naess as Member of Corporate Assembly	Mgmt	For	Refer	For
11.2	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For	Refer	For
11.3	Elect Heidi Finskas as Member of Corporate Assembly	Mgmt	For	Refer	For
11.4	Elect Widar Salbuvik as Member of Corporate Assembly	Mgmt	For	Refer	For
11.5	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For	Refer	For
11.6	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For	Refer	For
11.7	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For	Refer	For
11.8	Elect Marianne Bergmann Roren as Member of Corporate Assembly	Mgmt	For	Refer	For

Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.9	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For	Refer	For
11.10	Elect Kjetil Houg as Member of Corporate Assembly	Mgmt	For	Refer	For
11.11	Elect Elin Myrnel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For	Refer	For
11.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For	Refer	For
11.13	Elect Lars Tronsgaard as Deputy Member of Corporate Assembly	Mgmt	For	Refer	For
12.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For	For
14	Close Meeting	Mgmt			

United Internet AG

Meeting Date: 05/27/2021

Country: Germany

Ticker: UTDI

Record Date:

Meeting Type: Annual

Primary Security ID: D8542B125

Shares Voted: 1,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2020	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Frank Krause for Fiscal Year 2020	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Martin Mildner for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Stefan Rasch to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Andreas Soeffing to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Meeting Date: 05/28/2021

Country: United Kingdom

Ticker: HSBA

Record Date: 05/27/2021

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 90,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect James Forese as Director	Mgmt	For	Refer	For
3b	Elect Steven Guggenheimer as Director	Mgmt	For	Refer	For
3c	Elect Eileen Murray as Director	Mgmt	For	Refer	For
3d	Re-elect Irene Lee as Director	Mgmt	For	Refer	For
3e	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	Refer	For
3f	Re-elect David Nish as Director	Mgmt	For	Refer	For
3g	Re-elect Noel Quinn as Director	Mgmt	For	Refer	For
3h	Re-elect Ewen Stevenson as Director	Mgmt	For	Refer	For
3i	Re-elect Jackson Tai as Director	Mgmt	For	Refer	For
3j	Re-elect Mark Tucker as Director	Mgmt	For	Refer	For
3k	Re-elect Pauline van der Meer Mohr as Director	Mgmt	For	Refer	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	Refer	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
10	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
15	Approve Climate Change Resolution	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
16	Find an Equitable Solution to the Unfair, Discriminatory but Legal Practice of Enforcing Clawback on Members of the Post 1974 Midland Section Defined Benefit Scheme	SH	Against	Against	Against

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 05/28/2021 **Country:** France **Ticker:** MC

Record Date: 05/26/2021 **Meeting Type:** Extraordinary Shareholders

Primary Security ID: F58485115

Shares Voted: 1,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Natixis SA

Meeting Date: 05/28/2021 **Country:** France **Ticker:** KN

Record Date: 05/26/2021 **Meeting Type:** Annual/Special

Primary Security ID: F6483L100

Shares Voted: 4,970

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	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Laurent Mignon, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Francois Riahi, CEO	Mgmt	For	Against	Against
8	Approve Compensation of Nicolas Namias, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
10	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
11	Approve Remuneration Policy of Board Members	Mgmt	For	Refer	For
12	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
13	Ratify Appointment of Catherine Leblanc as Director	Mgmt	For	Refer	For
14	Ratify Appointment of Philippe Hourdain as Director	Mgmt	For	Refer	For
15	Reelect Nicolas de Tavernost as Director	Mgmt	For	Refer	Against
16	Elect Christophe Pinault as Director	Mgmt	For	Refer	For
17	Elect Diane de Saint Victor as Director	Mgmt	For	Refer	For
18	Elect Catherine Leblanc as Director	Mgmt	For	Refer	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion	Mgmt	For	Refer	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	Refer	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
25	Authorize Capitalization of Reserves of for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Adopt New Bylaws	Mgmt	For	For	For

Natixis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/28/2021 **Country:** United Kingdom **Ticker:** RKT
Record Date: 05/26/2021 **Meeting Type:** Annual
Primary Security ID: G74079107

Shares Voted: 4,118

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 Andrew Bonfield as Director	Mgmt	For	Refer	For
5	Re-elect Jeff Carr as Director	Mgmt	For	Refer	For
6	Re-elect Nicandro Durante as Director	Mgmt	For	Refer	For
7	Re-elect Mary Harris as Director	Mgmt	For	Refer	For
8	Re-elect Mehmood Khan as Director	Mgmt	For	Refer	For
9	Re-elect Pam Kirby as Director	Mgmt	For	Refer	For
10	Re-elect Sara Mathew as Director	Mgmt	For	Refer	For
11	Re-elect Laxman Narasimhan as Director	Mgmt	For	Refer	For
12	Re-elect Chris Sinclair as Director	Mgmt	For	Refer	For
13	Re-elect Elane Stock as Director	Mgmt	For	Refer	For
14	Elect Olivier Bohuon as Director	Mgmt	For	Refer	For
15	Elect Margherita Della Valle as Director	Mgmt	For	Refer	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For

Reckitt Benckiser Group Plc

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

Total SE

Meeting Date: 05/28/2021 **Country:** France **Ticker:** FP
Record Date: 05/26/2021 **Meeting Type:** Annual/Special
Primary Security ID: F92124100

Shares Voted: 3,512

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 2.64 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Refer	Against
7	Reelect Anne-Marie Idrac as Director	Mgmt	For	Refer	For
8	Elect Jacques Aschenbroich as Director	Mgmt	For	Refer	For
9	Elect Glenn Hubbard as Director	Mgmt	For	Refer	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
14	Approve the Company's Sustainable Development and Energy Transition	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Change Company Name to TotalEnergies SE and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Meeting Date: 05/31/2021

Country: France

Ticker: EO

Record Date: 05/27/2021

Meeting Type: Annual/Special

Primary Security ID: F3445A108

Shares Voted: 1,692

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 1 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	Ratify Appointment of Jean-Bernard Levy as Director	Mgmt	For	Refer	For
6	Reelect Patrick Koller as Director	Mgmt	For	Refer	For
7	Reelect Penelope Herscher as Director	Mgmt	For	Refer	For
8	Reelect Valerie Landon as Director	Mgmt	For	Refer	For
9	Reelect Peugeot 1810 as Director	Mgmt	For	Refer	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Patrick Koller, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 290 Million	Mgmt	For	Refer	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	For	For

Faurecia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17 to 19	Mgmt	For	Refer	For
21	Authorize Capital Increase of up to Aggregate Nominal Amount of EUR 95 Million for Contributions in Kind	Mgmt	For	Refer	For
22	Authorize up to 2 Million Shares for Use in Restricted Stock Plans	Mgmt	For	Refer	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 30 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
27	Amend Article 16 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Wohnen SE

Meeting Date: 06/01/2021

Country: Germany

Ticker: DWNI

Record Date: 05/10/2021

Meeting Type: Annual

Primary Security ID: D2046U176

Shares Voted: 1,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.03 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Michael Zahn for Fiscal Year 2020	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Philip Grosse for Fiscal Year 2020	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Henrik Thomsen for Fiscal Year 2020	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Lars Urbansky for Fiscal Year 2020	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Matthias Huenlein for Fiscal Year 2020	Mgmt	For	For	For

Deutsche Wohnen SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Juergen Fenk (from June 5, 2020) for Fiscal Year 2020	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Arwed Fischer for Fiscal Year 2020	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Kerstin Guenther (from June 5, 2020) for Fiscal Year 2020	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Tina Kleingarn for Fiscal Year 2020	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andreas Kretschmer (until June 5, 2020) for Fiscal Year 2020	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Florian Stetter for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Elect Florian Stetter to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares (item withdrawn)	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares (item withdrawn)	Mgmt	For	For	For

EQT AB

Meeting Date: 06/02/2021

Country: Sweden

Ticker: EQT

Record Date: 05/25/2021

Meeting Type: Annual

Primary Security ID: W3R27C102

Shares Voted: 1,512

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.a	Designate Jacob Wallenberg as Inspector of Minutes of Meeting	Mgmt	For	For	For
3.b	Designate Magnus Billing as Inspector of Minutes 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

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	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 2.40 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Edith Cooper	Mgmt	For	For	For
11.b	Approve Discharge of Johan Forssell	Mgmt	For	For	For
11.c	Approve Discharge of Conni Jonsson	Mgmt	For	For	For
11.d	Approve Discharge of Nicola Kimm	Mgmt	For	For	For
11.e	Approve Discharge of Diony Lebot	Mgmt	For	For	For
11.f	Approve Discharge of Gordon Orr	Mgmt	For	For	For
11.g	Approve Discharge of Finn Rausing	Mgmt	For	For	For
11.h	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
11.i	Approve Discharge of Christian Sinding, CEO	Mgmt	For	For	For
12.a	Determine Number of Members (8) 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 275,000 for Chairman and EUR 125,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.b	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	Refer	Against
14.b	Reelect Edith Cooper as Director	Mgmt	For	Refer	For
14.c	Reelect Johan Forssell as Director	Mgmt	For	Refer	Against
14.d	Reelect Nicola Kimm as Director	Mgmt	For	Refer	For
14.e	Reelect Diony Lebot as Director	Mgmt	For	Refer	For
14.f	Reelect Gordon Orr as Director	Mgmt	For	Refer	For
14.g	Elect Margo Cook as New Director	Mgmt	For	Refer	For
14.h	Elect Marcus Wallenberg as New Director	Mgmt	For	Refer	Against
14.i	Reelect Conni Jonsson as Board Chairperson	Mgmt	For	Against	Against
15	Ratify KPMG as Auditor	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	Refer	For

EQT AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	Refer	For
19	Close Meeting	Mgmt			

Iliad

Meeting Date: 06/02/2021 **Country:** France **Ticker:** ILD
Record Date: 05/31/2021 **Meeting Type:** Annual/Special
Primary Security ID: F4958P102

Shares Voted: 265

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 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	For
6	Renew Appointment of BEAS as Alternate Auditor	Mgmt	For	For	For
7	Reelect Xavier Niel as Director	Mgmt	For	Refer	For
8	Reelect Bertille Burel as Director	Mgmt	For	Refer	Against
9	Reelect Virginie Calmels as Director	Mgmt	For	Refer	Against
10	Elect Esther Gaide as Director	Mgmt	For	Refer	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 350,000	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	For	For
13	Approve Compensation of Xavier Niel, Vice-CEO Until March 16, 2020	Mgmt	For	For	For
14	Approve Compensation of Xavier Niel, Chairman of the Board Since March 16, 2020	Mgmt	For	For	For
15	Approve Compensation of Maxime Lombardini, Chairman of the Board Until March 16, 2020	Mgmt	For	For	For
16	Approve Compensation of Thomas Reynaud, CEO	Mgmt	For	Against	Against
17	Approve Compensation of Rani Assaf, Vice-CEO	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Compensation of Antoine Levavasseur, Vice-CEO	Mgmt	For	Against	Against
19	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
20	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
21	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Refer	For
22	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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 5 Million	Mgmt	For	Refer	Against
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 20 Percent of Issued Capital	Mgmt	For	Refer	Against
26	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Refer	Against
27	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	Against
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	Against
29	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	Against
30	Authorize Capital Increase of Up to EUR 2 Million for Future Exchange Offers	Mgmt	For	Against	Against
31	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
34	Amend Article 28 of Bylaws Re: Quorum and Votes at General Meetings	Mgmt	For	For	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Adyen NV

Meeting Date: 06/03/2021

Country: Netherlands

Ticker: ADYEN

Record Date: 05/06/2021

Meeting Type: Annual

Primary Security ID: N3501V104

Shares Voted: 82

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Ingo Jeroen Uytdehaage to Management Board	Mgmt	For	For	For
6	Reelect Delfin Rueda Arroyo to Supervisory Board	Mgmt	For	Refer	For
7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Ratify PwC as Auditors	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/03/2021

Country: France

Ticker: SGO

Record Date: 06/01/2021

Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 1,402

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 1.33 per Share	Mgmt	For	For	For
4	Elect Benoit Bazin as Director	Mgmt	For	Refer	For
5	Reelect Pamela Knapp as Director	Mgmt	For	Refer	For
6	Reelect Agnes Lemarchand as Director	Mgmt	For	Refer	For
7	Reelect Gilles Schnepf as Director	Mgmt	For	Refer	For
8	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	Mgmt	For	Against	Against

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Benoit Bazin, Vice-CEO	Mgmt	For	For	For
11	Approve Compensation of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and CEO Until 30 June 2021	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Vice-CEO Until 30 June 2021	Mgmt	For	Refer	For
14	Approve Remuneration Policy of CEO Since 1 July 2021	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Chairman of the Board Since 1 July 2021	Mgmt	For	Refer	For
16	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 426 Million	Mgmt	For	Refer	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 213 Million	Mgmt	For	Refer	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 213 Million	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
23	Authorize Capitalization of Reserves of Up to EUR 106 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	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

Informa Plc

Meeting Date: 06/03/2021

Country: United Kingdom

Ticker: INF

Record Date: 06/01/2021

Meeting Type: Annual

Primary Security ID: G4770L106

Shares Voted: 9,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect John Rishton as Director	Mgmt	For	Refer	For
2	Re-elect Stephen Carter as Director	Mgmt	For	Refer	For
3	Re-elect Stephen Davidson as Director	Mgmt	For	Refer	Against
4	Re-elect David Flaschen as Director	Mgmt	For	Refer	For
5	Re-elect Mary McDowell as Director	Mgmt	For	Refer	For
6	Elect Patrick Martell as Director	Mgmt	For	Refer	For
7	Re-elect Helen Owers as Director	Mgmt	For	Refer	For
8	Re-elect Gill Whitehead as Director	Mgmt	For	Refer	For
9	Re-elect Gareth Wright as Director	Mgmt	For	Refer	For
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against
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	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

ArcelorMittal SA

Meeting Date: 06/08/2021

Country: Luxembourg

Ticker: MT

Record Date: 05/25/2021

Meeting Type: Annual/Special

Primary Security ID: L0302D210

ArcelorMittal SA

Shares Voted: 4,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
I	Approve Consolidated Financial Statements	Mgmt	For	For	For
II	Approve Financial Statements	Mgmt	For	For	For
III	Approve Dividends of USD 0.30 Per Share	Mgmt	For	For	For
IV	Approve Allocation of Income	Mgmt	For	For	For
V	Approve Remuneration Policy	Mgmt	For	Refer	For
VI	Approve Remuneration Report	Mgmt	For	For	For
VII	Approve Remuneration of the Directors, Members and Chairs of the Audit and Risk Committee and Members and Chairs of the Other Committee	Mgmt	For	For	For
VIII	Approve Discharge of Directors	Mgmt	For	For	For
IX	Reelect Karyn Ovelmen as Director	Mgmt	For	Refer	For
X	Reelect Tye Burt as Director	Mgmt	For	Refer	For
XI	Elect Clarissa Lins as Director	Mgmt	For	Refer	For
XII	Approve Share Repurchase	Mgmt	For	For	For
XIII	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For	For
XIV	Approve Share Plan Grant, Restricted Share Unit Plan and Performance Unit Plan under the Executive Office PSU Plan and ArcelorMittal Equity Plan	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
I	Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	Mgmt	For	For	For

Mowi ASA

Meeting Date: 06/09/2021

Country: Norway

Ticker: MOWI

Record Date:

Meeting Type: Annual

Primary Security ID: R4S04H101

Shares Voted: 2,433

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	Receive Briefing on the Business	Mgmt			

Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	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	Refer	For
7	Approve Equity Plan Financing	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For
11a	Reelect Ole-Eirik Leroy (Chairman) as Director	Mgmt	For	Refer	Against
11b	Reelect Kristian Melhuus (Vice Chairman) as Director	Mgmt	For	Refer	Against
11c	Reelect Lisbet K. Naero as Director	Mgmt	For	Refer	For
11d	Elect Nicholays Gheysens as New Director	Mgmt	For	Refer	Against
11e	Elect Kathrine Fredriksen as New Personal Deputy Director for Cecilie Fredriksen	Mgmt	For	For	For
12a	Elect Ann Kristin Brautaset as Member and Chair of Nominating Committee	Mgmt	For	For	For
12b	Elect Merete Haugli as Member of Nominating Committee	Mgmt	For	For	For
13	Authorize Board to Distribute Dividends	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15a	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
15b	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For

WPP Plc

Meeting Date: 06/09/2021

Country: Jersey

Ticker: WPP

Record Date: 06/08/2021

Meeting Type: Annual

Primary Security ID: G9788D103

Shares Voted: 8,331

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

WPP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Compensation Committee Report	Mgmt	For	For	For
4	Elect Angela Ahrendts as Director	Mgmt	For	Refer	For
5	Elect Tom Ilube as Director	Mgmt	For	Refer	For
6	Elect Ya-Qin Zhang as Director	Mgmt	For	Refer	For
7	Re-elect Jacques Aigrain as Director	Mgmt	For	Refer	For
8	Re-elect Sandrine Dufour as Director	Mgmt	For	Refer	For
9	Re-elect Tarek Farahat as Director	Mgmt	For	Refer	For
10	Re-elect Roberto Quarta as Director	Mgmt	For	Refer	For
11	Re-elect Mark Read as Director	Mgmt	For	Refer	For
12	Re-elect John Rogers as Director	Mgmt	For	Refer	For
13	Re-elect Cindy Rose as Director	Mgmt	For	Refer	For
14	Re-elect Nicole Seligman as Director	Mgmt	For	Refer	For
15	Re-elect Sally Susman as Director	Mgmt	For	Refer	For
16	Re-elect Keith Weed as Director	Mgmt	For	Refer	For
17	Re-elect Jasmine Whitbread as Director	Mgmt	For	Refer	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	Refer	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
24	Adopt New Articles of Association	Mgmt	For	For	For

Brenntag SE

Meeting Date: 06/10/2021

Country: Germany

Ticker: BNR

Record Date:

Meeting Type: Annual

Primary Security ID: D12459117

Shares Voted: 779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For

Brenntag SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	Refer	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

Sonova Holding AG

Meeting Date: 06/15/2021

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 124

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
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chairman	Mgmt	For	Refer	For
4.1.2	Reelect Lynn Bleil as Director	Mgmt	For	Refer	For
4.1.3	Reelect Lukas Braunschweiler as Director	Mgmt	For	Refer	For
4.1.4	Reelect Stacy Seng as Director	Mgmt	For	Refer	For
4.1.5	Reelect Ronald van der Vis as Director	Mgmt	For	Refer	For
4.1.6	Reelect Jinlong Wang as Director	Mgmt	For	Refer	For
4.1.7	Reelect Adrian Widmer as Director	Mgmt	For	Refer	For
4.2.1	Elect Gregory Behar as Director	Mgmt	For	Refer	Against
4.2.2	Elect Roland Diggelmann as Director	Mgmt	For	Refer	For
4.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.1	Appoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.2	Appoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.6	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 15.8 Million	Mgmt	For	For	For
6	Approve CHF 61,299 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sonova Holding AG

Meeting Date: 06/15/2021 **Country:** Switzerland **Ticker:** SOON
Record Date: **Meeting Type:** Annual
Primary Security ID: H8024W106

Shares Voted: 124

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

TeamViewer AG

Meeting Date: 06/15/2021 **Country:** Germany **Ticker:** TMV
Record Date: 05/24/2021 **Meeting Type:** Annual
Primary Security ID: D8T895100

Shares Voted: 1,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
4.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
4.2	Ratify Ernst & Young GmbH as Auditors for Fiscal 2022 until the Next AGM	Mgmt	For	For	For

TeamViewer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Policy	Mgmt	For	Refer	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/16/2021

Country: Spain

Ticker: AMS

Record Date: 06/11/2021

Meeting Type: Annual

Primary Security ID: E04648114

Shares Voted: 2,414

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 Treatment of Net Loss	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Elect Jana Eggers as Director	Mgmt	For	Refer	For
5.2	Elect Amanda Mesler as Director	Mgmt	For	Refer	For
5.3	Reelect Luis Maroto Camino as Director	Mgmt	For	Refer	For
5.4	Reelect David Webster as Director	Mgmt	For	Refer	For
5.5	Reelect Clara Furse as Director	Mgmt	For	Refer	For
5.6	Reelect Nicolas Huss as Director	Mgmt	For	Refer	For
5.7	Reelect Stephan Gemkow as Director	Mgmt	For	Refer	For
5.8	Reelect Peter Kuerpick as Director	Mgmt	For	Refer	For
5.9	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	Refer	For
5.10	Reelect Francesco Loredan as Director	Mgmt	For	Refer	For
6	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Performance Share Plan	Mgmt	For	Refer	For
10.1	Amend Article 11 Re: Share Capital Increase	Mgmt	For	For	For
10.2	Amend Article 24 Re: Remote Voting	Mgmt	For	For	For
10.3	Add New Article 24 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
10.4	Amend Articles Re: Board Functions and Remuneration	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.5	Amend Articles Re: Board Committees	Mgmt	For	For	For
11.1	Amend Articles of General Meeting Regulations Re: Company's Name and Corporate Website	Mgmt	For	For	For
11.2	Amend Article 7 of General Meeting Regulations Re: Right to Information	Mgmt	For	For	For
11.3	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	Mgmt	For	For	For
11.4	Amend Articles of General Meeting Regulations Re: Constitution and Start of the Session	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Delivery Hero SE

Meeting Date: 06/16/2021

Country: Germany

Ticker: DHER

Record Date:

Meeting Type: Annual

Primary Security ID: D1T0KZ103

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.2	Approve Discharge of Supervisory Board Member Hilary Goshier for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.3	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.4	Approve Discharge of Supervisory Board Member Bjoern Ljungberg for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.5	Approve Discharge of Supervisory Board Member Vera Stachowiak for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.6	Approve Discharge of Supervisory Board Member Christian Graf von Hardenberg for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.7	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.8	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
3.9	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Approve Discharge of Supervisory Board Member Gerald Taylor for Fiscal Year 2020	Mgmt	For	Do Not Vote	Do Not Vote
4	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Remuneration Policy	Mgmt	For	Do Not Vote	Do Not Vote
6	Approve Remuneration of Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
7	Approve Creation of EUR 13.7 Million Pool of Capital without Preemptive Rights	Mgmt	For	Do Not Vote	Do Not Vote
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 14 Million Pool of Capital to Guarantee Conversion Rights; Amend 2019 Resolution	Mgmt	For	Do Not Vote	Do Not Vote
9	Approve Creation of EUR 6.9 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	Do Not Vote	Do Not Vote
10	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 5 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	Do Not Vote	Do Not Vote
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote	Do Not Vote
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Do Not Vote	Do Not Vote

Iberdrola SA

Meeting Date: 06/17/2021

Country: Spain

Ticker: IBE

Record Date: 06/11/2021

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 26,192

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	Amend Articles Re: Update of the Name of the Governance and Sustainability System and Incorporation of Other Technical Improvements	Mgmt	For	For	For
6	Amend Article 10 to Reflect Changes in Capital	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Articles Re: New Regulations Regarding Long-Term Involvement of Shareholders	Mgmt	For	For	For
8	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
9	Amend Article 32 Re: Climate Action Plan	Mgmt	For	For	For
10	Amend Articles Re: Meetings of Board of Directors and its Committees	Mgmt	For	For	For
11	Amend Articles Re: Annual Financial and Non-Financial Information	Mgmt	For	For	For
12	Amend Articles Re: Technical Improvements	Mgmt	For	For	For
13	Amend Articles of General Meeting Regulations Re: Update of the Name of the Governance and Sustainability System and Incorporation of Other Technical Improvements	Mgmt	For	For	For
14	Amend Articles of General Meeting Regulations Re: New Regulations Regarding Long-Term Involvement of Shareholders	Mgmt	For	For	For
15	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
16	Approve Remuneration Policy	Mgmt	For	Refer	For
17	Approve Allocation of Income and Dividends	Mgmt	For	For	For
18	Approve Scrip Dividends	Mgmt	For	For	For
19	Approve Scrip Dividends	Mgmt	For	For	For
20	Reelect Juan Manuel Gonzalez Serna as Director	Mgmt	For	Refer	For
21	Reelect Francisco Martinez Corcoles as Director	Mgmt	For	Refer	For
22	Ratify Appointment of and Elect Angel Jesus Acebes Paniagua as Director	Mgmt	For	Refer	For
23	Fix Number of Directors at 14	Mgmt	For	For	For
24	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 30 Billion and Issuance of Notes up to EUR 6 Billion	Mgmt	For	Refer	For
25	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
26	Advisory Vote on Remuneration Report	Mgmt	For	For	For
27	Advisory Vote on Company's Climate Action Plan	Mgmt	For	For	For

JDE Peet's NV

Meeting Date: 06/17/2021

Country: Netherlands

Ticker: JDEP

Record Date: 05/20/2021

Meeting Type: Annual

Primary Security ID: N44664105

Shares Voted: 291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Against	Against
2.c	Adopt Financial Statements	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends of EUR 0.70 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	Refer	For
6.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	Refer	For
7	Other Business (Non-Voting)	Mgmt			
8	Discuss Voting Results	Mgmt			
9	Close Meeting	Mgmt			

Whitbread Plc

Meeting Date: 06/17/2021

Country: United Kingdom

Ticker: WTB

Record Date: 06/15/2021

Meeting Type: Annual

Primary Security ID: G9606P197

Shares Voted: 1,863

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	Abstain	Abstain
3	Elect Kal Atwal as Director	Mgmt	For	Refer	For
4	Elect Fumbi Chima as Director	Mgmt	For	Refer	For
5	Re-elect David Atkins as Director	Mgmt	For	Refer	For
6	Re-elect Horst Baier as Director	Mgmt	For	Refer	For

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Alison Brittain as Director	Mgmt	For	Refer	For
8	Re-elect Nicholas Cadbury as Director	Mgmt	For	Refer	For
9	Re-elect Adam Crozier as Director	Mgmt	For	Refer	For
10	Re-elect Frank Fiskers as Director	Mgmt	For	Refer	For
11	Re-elect Richard Gillingwater as Director	Mgmt	For	Refer	For
12	Re-elect Chris Kennedy as Director	Mgmt	For	Refer	For
13	Re-elect Louise Smalley as Director	Mgmt	For	Refer	For
14	Reappoint Deloitte 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
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Approve Sharesave Plan	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

Nexi SpA

Meeting Date: 06/21/2021 **Country:** Italy **Ticker:** NEXI
Record Date: 06/10/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: T6S18J104

Shares Voted: 2,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business Approve Merger by Incorporation of SIA SpA into Nexi SpA	Mgmt	For	Refer	For

Coca-Cola HBC AG

Meeting Date: 06/22/2021 **Country:** Switzerland **Ticker:** CCH
Record Date: 06/18/2021 **Meeting Type:** Annual
Primary Security ID: H1512E100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividend from Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	Refer	For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	Refer	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Refer	For
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	Refer	For
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	Refer	For
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	Refer	For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	Refer	For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	Refer	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	Refer	For
4.1.A	Re-elect Ryan Rudolph as Director	Mgmt	For	Refer	For
4.1.B	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	Refer	For
4.2	Elect Bruno Pietracci as Director	Mgmt	For	Refer	For
4.3	Elect Henrique Braun as Director	Mgmt	For	Refer	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
7	Approve UK Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Swiss Remuneration Report	Mgmt	For	Against	Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Operating Committee	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 06/22/2021

Country: France

Ticker: VIV

Record Date: 06/18/2021

Meeting Type: Annual/Special

Primary Security ID: F97982106

Shares Voted: 3,324

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 Mentioning the Absence of New Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For
5	Advisory Vote on Exceptional Distribution Project in kind of a Majority of the Capital of Universal Music Group N.V. to the Shareholders of Vivendi SE	Mgmt	For	For	For
6	Exceptional Distribution in kind of Shares of Universal Music Group N.V. to the Shareholders of Vivendi SE	Mgmt	For	For	For
7	Approve Compensation Report	Mgmt	For	Against	Against
8	Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Mgmt	For	Against	Against
9	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	Against
10	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	Against	Against
11	Approve Compensation of Cedric de Baillencourt, Management Board Member	Mgmt	For	Against	Against
12	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against	Against
13	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	Against	Against
14	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	Against	Against
15	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Refer	Against
17	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Refer	Against
18	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	Against
19	Reelect Veronique Driot-Argentin as Supervisory Board Member	Mgmt	For	Refer	For

Vivendi SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Reelect Sandrine Le Bihan as Representative of Employee Shareholders to the Board	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Against
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 655 Million	Mgmt	For	Refer	For
25	Authorize Capitalization of Reserves of Up to EUR 327,5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Orpea SA

Meeting Date: 06/24/2021

Country: France

Ticker: ORP

Record Date: 06/22/2021

Meeting Type: Annual/Special

Primary Security ID: F69036105

Shares Voted: 182

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 0.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Appointment of Olivier Lecomte as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Bernadette Danet-Chevallier as Director	Mgmt	For	Refer	For
7	Reelect Olivier Lecomte as Director	Mgmt	For	Refer	For
8	Approve Amendment of Remuneration Policy for 2020 of Yves Le Masne, CEO	Mgmt	For	Refer	For
9	Approve Amendment of Remuneration Policy for 2018 of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For	Refer	For
10	Approve Amendment of Remuneration Policy for 2019 of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For	Refer	For
11	Approve Amendment of Remuneration Policy for 2020 of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For	Refer	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Philippe Charrier, Chairman of the Board	Mgmt	For	For	For
14	Approve Compensation of Yves Le Masne, CEO	Mgmt	For	For	For
15	Approve Compensation of Jean-Claude Brdenk, Vice-CEO Until 31 December 2020	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
18	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 40 Million	Mgmt	For	Refer	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8,078,915	Mgmt	For	Refer	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8,078,915	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23 and 25	Mgmt	For	Refer	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For

Orpea SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Ratify Amendments of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
29	Amend Article 24 and 25 of Bylaws Re: General Meetings	Mgmt	For	For	For
30	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	Refer	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/25/2021

Country: France

Ticker: BVI

Record Date: 06/23/2021

Meeting Type: Annual/Special

Primary Security ID: F96888114

Shares Voted: 2,376

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 0.36 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	Reelect Ana Giros Calpe as Director	Mgmt	For	Refer	For
6	Reelect Lucia Sinapi-Thomas as Director	Mgmt	For	Refer	For
7	Reelect Andre François-Poncet as Director	Mgmt	For	Refer	For
8	Reelect Jerome Michiels as Director	Mgmt	For	Refer	For
9	Elect Julie Avrane-Chopard as Director	Mgmt	For	Refer	For
10	Ratify Appointment of Christine Anglade-Pirzadeh as Director	Mgmt	For	Refer	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Aldo Cardoso, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	Against	Against

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19, 21-24 and 26 at EUR 16.2 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	Mgmt	For	Refer	For
20	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
22	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	Refer	For
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19 and 23-25	Mgmt	For	Refer	For
27	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Refer	For
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Amend Article 10 of Bylaws Re: Identification of Shareholders	Mgmt	For	For	For
32	Amend Article 15 of Bylaws Re: Written Consultation	Mgmt	For	For	For
33	Amend Article 17 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
34	Amend Article 19 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	For
35	Amend Article 22 of Bylaws Re: Designation of Alternate Auditor	Mgmt	For	For	For
36	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Entain Plc

Meeting Date: 06/25/2021

Country: Isle of Man

Ticker: ENT

Record Date: 06/23/2021

Meeting Type: Annual

Primary Security ID: G3167C109

Shares Voted: 5,047

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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Elect David Satz as Director	Mgmt	For	Refer	For
6	Elect Robert Hoskin as Director	Mgmt	For	Refer	For
7	Elect Stella David as Director	Mgmt	For	Refer	For
8	Elect Vicky Jarman as Director	Mgmt	For	Refer	For
9	Elect Mark Gregory as Director	Mgmt	For	Refer	For
10	Re-elect Rob Wood as Director	Mgmt	For	Refer	For
11	Re-elect Jette Nygaard-Andersen as Director	Mgmt	For	Refer	For
12	Re-elect Barry Gibson as Director	Mgmt	For	Refer	For
13	Re-elect Peter Isola as Director	Mgmt	For	Refer	For
14	Re-elect Pierre Bouchut as Director	Mgmt	For	Refer	For
15	Re-elect Virginia McDowell as Director	Mgmt	For	Refer	For
16	Approve Increase in Aggregate Fees Payable to Non-executive Directors	Mgmt	For	Refer	For
17	Approve Increase in Size of Board	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For

Entain Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
21	Authorise Market Purchase of Shares	Mgmt	For	For	For

Red Electrica Corp. SA

Meeting Date: 06/28/2021 **Country:** Spain **Ticker:** REE
Record Date: 06/24/2021 **Meeting Type:** Annual
Primary Security ID: E42807110

Shares Voted: 1,081

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Non-Financial Information Statement	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Elect Marcos Vaquer Caballeria as Director	Mgmt	For	Refer	For
6.2	Elect Elisenda Malaret Garcia as Director	Mgmt	For	Refer	For
6.3	Elect Jose Maria Abad Hernandez as Director	Mgmt	For	Refer	For
6.4	Ratify Appointment of and Elect Ricardo Garcia Herrera as Director	Mgmt	For	Refer	For
7.1	Amend Articles Re: Corporate Purpose, Nationality and Registered Office	Mgmt	For	For	For
7.2	Amend Articles Re: Share Capital and Shareholders' Preferential Subscription Rights	Mgmt	For	For	For
7.3	Amend Articles Re: General Meetings, Meeting Types, Quorum, Right to Information and Attendance, Constitution, Deliberations and Remote Voting	Mgmt	For	For	For
7.4	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
7.5	Amend Articles Re: Board, Audit Committee, Appointment and Remuneration Committee and Sustainability Committee	Mgmt	For	For	For
7.6	Amend Articles Re: Annual Accounts	Mgmt	For	For	For
8.1	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, and Advertising	Mgmt	For	For	For
8.2	Amend Article 2 of General Meeting Regulations Re: Corporate Website	Mgmt	For	For	For

Red Electrica Corp. SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Amend Articles of General Meeting Regulations Re: Competences and Meeting Types	Mgmt	For	For	For
8.4	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
8.5	Amend Articles of General Meeting Regulations Re: Quorum, Chairman of the General Meeting, Constitution, Deliberation, Adoption of Resolutions and Publicity	Mgmt	For	For	For
9.1	Approve Remuneration Report	Mgmt	For	For	For
9.2	Approve Remuneration of Directors	Mgmt	For	For	For
9.3	Approve Long-Term Incentive Plan	Mgmt	For	Refer	For
9.4	Approve Remuneration Policy	Mgmt	For	Refer	For
10	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Receive Corporate Governance Report	Mgmt			
13	Receive Amendments to Board of Directors Regulations	Mgmt			

Tele2 AB

Meeting Date: 06/28/2021

Country: Sweden

Ticker: TEL2.B

Record Date: 06/17/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W95878166

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
2.1	Designate Marianne Nilsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
2.2	Designate John Hernander as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
6	Approve Extra Dividends of SEK 3.00 Per Share	Mgmt	For	Do Not Vote	Do Not Vote

Meeting Date: 06/29/2021

Country: Norway

Ticker: ADE

Record Date:
Meeting Type: Annual

Primary Security ID: R0000V110

Shares Voted: 2,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8a	Reelect Orla Noonan (Chairman) as Director	Mgmt	For	Refer	For
8b	Reelect Fernando Abril-Martorell Hernandez as Director	Mgmt	For	Refer	For
8c	Reelect Peter Brooks-Johnson as Director	Mgmt	For	Refer	For
8d	Reelect Sophie Javary as Director	Mgmt	For	Refer	For
8e	Reelect Kristin Skogen Lund as Director	Mgmt	For	Refer	For
8f	Elect Julia Jaekel as New Director	Mgmt	For	Refer	For
8g	Elect Michael Nilles as New Director	Mgmt	For	Refer	For
9	Approve Remuneration of Directors in the Amount of NOK 1.45 Million for Chairman and NOK 750,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
10	Elect Ole E. Dahl as Member of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
13	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 7.5 Billion; Approve Creation of NOK 24.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Amend eBay Classified Closing Articles Re: Shareholder Rights	Mgmt	For	For	For

Meeting Date: 06/29/2021

Country: Netherlands

Ticker: QGEN

Record Date: 06/01/2021

Meeting Type: Annual

Primary Security ID: N72482123

Shares Voted: 1,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	Refer	For
5.b	Reelect Thomas Ebeling to Supervisory Board	Mgmt	For	Refer	For
5.c	Reelect Toralf Haag to Supervisory Board	Mgmt	For	Refer	For
5.d	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	Refer	For
5.e	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	Refer	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	Refer	For
5.g	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	Refer	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7	Approve Remuneration Policy for Management Board	Mgmt	For	Refer	For
8.a	Approve Partial Amendment of Remuneration Policy for Supervisory Board	Mgmt	For	For	For
8.b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
10.a	Grant Board Authority to Issue Shares	Mgmt	For	Refer	For
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
10.c	Authorize Board to Exclude Preemptive Rights from Share Issuances in Connection to Mergers, Acquisitions or Strategic Alliances	Mgmt	For	Refer	Against
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
12	Amend Articles of Association in Connection with Changes to Dutch Law	Mgmt	For	For	For

Unibail-Rodamco-Westfield NV

Meeting Date: 06/29/2021

Country: Netherlands

Ticker: N/A

Record Date: 06/01/2021

Meeting Type: Annual

Primary Security ID: N96244103

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
i	Discuss Annual Report	Mgmt			
1	Approve Remuneration Report	Mgmt	For	Do Not Vote	Do Not Vote
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	Do Not Vote
ii	Receive Explanation on Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	Do Not Vote	Do Not Vote
4	Approve Discharge of Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
5	Elect Dominic Lowe to Management Board	Mgmt	For	Do Not Vote	Do Not Vote
6	Elect Jean-Marie Tritant to Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
7	Elect Fabrice Mouchel to Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
8	Elect Catherine Pourre to Supervisory Board	Mgmt	For	Do Not Vote	Do Not Vote
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
10	Approve Remuneration Policy for Management Board Members	Mgmt	For	Do Not Vote	Do Not Vote
11	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	Do Not Vote	Do Not Vote
12	Amend Articles of Association	Mgmt	For	Do Not Vote	Do Not Vote
13	Authorize Repurchase of Shares	Mgmt	For	Do Not Vote	Do Not Vote
14	Approve Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote	Do Not Vote

Wendel SE

Meeting Date: 06/29/2021

Country: France

Ticker: MF

Record Date: 06/25/2021

Meeting Type: Annual/Special

Primary Security ID: F98370103

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 Treatment of Losses and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Approve Transaction with Corporate Officers	Mgmt	For	For	For
5	Approve Transaction with Wendel-Participations SE	Mgmt	For	For	For
6	Reelect Nicolas ver Hulst as Supervisory Board Member	Mgmt	For	Refer	Against
7	Reelect Priscilla de Moustier as Supervisory Board Member	Mgmt	For	Refer	Against
8	Reelect Benedicte Coste as Supervisory Board Member	Mgmt	For	Refer	Against
9	Elect Francois de Mitry as Supervisory Board Member	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	Refer	For
13	Approve Compensation Report of Management Board Members and Supervisory Board Members	Mgmt	For	For	For
14	Approve Compensation of Andre François-Poncet, Chairman of the Management Board	Mgmt	For	For	For
15	Approve Compensation of David Darmon, Management Board Member	Mgmt	For	For	For
16	Approve Compensation of Bernard Gautier, Management Board Member Until Sept. 9, 2019	Mgmt	For	For	For
17	Approve Compensation of Nicolas ver Hulst, Chairman of the Supervisory Board	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 for Employees and Employees of International Subsidiaries	Mgmt	For	For	For
20	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Refer	For

Wendel SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aroundtown SA

Meeting Date: 06/30/2021 **Country:** Luxembourg **Ticker:** AT1
Record Date: 06/16/2021 **Meeting Type:** Annual
Primary Security ID: L0269F109

Shares Voted: 6,747

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	Mgmt	For	For	For
5	Approve Allocation of Income	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Renew Appointment of KPMG Luxembourg as Auditor	Mgmt	For	For	For
8	Approve Dividends of EUR 0.22 Per Share	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10	Approve Remuneration Policy	Mgmt	For	Refer	Against
11	Approve Share Repurchase	Mgmt	For	Against	Against

SCOR SE

Meeting Date: 06/30/2021 **Country:** France **Ticker:** SCR
Record Date: 06/28/2021 **Meeting Type:** Annual/Special
Primary Security ID: F15561677

Shares Voted: 1,419

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.80 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Kessler, Chairman and CEO	Mgmt	For	Against	For
6	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.775 Million	Mgmt	For	For	For
8	Approve Remuneration Policy of Denis Kessler, Chairman and CEO	Mgmt	For	Refer	For
9	Reelect Denis Kessler as Director	Mgmt	For	Refer	For
10	Reelect Claude Tendil as Director	Mgmt	For	Refer	For
11	Reelect Bruno Pfister as Director	Mgmt	For	Refer	For
12	Elect Patricia Lacoste as Director	Mgmt	For	Refer	For
13	Elect Laurent Rousseau as Director	Mgmt	For	Refer	For
14	Ratify Appointment of Adrien Couret as Director	Mgmt	For	Refer	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 588,347,051	Mgmt	For	Refer	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 147,086,759	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placements	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 147,086,759 for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Mgmt	For	Refer	For

SCOR SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Issuance of Warrants (Bons 2021 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	Mgmt	For	Refer	For
24	Authorize Issuance of Warrants (AOF 2021) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	Mgmt	For	Refer	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize up to 1.5 Million Shares for Use in Stock Option Plans	Mgmt	For	Refer	For
27	Authorize Issuance of up to 3 Million Shares for Use in Restricted Stock Plans	Mgmt	For	Refer	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-24, 26 and 28 at EUR 770,880,186	Mgmt	For	For	For
30	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
31	Amend Article 16 of Bylaws Re: Corporate Governance	Mgmt	For	For	For
32	Amend Article 10 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

3i Group Plc

Meeting Date: 07/01/2021 **Country:** United Kingdom **Ticker:** III
Record Date: 06/29/2021 **Meeting Type:** Annual
Primary Security ID: G88473148

Shares Voted: 4,523

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 Caroline Banszky as Director	Mgmt	For	Refer	For
5	Re-elect Simon Borrows as Director	Mgmt	For	Refer	For
6	Re-elect Stephen Daintith as Director	Mgmt	For	Refer	For
7	Re-elect David Hutchison as Director	Mgmt	For	Refer	For

3i Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Coline McConville as Director	Mgmt	For	Refer	For
9	Elect Peter McKellar as Director	Mgmt	For	Refer	For
10	Re-elect Alexandra Schaapveld as Director	Mgmt	For	Refer	For
11	Re-elect Simon Thompson as Director	Mgmt	For	Refer	For
12	Re-elect Julia Wilson as Director	Mgmt	For	Refer	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

JD Sports Fashion Plc

Meeting Date: 07/01/2021 **Country:** United Kingdom **Ticker:** JD
Record Date: 06/29/2021 **Meeting Type:** Annual
Primary Security ID: G5144Y120

Shares Voted: 3,945

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	Against	Against
3	Approve Remuneration Policy	Mgmt	For	Refer	Against
4	Re-elect Peter Cowgill as Director	Mgmt	For	Refer	Against
5	Re-elect Neil Greenhalgh as Director	Mgmt	For	Refer	For
6	Re-elect Andrew Leslie as Director	Mgmt	For	Refer	Against
7	Re-elect Martin Davies as Director	Mgmt	For	Refer	For
8	Re-elect Heather Jackson as Director	Mgmt	For	Refer	For
9	Re-elect Kath Smith as Director	Mgmt	For	Refer	For
10	Elect Andrew Long as Director	Mgmt	For	Refer	For

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Long Term Incentive Plan 2021	Mgmt	For	Against	Against
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ubisoft Entertainment SA

Meeting Date: 07/01/2021

Country: France

Ticker: UBI

Record Date: 06/29/2021

Meeting Type: Annual/Special

Primary Security ID: F9396N106

Shares Voted: 635

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 Treatment of Losses	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	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For
9	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For	For
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Ratify Appointment of Belen Essioux-Trujillo as Director	Mgmt	For	Refer	For
15	Reelect Laurence Hubert-Moy as Director	Mgmt	For	Refer	For
16	Reelect Didier Crespel as Director	Mgmt	For	Refer	For
17	Reelect Claude Guillemot as Director	Mgmt	For	Refer	Against
18	Reelect Michel Guillemot as Director	Mgmt	For	Refer	Against
19	Reelect Christian Guillemot as Director	Mgmt	For	Refer	Against
20	Ratify Change Location of Registered Office to 2 rue Chene Heleuc, 56910 Carentoir and Amend Article 2 of Bylaws Accordingly	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	Mgmt	For	For	For
26	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
27	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	Mgmt	For	Refer	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kering SA

Meeting Date: 07/06/2021

Country: France

Ticker: KER

Record Date: 07/02/2021

Meeting Type: Ordinary Shareholders

Primary Security ID: F5433L103

Shares Voted: 382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Meeting Date: 07/07/2021

Country: United Kingdom

Ticker: AVV

Record Date: 07/05/2021

Meeting Type: Annual

Primary Security ID: G06812120

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	Do Not Vote
2	Approve Remuneration Report	Mgmt	For	Do Not Vote	Do Not Vote
3	Approve Final Dividend	Mgmt	For	Do Not Vote	Do Not Vote
4	Approve Sub-Plan for Californian-based Participants of Global Employee Share Purchase Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Long Term Incentive Plan	Mgmt	For	Do Not Vote	Do Not Vote
6	Approve Restricted Share Plan	Mgmt	For	Do Not Vote	Do Not Vote
7	Re-elect Olivier Blum as Director	Mgmt	For	Do Not Vote	Do Not Vote
8	Re-elect Peter Herweck as Director	Mgmt	For	Do Not Vote	Do Not Vote
9	Re-elect Philip Aiken as Director	Mgmt	For	Do Not Vote	Do Not Vote
10	Re-elect James Kidd as Director	Mgmt	For	Do Not Vote	Do Not Vote
11	Re-elect Jennifer Allerton as Director	Mgmt	For	Do Not Vote	Do Not Vote
12	Re-elect Christopher Humphrey as Director	Mgmt	For	Do Not Vote	Do Not Vote
13	Re-elect Ron Mobed as Director	Mgmt	For	Do Not Vote	Do Not Vote
14	Re-elect Paula Dowdy as Director	Mgmt	For	Do Not Vote	Do Not Vote
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	Do Not Vote	Do Not Vote
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	Do Not Vote	Do Not Vote
18	Authorise Issue of Equity	Mgmt	For	Do Not Vote	Do Not Vote
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Do Not Vote	Do Not Vote
20	Adopt New Articles of Association	Mgmt	For	Do Not Vote	Do Not Vote
21	Approve Reduction of Share Premium Account	Mgmt	For	Do Not Vote	Do Not Vote

AVEVA Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Do Not Vote	Do Not Vote

Land Securities Group Plc

Meeting Date: 07/08/2021 **Country:** United Kingdom **Ticker:** LAND
Record Date: 07/06/2021 **Meeting Type:** Annual
Primary Security ID: G5375M142

Shares Voted: 5,342

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 Policy	Mgmt	For	Refer	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Vanessa Simms as Director	Mgmt	For	Refer	For
6	Elect Manjiry Tamhane as Director	Mgmt	For	Refer	For
7	Re-elect Mark Allan as Director	Mgmt	For	Refer	For
8	Re-elect Colette O'Shea as Director	Mgmt	For	Refer	For
9	Re-elect Edward Bonham Carter as Director	Mgmt	For	Refer	For
10	Re-elect Nicholas Cadbury as Director	Mgmt	For	Refer	For
11	Re-elect Madeleine Cosgrave as Director	Mgmt	For	Refer	For
12	Re-elect Christophe Evain as Director	Mgmt	For	Refer	For
13	Re-elect Cressida Hogg as Director	Mgmt	For	Refer	For
14	Reappoint Ernst & Young 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
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Approve Restricted Stock Plan	Mgmt	For	Refer	For

Scout24 AG

Meeting Date: 07/08/2021

Country: Germany

Ticker: G24

Record Date:

Meeting Type: Annual

Primary Security ID: D345XT105

Shares Voted: 552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Change of Corporate Form to Societas Europaea (SE)	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

J Sainsbury Plc

Meeting Date: 07/09/2021

Country: United Kingdom

Ticker: SBRY

Record Date: 07/07/2021

Meeting Type: Annual

Primary Security ID: G77732173

Shares Voted: 47,496

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	Elect Adrian Hennah as Director	Mgmt	For	Refer	For
5	Re-elect Brian Cassin as Director	Mgmt	For	Refer	For
6	Re-elect Jo Harlow as Director	Mgmt	For	Refer	For
7	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	Refer	For
8	Re-elect Kevin O'Byrne as Director	Mgmt	For	Refer	For
9	Re-elect Dame Susan Rice as Director	Mgmt	For	Refer	For
10	Re-elect Simon Roberts as Director	Mgmt	For	Refer	For

J Sainsbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Martin Scicluna as Director	Mgmt	For	Refer	For
12	Re-elect Keith Weed as Director	Mgmt	For	Refer	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	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Melrose Industries Plc

Meeting Date: 07/09/2021 **Country:** United Kingdom **Ticker:** MRO
Record Date: 07/07/2021 **Meeting Type:** Special
Primary Security ID: G5973J178

Shares Voted: 25,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction of Share Premium Account	Mgmt	For	For	For
2	Approve Issuance of B2 Shares	Mgmt	For	For	For
3	Approve Share Consolidation	Mgmt	For	For	For

Prosus NV

Meeting Date: 07/09/2021 **Country:** Netherlands **Ticker:** PRX
Record Date: 06/11/2021 **Meeting Type:** Special
Primary Security ID: N7163R103

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Transaction	Mgmt	For	Against	Against
2	Close Meeting	Mgmt			

Industria de Diseno Textil SA

Meeting Date: 07/13/2021

Country: Spain

Ticker: ITX

Record Date: 07/08/2021

Meeting Type: Annual

Primary Security ID: E6282J125

Shares Voted: 5,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Discharge of Board	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Reelect Jose Arnau Sierra as Director	Mgmt	For	Refer	For
6	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For
7.a	Amend Article 8 Re: Representation of Shares	Mgmt	For	For	For
7.b	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
7.c	Amend Articles Re: Board of Directors and Board Committees	Mgmt	For	For	For
7.d	Amend Article 36 Re: Approval of Accounts and Distribution of Dividends	Mgmt	For	For	For
7.e	Approve Restated Articles of Association	Mgmt	For	For	For
8	Approve Restated General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Refer	For
10	Approve Long-Term Incentive Plan	Mgmt	For	Refer	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
13	Receive Amendments to Board of Directors Regulations	Mgmt			

The British Land Co. Plc

Meeting Date: 07/13/2021

Country: United Kingdom

Ticker: BLND

Record Date: 07/09/2021

Meeting Type: Annual

Primary Security ID: G15540118

Shares Voted: 22,253

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 Simon Carter as Director	Mgmt	For	Refer	For
5	Re-elect Lynn Gladden as Director	Mgmt	For	Refer	For
6	Elect Irvinder Goodhew as Director	Mgmt	For	Refer	For
7	Re-elect Alastair Hughes as Director	Mgmt	For	Refer	For
8	Re-elect Nicholas Macpherson as Director	Mgmt	For	Refer	For
9	Re-elect Preben Prebensen as Director	Mgmt	For	Refer	For
10	Re-elect Tim Score as Director	Mgmt	For	Refer	For
11	Re-elect Laura Wade-Gery as Director	Mgmt	For	Refer	For
12	Elect Loraine Woodhouse as Director	Mgmt	For	Refer	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 UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

Burberry Group Plc

Meeting Date: 07/14/2021

Country: United Kingdom

Ticker: BRBY

Record Date: 07/12/2021

Meeting Type: Annual

Primary Security ID: G1700D105

Burberry Group Plc

Shares Voted: 3,004

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 Dr Gerry Murphy as Director	Mgmt	For	Refer	For
5	Re-elect Marco Gobbetti as Director	Mgmt	For	Refer	For
6	Re-elect Julie Brown as Director	Mgmt	For	Refer	For
7	Re-elect Fabiola Arredondo as Director	Mgmt	For	Refer	For
8	Re-elect Sam Fischer as Director	Mgmt	For	Refer	For
9	Re-elect Ron Frasch as Director	Mgmt	For	Refer	For
10	Re-elect Matthew Key as Director	Mgmt	For	Refer	For
11	Re-elect Debra Lee as Director	Mgmt	For	Refer	For
12	Re-elect Dame Carolyn McCall as Director	Mgmt	For	Refer	For
13	Re-elect Orna NiChionna as Director	Mgmt	For	Refer	For
14	Elect Antoine de Saint-Affrique as Director	Mgmt	For	Refer	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve International Free Share Plan	Mgmt	For	For	For
18	Approve Share Incentive Plan	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	Refer	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For

BT Group Plc

Meeting Date: 07/15/2021

Country: United Kingdom

Ticker: BT.A

Record Date: 07/13/2021

Meeting Type: Annual

Primary Security ID: G16612106

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 Jan du Plessis as Director	Mgmt	For	Refer	For
4	Re-elect Philip Jansen as Director	Mgmt	For	Refer	For
5	Re-elect Simon Lowth as Director	Mgmt	For	Refer	For
6	Re-elect Adel Al-Saleh as Director	Mgmt	For	Refer	For
7	Re-elect Sir Ian Cheshire as Director	Mgmt	For	Refer	For
8	Re-elect Iain Conn as Director	Mgmt	For	Refer	For
9	Re-elect Isabel Hudson as Director	Mgmt	For	Refer	For
10	Re-elect Matthew Key as Director	Mgmt	For	Refer	For
11	Re-elect Allison Kirkby as Director	Mgmt	For	Refer	For
12	Re-elect Leena Nair as Director	Mgmt	For	Refer	For
13	Re-elect Sara Weller as Director	Mgmt	For	Refer	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Experian Plc

Meeting Date: 07/21/2021

Country: Jersey

Ticker: EXPN

Record Date: 07/19/2021

Meeting Type: Annual

Primary Security ID: G32655105

Shares Voted: 3,366

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 Alison Brittain as Director	Mgmt	For	Refer	For
4	Elect Jonathan Howell as Director	Mgmt	For	Refer	For
5	Re-elect Dr Ruba Borno as Director	Mgmt	For	Refer	For
6	Re-elect Brian Cassin as Director	Mgmt	For	Refer	For
7	Re-elect Caroline Donahue as Director	Mgmt	For	Refer	For
8	Re-elect Luiz Fleury as Director	Mgmt	For	Refer	For
9	Re-elect Deirdre Mahlan as Director	Mgmt	For	Refer	For
10	Re-elect Lloyd Pitchford as Director	Mgmt	For	Refer	For
11	Re-elect Mike Rogers as Director	Mgmt	For	Refer	For
12	Re-elect George Rose as Director	Mgmt	For	Refer	For
13	Re-elect Kerry Williams as Director	Mgmt	For	Refer	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 Issue of Equity	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For

Electricite de France SA

Meeting Date: 07/22/2021

Country: France

Ticker: EDF

Record Date: 07/20/2021

Meeting Type: Ordinary Shareholders

Primary Security ID: F2940H113

Shares Voted: 22,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Elect Nathalie Collin as Director	Mgmt	For	Refer	For

Electricite de France SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Halma Plc

Meeting Date: 07/22/2021 **Country:** United Kingdom **Ticker:** HLMA
Record Date: 07/20/2021 **Meeting Type:** Annual
Primary Security ID: G42504103

Shares Voted: 861

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	Refer	Against
5	Elect Dame Louise Makin as Director	Mgmt	For	Refer	For
6	Elect Dharmash Mistry as Director	Mgmt	For	Refer	For
7	Re-elect Carole Cran as Director	Mgmt	For	Refer	For
8	Re-elect Jo Harlow as Director	Mgmt	For	Refer	For
9	Re-elect Tony Rice as Director	Mgmt	For	Refer	For
10	Re-elect Marc Ronchetti as Director	Mgmt	For	Refer	For
11	Re-elect Roy Twite as Director	Mgmt	For	Refer	For
12	Re-elect Jennifer Ward as Director	Mgmt	For	Refer	For
13	Re-elect Andrew Williams as Director	Mgmt	For	Refer	For
14	Reappoint PricewaterhouseCoopers 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	Refer	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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

SSE Plc

Meeting Date: 07/22/2021

Country: United Kingdom

Ticker: SSE

Record Date: 07/20/2021

Meeting Type: Annual

Primary Security ID: G8842P102

Shares Voted: 21,109

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 Gregor Alexander as Director	Mgmt	For	Refer	For
5	Re-elect Sue Bruce as Director	Mgmt	For	Refer	For
6	Re-elect Tony Cocker as Director	Mgmt	For	Refer	For
7	Re-elect Peter Lynas as Director	Mgmt	For	Refer	For
8	Re-elect Helen Mahy as Director	Mgmt	For	Refer	For
9	Elect John Manzoni as Director	Mgmt	For	Refer	For
10	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	Refer	For
11	Re-elect Martin Pibworth as Director	Mgmt	For	Refer	For
12	Re-elect Melanie Smith as Director	Mgmt	For	Refer	For
13	Re-elect Angela Strank as Director	Mgmt	For	Refer	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 Issue of Equity	Mgmt	For	Refer	For
17	Approve Scrip Dividend Scheme	Mgmt	For	For	For
18	Approve Sharesave Scheme	Mgmt	For	For	For
19	Approve Net Zero Transition Report	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	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
23	Adopt New Articles of Association	Mgmt	For	For	For

United Utilities Group Plc

Meeting Date: 07/23/2021

Country: United Kingdom

Ticker: UU

Record Date: 07/21/2021

Meeting Type: Annual

Primary Security ID: G92755100

United Utilities Group Plc

Shares Voted: 3,871

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 Sir David Higgins as Director	Mgmt	For	Refer	For
5	Re-elect Steve Mogford as Director	Mgmt	For	Refer	For
6	Elect Phil Aspin as Director	Mgmt	For	Refer	For
7	Re-elect Mark Clare as Director	Mgmt	For	Refer	For
8	Re-elect Stephen Carter as Director	Mgmt	For	Refer	For
9	Elect Kath Cates as Director	Mgmt	For	Refer	For
10	Re-elect Alison Goligher as Director	Mgmt	For	Refer	For
11	Re-elect Paulette Rowe as Director	Mgmt	For	Refer	For
12	Elect Doug Webb as Director	Mgmt	For	Refer	For
13	Reappoint KPMG 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	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/27/2021

Country: United Kingdom

Ticker: VOD

Record Date: 07/23/2021

Meeting Type: Annual

Primary Security ID: G93882192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Olaf Swantee as Director	Mgmt	For	Refer	For
3	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	Refer	For
4	Re-elect Nick Read as Director	Mgmt	For	Refer	For
5	Re-elect Margherita Della Valle as Director	Mgmt	For	Refer	For
6	Re-elect Sir Crispin Davis as Director	Mgmt	For	Refer	For
7	Re-elect Michel Demare as Director	Mgmt	For	Refer	For
8	Re-elect Dame Clara Furse as Director	Mgmt	For	Refer	For
9	Re-elect Valerie Gooding as Director	Mgmt	For	Refer	For
10	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	Refer	For
11	Re-elect Sanjiv Ahuja as Director	Mgmt	For	Refer	For
12	Re-elect David Nish as Director	Mgmt	For	Refer	For
13	Approve Final Dividend	Mgmt	For	For	For
14	Approve Remuneration Report	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	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Adopt New Articles of Association	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

Alstom SA

Meeting Date: 07/28/2021

Country: France

Ticker: ALO

Record Date: 07/26/2021

Meeting Type: Annual/Special

Primary Security ID: F0259M475

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 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
7	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
8	Acknowledge End of Mandate of Jean-Maurice El Nouchi as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	Mgmt	For	Refer	For
18	Remove Articles Related to Preferred Stock	Mgmt	For	For	For
19	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	Mgmt	For	Refer	For

Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	Refer	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
26	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Evolution AB

Meeting Date: 08/20/2021

Country: Sweden

Ticker: EVO

Record Date: 08/12/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W3287P115

Shares Voted: 758

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	Designate Inspector(s) of Minutes 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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
7.b	Elect Mimi Drake as Director	Mgmt	For	Refer	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c	Approve Remuneration of Directors in the Total Amount of EUR 150,000	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Prosus NV

Meeting Date: 08/24/2021 **Country:** Netherlands **Ticker:** PRX
Record Date: 07/27/2021 **Meeting Type:** Annual
Primary Security ID: N7163R103

Shares Voted: 2,300

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	Approve Remuneration Report	Mgmt	For	Against	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2021	Mgmt	For	For	For
5	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2022 and Onwards	Mgmt	For	For	For
6	Approve Discharge of Executive Directors	Mgmt	For	For	For
7	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
8	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	For	Refer	Against
9	Elect Angeliem Kemna as Non-Executive Director	Mgmt	For	Refer	For
10.1	Reelect Hendrik du Toit as Non-Executive Director	Mgmt	For	Refer	For
10.2	Reelect Craig Enenstein as Non-Executive Director	Mgmt	For	Refer	For
10.3	Reelect Nolo Letele as Non-Executive Director	Mgmt	For	Refer	For
10.4	Reelect Roberto Oliveira de Lima as Non-Executive Director	Mgmt	For	Refer	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	Refer	For
13	Authorize Repurchase of Shares	Mgmt	For	For	For
14	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For

Prosus NV

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

Prudential Plc

Meeting Date: 08/27/2021 **Country:** United Kingdom **Ticker:** PRU
Record Date: 08/25/2021 **Meeting Type:** Special
Primary Security ID: G72899100

Shares Voted: 8,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of the Jackson Group from the Prudential Group	Mgmt	For	Refer	For

Berkeley Group Holdings Plc

Meeting Date: 09/03/2021 **Country:** United Kingdom **Ticker:** BKG
Record Date: 09/01/2021 **Meeting Type:** Annual
Primary Security ID: G1191G120

Shares Voted: 1,138

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 Glyn Barker as Director	Mgmt	For	Refer	For
4	Re-elect Diana Brightmore-Armour as Director	Mgmt	For	Refer	For
5	Re-elect Andy Myers as Director	Mgmt	For	Refer	For
6	Re-elect Rob Perrins as Director	Mgmt	For	Refer	For
7	Re-elect Richard Stearn as Director	Mgmt	For	Refer	For
8	Re-elect Sean Ellis as Director	Mgmt	For	Refer	For
9	Re-elect Karl Whiteman as Director	Mgmt	For	Refer	For
10	Re-elect Justin Tibaldi as Director	Mgmt	For	Refer	For
11	Re-elect Paul Vallone as Director	Mgmt	For	Refer	For
12	Re-elect Sir John Armit as Director	Mgmt	For	Refer	For
13	Re-elect Rachel Downey as Director	Mgmt	For	Refer	For
14	Elect Elizabeth Adekunle as Director	Mgmt	For	Refer	For
15	Elect William Jackson as Director	Mgmt	For	Refer	For

Berkeley Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Elect Sarah Sands as Director	Mgmt	For	Refer	For
17	Elect Andy Kemp as Director	Mgmt	For	Refer	For
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	Refer	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
26	Adopt New Articles of Association	Mgmt	For	For	For
27	Approve Matters Relating to the B Share Scheme and Share Consolidation	Mgmt	For	For	For
28	Approve Terms of the Option Agreement	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Meeting Date: 09/08/2021

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 1,507

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 2.00 per Registered A Share and CHF 0.20 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Johann Rupert as Director and Board Chairman	Mgmt	For	Refer	Against
4.2	Reelect Josua Malherbe as Director	Mgmt	For	Refer	Against
4.3	Reelect Nikesh Arora as Director	Mgmt	For	Refer	For
4.4	Reelect Clay Brendish as Director	Mgmt	For	Refer	For
4.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Refer	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Reelect Burkhard Grund as Director	Mgmt	For	Refer	For
4.7	Reelect Keyu Jin as Director	Mgmt	For	Refer	For
4.8	Reelect Jerome Lambert as Director	Mgmt	For	Refer	For
4.9	Reelect Wendy Luhabe as Director	Mgmt	For	Refer	For
4.10	Reelect Ruggero Magnoni as Director	Mgmt	For	Refer	For
4.11	Reelect Jeff Moss as Director	Mgmt	For	Refer	For
4.12	Reelect Vesna Nevistic as Director	Mgmt	For	Refer	For
4.13	Reelect Guillaume Pictet as Director	Mgmt	For	Refer	For
4.14	Reelect Maria Ramos as Director	Mgmt	For	Refer	For
4.15	Reelect Anton Rupert as Director	Mgmt	For	Refer	For
4.16	Reelect Jan Rupert as Director	Mgmt	For	Refer	For
4.17	Reelect Patrick Thomas as Director	Mgmt	For	Refer	For
4.18	Reelect Jasmine Whitbread as Director	Mgmt	For	Refer	For
5.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
7	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 8.1 Million	Mgmt	For	For	For
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.6 Million	Mgmt	For	For	For
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Compagnie Financiere Richemont SA

Meeting Date: 09/08/2021

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Compagnie Financiere Richemont SA

Shares Voted: 1,507

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

DSV Panalpina A/S

Meeting Date: 09/08/2021 **Country:** Denmark **Ticker:** DSV
Record Date: 09/01/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: K31864117

Shares Voted: 686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Tarek Sultan Al-Essa as Director	Mgmt	For	Refer	For
2.1	Approve Creation of DKK 48 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48 Million	Mgmt	For	Refer	Against
2.2	Change Company Name to DSV A/S	Mgmt	For	For	For
3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Refer	For

Logitech International S.A.

Meeting Date: 09/08/2021 **Country:** Switzerland **Ticker:** LOGN
Record Date: 09/02/2021 **Meeting Type:** Annual
Primary Security ID: H50430232

Shares Voted: 377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
5A	Elect Director Patrick Aebischer	Mgmt	For	Refer	For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5B	Elect Director Wendy Becker	Mgmt	For	Refer	For
5C	Elect Director Edouard Bugnion	Mgmt	For	Refer	For
5D	Elect Director Riet Cadonau	Mgmt	For	Refer	For
5E	Elect Director Bracken Darrell	Mgmt	For	Refer	For
5F	Elect Director Guy Gecht	Mgmt	For	Refer	For
5G	Elect Director Neil Hunt	Mgmt	For	Refer	For
5H	Elect Director Marjorie Lao	Mgmt	For	Refer	For
5I	Elect Director Neela Montgomery	Mgmt	For	Refer	For
5J	Elect Director Michael Polk	Mgmt	For	Refer	For
5K	Elect Director Deborah Thomas	Mgmt	For	Refer	For
6	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
7A	Appoint Edouard Bugnion as Member of the Compensation Committee	Mgmt	For	For	For
7B	Appoint Riet Cadonau as Member of the Compensation Committee	Mgmt	For	For	For
7C	Appoint Neil Hunt as Member of the Compensation Committee	Mgmt	For	For	For
7D	Appoint Michael Polk as Member of the Compensation Committee	Mgmt	For	For	For
7E	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For
8	Approve Remuneration of Board of Directors in the Amount of CHF 3,400,000	Mgmt	For	For	For
9	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2022	Mgmt	For	For	For
11	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For
A	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	Mgmt	For	Against	Against

Logitech International S.A.

Meeting Date: 09/08/2021

Country: Switzerland

Ticker: LOGN

Record Date: 09/02/2021

Meeting Type: Annual

Primary Security ID: H50430232

Shares Voted: 377

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

Ashtead Group Plc

Meeting Date: 09/16/2021

Country: United Kingdom

Ticker: AHT

Record Date: 09/14/2021

Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 2,070

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	Against	Against
3	Approve Remuneration Policy	Mgmt	For	Refer	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Paul Walker as Director	Mgmt	For	Refer	For
6	Re-elect Brendan Horgan as Director	Mgmt	For	Refer	For
7	Re-elect Michael Pratt as Director	Mgmt	For	Refer	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	Refer	For
9	Re-elect Lucinda Riches as Director	Mgmt	For	Refer	For
10	Re-elect Tanya Fratto as Director	Mgmt	For	Refer	For
11	Re-elect Lindsley Ruth as Director	Mgmt	For	Refer	For
12	Re-elect Jill Easterbrook as Director	Mgmt	For	Refer	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Long-Term Incentive Plan	Mgmt	For	Refer	Against
16	Authorise Issue of Equity	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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
21	Adopt New Articles of Association	Mgmt	For	For	For

Auto Trader Group Plc

Meeting Date: 09/17/2021

Country: United Kingdom

Ticker: AUTO

Record Date: 09/15/2021

Meeting Type: Annual

Primary Security ID: G06708104

Shares Voted: 5

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 Policy	Mgmt	For	Refer	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Ed Williams as Director	Mgmt	For	Refer	For
6	Re-elect Nathan Coe as Director	Mgmt	For	Refer	For
7	Re-elect David Keens as Director	Mgmt	For	Refer	For
8	Re-elect Jill Easterbrook as Director	Mgmt	For	Refer	For
9	Re-elect Jeni Mundy as Director	Mgmt	For	Refer	For
10	Re-elect Catherine Faiers as Director	Mgmt	For	Refer	For
11	Re-elect Jamie Warner as Director	Mgmt	For	Refer	For
12	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	Refer	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	Refer	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

Smiths Group Plc

Meeting Date: 09/17/2021

Country: United Kingdom

Ticker: SMIN

Record Date: 09/15/2021

Meeting Type: Special

Primary Security ID: G82401111

Smiths Group Plc

Shares Voted: 6,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Sale of Smiths Medical 2020 Limited to Trulli Bidco Limited Pursuant to the Sale and Purchase Agreement	Mgmt	For	Refer	Against
2	Approve Share Buyback Programme	Mgmt	For	Against	Against

BNP Paribas SA

Meeting Date: 09/24/2021 **Country:** France **Ticker:** BNP
Record Date: 09/22/2021 **Meeting Type:** Ordinary Shareholders
Primary Security ID: F1058Q238

Shares Voted: 3,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Allocation of Income and Additional Dividend of EUR 1.55 per Share	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ASM International NV

Meeting Date: 09/29/2021 **Country:** Netherlands **Ticker:** ASM
Record Date: 09/01/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N07045201

Shares Voted: 298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Elect Pauline van der Meer Mohr to Supervisory Board	Mgmt	For	Refer	For
2B	Elect Adalio Sanchez to Supervisory Board	Mgmt	For	Refer	For
3	Close Meeting	Mgmt			

Diageo Plc

Meeting Date: 09/30/2021 **Country:** United Kingdom **Ticker:** DGE
Record Date: 09/28/2021 **Meeting Type:** Annual
Primary Security ID: G42089113

Shares Voted: 11,136

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	Elect Lavanya Chandrashekar as Director	Mgmt	For	Refer	For
5	Elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	Refer	For
6	Elect Sir John Manzoni as Director	Mgmt	For	Refer	For
7	Elect Ireena Vittal as Director	Mgmt	For	Refer	For
8	Re-elect Melissa Bethell as Director	Mgmt	For	Refer	For
9	Re-elect Javier Ferran as Director	Mgmt	For	Refer	For
10	Re-elect Susan Kilsby as Director	Mgmt	For	Refer	For
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	Refer	For
12	Re-elect Ivan Menezes as Director	Mgmt	For	Refer	For
13	Re-elect Alan Stewart as Director	Mgmt	For	Refer	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	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	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

Credit Suisse Group AG

Meeting Date: 10/01/2021

Country: Switzerland

Ticker: CSGN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H3698D419

Shares Voted: 8,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Axel Lehmann as Director	Mgmt	For	Refer	For
1.2	Elect Juan Colombas as Director	Mgmt	For	Refer	For

Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Appoint Juan Colombas as Member of the Compensation Committee	Mgmt	For	For	For
2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	Against	Against	Against
3	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Credit Suisse Group AG

Meeting Date: 10/01/2021 **Country:** Switzerland **Ticker:** CSGN
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H3698D419

Shares Voted: 8,141

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

Daimler AG

Meeting Date: 10/01/2021 **Country:** Germany **Ticker:** DAI
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: D1668R123

Shares Voted: 4,163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off Agreement with Daimler Truck Holding AG	Mgmt	For	Refer	For
2	Change Company Name to Mercedes-Benz Group AG	Mgmt	For	For	For
3.1	Elect Helene Svahn to the Supervisory Board	Mgmt	For	Refer	For
3.2	Elect Olaf Koch to the Supervisory Board	Mgmt	For	Refer	For

DiaSorin SpA

Meeting Date: 10/04/2021 **Country:** Italy **Ticker:** DIA
Record Date: 09/23/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: T3475Y104

DiaSorin SpA

Shares Voted: 27

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Authorize the Conversion of Bonds "EUR 500,000,000 Zero Coupon Equity Linked Bonds due 2028" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	Mgmt	For	For	For

Evolution AB

Meeting Date: 10/06/2021

Country: Sweden

Ticker: EVO

Record Date: 09/28/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W3287P115

Shares Voted: 758

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	Designate Inspector(s) of Minutes 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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
7.b	Elect Sandra Ann Urie as New Director	Mgmt	For	Refer	For
7.c	Approve Remuneration of Directors in the Aggregate Amount of EUR 180,000	Mgmt	For	For	For
8	Close Meeting	Mgmt			

BHP Group Plc

Meeting Date: 10/14/2021

Country: United Kingdom

Ticker: BHP

Record Date: 10/12/2021

Meeting Type: Annual

Primary Security ID: G10877127

Shares Voted: 9,708

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

BHP Group Plc

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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorise the Risk and Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	Refer	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
7	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
8	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
9	Approve Grant of Awards under the Group's Incentive Plans to Mike Henry	Mgmt	For	For	For
10	Re-elect Terry Bowen as Director	Mgmt	For	Refer	For
11	Re-elect Malcolm Broomhead as Director	Mgmt	For	Refer	For
12	Re-elect Xiaoqun Clever as Director	Mgmt	For	Refer	For
13	Re-elect Ian Cockerill as Director	Mgmt	For	Refer	For
14	Re-elect Gary Goldberg as Director	Mgmt	For	Refer	For
15	Re-elect Mike Henry as Director	Mgmt	For	Refer	For
16	Re-elect Ken MacKenzie as Director	Mgmt	For	Refer	For
17	Re-elect John Mogford as Director	Mgmt	For	Refer	For
18	Re-elect Christine O'Reilly as Director	Mgmt	For	Refer	For
19	Re-elect Dion Weisler as Director	Mgmt	For	Refer	For
20	Approve the Climate Transition Action Plan	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
21	Amend Constitution of BHP Group Limited	SH	Against	Refer	Against
22	Approve Climate-Related Lobbying	SH	For	Refer	For
23	Approve Capital Protection	SH	Against	Refer	Against

Intesa Sanpaolo SpA

Meeting Date: 10/14/2021

Country: Italy

Ticker: ISP

Record Date: 10/05/2021

Meeting Type: Ordinary Shareholders

Primary Security ID: T55067101

Intesa Sanpaolo SpA

Shares Voted: 28

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Partial Distribution of Reserves	Mgmt	For	For	For
2	Place Tax Suspension Constraint on Part of the Share Premium Reserve	Mgmt	For	For	For

Nexi SpA

Meeting Date: 10/15/2021

Country: Italy

Ticker: NEXI

Record Date: 10/06/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: T6S18J104

Shares Voted: 2,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
	Management Proposal	Mgmt			
1	Authorize the Conversion of Bonds "EUR 1,000,000,000 Zero Coupon Equity Linked Bonds due 2028" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	Mgmt	For	For	For
	Ordinary Business	Mgmt			
	Shareholder Proposal Submitted by CDP Equity SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, and Eagle (AIBC) & CY SCA	Mgmt			
1	Appoint Eugenio Pinto as Internal Statutory Auditor and Appoint Serena Gatteschi and Emiliano Ribacchi as Alternate Internal Statutory Auditors	SH	None	For	For
	Management Proposal	Mgmt			
2	Approve Retention Plan Nets 2 - Cash Incentive Plan for NETS MEP Non Joiners	Mgmt	For	For	For

Kinnevik AB

Meeting Date: 10/21/2021

Country: Sweden

Ticker: KINV.B

Record Date: 10/13/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W5139V646

Kinnevik AB

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
6.a	Approve Performance Share Plan (LTIP 2021)	Mgmt	For	Do Not Vote	Do Not Vote
6.b	Amend Articles Re: Equity-Related	Mgmt	For	Do Not Vote	Do Not Vote
6.c	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	Do Not Vote	Do Not Vote
6.d	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Do Not Vote	Do Not Vote
6.e	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	Do Not Vote	Do Not Vote
6.f	Approve Equity Plan Financing Through Transfer of Shares to CEO and Senior Management	Mgmt	For	Do Not Vote	Do Not Vote

Svenska Handelsbanken AB

Meeting Date: 10/21/2021

Country: Sweden

Ticker: SHB.A

Record Date: 10/13/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W9112U104

Shares Voted: 3,654

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.a	Designate Maria Sjostedt as Inspector of Minutes of Meeting	Mgmt	For	For	For
3.b	Designate Karl Aberg as Inspector of Minutes 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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Approve Transaction with a Related Party	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.b	Approve Distribution of Shares in AB Industrivarden to Shareholders	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Sinch AB

Meeting Date: 10/26/2021 **Country:** Sweden **Ticker:** SINCH
Record Date: 10/18/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W835AF448

Shares Voted: 2,144

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	Designate Inspector(s) of Minutes 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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Merger Agreement with Deliver Holdings LLC; Authorize Issuance of Shares in Connection with Merger	Mgmt	For	Refer	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Refer	Against
9	Approve Stock Option Plan for Key Employees	Mgmt	For	Refer	Against
10	Close Meeting	Mgmt			

Hennes & Mauritz AB

Meeting Date: 10/28/2021 **Country:** Sweden **Ticker:** HM.B
Record Date: 10/20/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W41422101

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
3.1	Designate Jan Andersson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote

Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Designate Erik Sjomán as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
7	Approve Dividends of SEK 6.50 Per Share	Mgmt	For	Do Not Vote	Do Not Vote
8	Close Meeting	Mgmt			

Mediobanca SpA

Meeting Date: 10/28/2021

Country: Italy

Ticker: MB

Record Date: 10/19/2021

Meeting Type: Annual/Special

Primary Security ID: T10584117

Shares Voted: 225

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Refer	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3.3	Approve Severance Payments Policy	Mgmt	For	Refer	For
3.4	Approve 2022 Performance Share Scheme; Approve Partial Withdrawal of 2021-2025 Incentivization Scheme	Mgmt	For	For	For
4	Approve Director, Officer, and Internal Auditors Liability and Indemnity Insurance	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 4	Mgmt	For	For	For
2	Approve Cancellation of Capital Authorization Approved on October 28, 2020	Mgmt	For	For	For
3	Amend Company Bylaws Re: Articles 15, 18, and 23	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Refer	Against

Swedbank AB

Meeting Date: 10/28/2021

Country: Sweden

Ticker: SWED.A

Record Date: 10/20/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W94232100

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
7	Approve Dividends of SEK 7.30 Per Share	Mgmt	For	Do Not Vote	Do Not Vote
8	Close Meeting	Mgmt			

Groupe Bruxelles Lambert SA

Meeting Date: 11/04/2021

Country: Belgium

Ticker: GBLB

Record Date: 10/21/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: B4746J115

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.1	Approve Cancellation of Own Shares	Mgmt	For	Do Not Vote	Do Not Vote
2.1	Elect Co-optation of Alexandra Soto as Director	Mgmt	For	Do Not Vote	Do Not Vote
2.2	Approve Remuneration Policy	Mgmt	For	Do Not Vote	Do Not Vote
3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	Do Not Vote	Do Not Vote

Meeting Date: 11/10/2021

Country: France

Ticker: RI

Record Date: 11/08/2021

Meeting Type: Annual/Special

Primary Security ID: F72027109

Shares Voted: 942

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 3.12 per Share	Mgmt	For	For	For
4	Reelect Anne Lange as Director	Mgmt	For	Refer	For
5	Reelect Societe Paul Ricard as Director	Mgmt	For	Refer	For
6	Reelect Veronica Vargas as Director	Mgmt	For	Refer	For
7	Elect Namita Shah as Director	Mgmt	For	Refer	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	Refer	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 134 Million	Mgmt	For	Refer	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	Refer	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15, 16 and 18	Mgmt	For	Refer	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
20	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 134 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	Refer	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
26	Amend Article 7 and 33 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Raiffeisen Bank International AG

Meeting Date: 11/10/2021 **Country:** Austria **Ticker:** RBI
Record Date: 10/31/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: A7111G104

Shares Voted: 2,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For	For

Hexagon AB

Meeting Date: 11/17/2021 **Country:** Sweden **Ticker:** HEXA.B
Record Date: 11/09/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W4R431112

Shares Voted: 6,468

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

Hexagon 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
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	For	For
4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Amend Articles Re: Number of Board Members	Mgmt	For	For	For
7	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For
8.1	Elect Brett Watson as New Director	Mgmt	For	Refer	For
8.2	Elect Erik Huggers as New Director	Mgmt	For	Refer	For
9	Approve Remuneration of New Elected Directors	Mgmt	For	For	For

Smiths Group Plc

Meeting Date: 11/17/2021

Country: United Kingdom

Ticker: SMIN

Record Date: 11/15/2021

Meeting Type: Annual

Primary Security ID: G82401111

Shares Voted: 6,313

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 Policy	Mgmt	For	Refer	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Paul Keel as Director	Mgmt	For	Refer	For
6	Re-elect Sir George Buckley as Director	Mgmt	For	Refer	For
7	Re-elect Pam Cheng as Director	Mgmt	For	Refer	For
8	Re-elect Dame Ann Dowling as Director	Mgmt	For	Refer	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	Refer	For
10	Re-elect Karin Hoeing as Director	Mgmt	For	Refer	For
11	Re-elect William Seeger as Director	Mgmt	For	Refer	For
12	Re-elect Mark Seligman as Director	Mgmt	For	Refer	For
13	Re-elect John Shipsey as Director	Mgmt	For	Refer	For
14	Re-elect Noel Tata as Director	Mgmt	For	Refer	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Smiths Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	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	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Smiths Group Plc

Meeting Date: 11/17/2021

Country: United Kingdom

Ticker: SMIN

Record Date: 11/15/2021

Meeting Type: Special

Primary Security ID: G82401111

Shares Voted: 6,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Sale of Smiths Medical 2020 Limited	Mgmt	For	Refer	For
2	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Industrivarden AB

Meeting Date: 11/23/2021

Country: Sweden

Ticker: INDU.A

Record Date: 11/15/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W45430100

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	Do Not Vote

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	Do Not Vote
6.a	Approve SEK 8.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity	Mgmt	For	Do Not Vote	Do Not Vote
6.b	Approve Capitalization of Reserves of SEK 8.3 Million for a Bonus Issue	Mgmt	For	Do Not Vote	Do Not Vote

Chr. Hansen Holding A/S

Meeting Date: 11/24/2021

Country: Denmark

Ticker: CHR

Record Date: 11/17/2021

Meeting Type: Annual

Primary Security ID: K1830B107

Shares Voted: 555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board Report	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.54 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chair, DKK 840,000 for Vice-Chair and DKK 420,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Refer	For
7a	Reelect Dominique Reiniche (Chair) as Director	Mgmt	For	Refer	For
7b.a	Reelect Jesper Brandgaard as Director	Mgmt	For	Refer	For
7b.b	Reelect Luis Cantarell as Director	Mgmt	For	Refer	For
7b.c	Reelect Lise Kaae as Director	Mgmt	For	Refer	For
7b.d	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For	Refer	For
7b.e	Reelect Kevin Lane as Director	Mgmt	For	Refer	For
7b.f	Reelect Lillie Li Valeur as Director	Mgmt	For	Refer	For
8	Reelect PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Erste Group Bank AG

Meeting Date: 11/25/2021

Country: Austria

Ticker: EBS

Record Date: 11/15/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: A19494102

Shares Voted: 1,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 11/26/2021

Country: United Kingdom

Ticker: JD

Record Date: 11/24/2021

Meeting Type: Special

Primary Security ID: G5144Y112

Shares Voted: 3,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This Meeting is Originally Scheduled on 28 October 2021	Mgmt			
1	Approve Share Sub-Division	Mgmt	For	For	For

Roche Holding AG

Meeting Date: 11/26/2021

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H69293217

Shares Voted: 169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Interim Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve CHF 53.3 Million Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
3	Transact Other Business (Voting)	Mgmt	For	Against	Against

Coloplast A/S

Meeting Date: 12/02/2021

Country: Denmark

Ticker: COLO.B

Record Date: 11/25/2021

Meeting Type: Annual

Primary Security ID: K16018192

Coloplast A/S

Shares Voted: 362

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 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Mgmt	For	Refer	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Refer	Abstain
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Refer	Abstain
7.3	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	Refer	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	Refer	For
7.5	Reelect Marianne Wiinholt as Director	Mgmt	For	Refer	For
7.6	Elect Annette Bruls as New Director	Mgmt	For	Refer	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9	Other Business	Mgmt			

Barry Callebaut AG

Meeting Date: 12/08/2021

Country: Switzerland

Ticker: BARN

Record Date:

Meeting Type: Annual

Primary Security ID: H05072105

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	Refer	For

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	Refer	For
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	Refer	For
4.1.4	Reelect Angela Wei Dong as Director	Mgmt	For	Refer	For
4.1.5	Reelect Nicolas Jacobs as Director	Mgmt	For	Refer	For
4.1.6	Reelect Elio Sceti as Director	Mgmt	For	Refer	For
4.1.7	Reelect Tim Minges as Director	Mgmt	For	Refer	For
4.1.8	Reelect Yen Tan as Director	Mgmt	For	Refer	For
4.2	Elect Antoine de Saint-Affrique as Director	Mgmt	For	Refer	For
4.3	Reelect Patrick De Maeseneire as Board Chairman	Mgmt	For	For	For
4.4.1	Appoint Fernando Aguirre as Member of the Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Elio Sceti as Member of the Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Tim Minges as Member of the Compensation Committee	Mgmt	For	For	For
4.4.4	Appoint Yen Tan as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 2.2 Million and CHF 2.8 Million in the Form of Shares	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.9 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Barry Callebaut AG

Meeting Date: 12/08/2021

Country: Switzerland

Ticker: BARN

Record Date:

Meeting Type: Annual

Primary Security ID: H05072105

Shares Voted: 29

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

Royal Dutch Shell Plc

Meeting Date: 12/10/2021

Country: United Kingdom

Ticker: RDSA

Record Date: 12/08/2021

Meeting Type: Special

Primary Security ID: G7690A100

Shares Voted: 17,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt New Articles of Association	Mgmt	For	For	For

Sodexo SA

Meeting Date: 12/14/2021

Country: France

Ticker: SW

Record Date: 12/10/2021

Meeting Type: Annual/Special

Primary Security ID: F84941123

Shares Voted: 4,410

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 per Share	Mgmt	For	For	For
4	Approve Transaction with Bellon SA Re: Service Agreement	Mgmt	For	Against	Against
5	Reelect Francois-Xavier Bellon as Director	Mgmt	For	Refer	For
6	Elect Jean-Baptiste Chasseloup de Chatillon as Director	Mgmt	For	Refer	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Sophie Bellon, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Denis Machuel, CEO	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
14	Approve Compensation of Denis Machuel, CEO Until 30 September 2021	Mgmt	For	For	For
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Refer	For
18	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Randstad NV

Meeting Date: 12/16/2021

Country: Netherlands

Ticker: RAND

Record Date: 11/18/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: N7291Y137

Shares Voted: 1,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Sander van 't Noordende as Member of the Executive Board	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Royal Vopak NV

Meeting Date: 12/17/2021

Country: Netherlands

Ticker: VPK

Record Date: 11/19/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: N5075T159

Shares Voted: 4,655

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

Royal Vopak NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect D.J.M. Richelle as Member of the Executive Board	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

CNH Industrial NV

Meeting Date: 12/23/2021

Country: Netherlands

Ticker: CNHI

Record Date: 11/25/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: N20944109

Shares Voted: 3,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Explanation of the Demerger as Part of the Separation and Listing of the Iveco Group	Mgmt			
3	Approve Demerger in Accordance with the Proposal between CNH Industrial N.V. and Iveco Group N.V.	Mgmt	For	Refer	For
4.a	Elect Asa Tamsons as Non-Executive Director	Mgmt	For	Refer	For
4.b	Elect Catia Bastioli as Non-Executive Director	Mgmt	For	Refer	For
5	Approve Discharge of Tufan Erginbilgic and Lorenzo Simonelli as Non-Executive Directors	Mgmt	For	For	For
6	Close Meeting	Mgmt			