

# VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2023 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## Alstom SA

**Meeting Date:** 07/11/2023      **Country:** France      **Ticker:** ALO  
**Record Date:** 07/07/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F0259M475

**Shares Voted:** 17,484

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	Reelect Sylvie Kande de Beaupuy as Director	Mgmt	For	For	For
6	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	Against	Against
7	Reelect Sylvie Rucar as Director	Mgmt	For	For	For
8	Ratify Appointment of Jay Walder as Director	Mgmt	For	For	For
9	Elect Bpifrance Investissement as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	For	For
13	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 920 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 920 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
19	Authorize Capital Increase of Up to EUR 265 Million for Future Exchange Offers	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-22	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For

## Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize up to 6 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## BT Group Plc

**Meeting Date:** 07/13/2023      **Country:** United Kingdom      **Ticker:** BT.A  
**Record Date:** 07/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** G16612106

Shares Voted: 251,349

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 Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Adam Crozier as Director	Mgmt	For	Against	Against
6	Re-elect Philip Jansen as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect Adel Al-Saleh as Director	Mgmt	For	Against	Against
9	Re-elect Isabel Hudson as Director	Mgmt	For	Against	Against
10	Re-elect Matthew Key as Director	Mgmt	For	Against	Against
11	Re-elect Allison Kirkby as Director	Mgmt	For	Against	Against
12	Re-elect Sara Weller as Director	Mgmt	For	Against	Against
13	Elect Ruth Cairnie as Director	Mgmt	For	For	For
14	Elect Maggie Chan Jones as Director	Mgmt	For	For	For
15	Elect Steven Guggenheimer as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

## BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Authorise UK Political Donations	Mgmt	For	For	For

## VMware, Inc.

**Meeting Date:** 07/13/2023      **Country:** USA      **Ticker:** VMW  
**Record Date:** 05/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 928563AC9

**Shares Voted:** 8,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Bates	Mgmt	For	Against	Against
1b	Elect Director Michael Dell	Mgmt	For	Against	Against
1c	Elect Director Egon Durban	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Abacus Property Group

**Meeting Date:** 07/27/2023      **Country:** Australia      **Ticker:** ABP  
**Record Date:** 07/25/2023      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** Q0015N260

## Abacus Property Group

Shares Voted: 125,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to AGHL Constitution	Mgmt	For	For	For
2	Approve Amendments to AGPL Constitution	Mgmt	For	For	For
3	Approve Amendments to ASOL Constitution	Mgmt	For	For	For
4	Approve Amendments to AT Constitution	Mgmt	For	For	For
5	Approve Amendments to AIT Constitution	Mgmt	For	For	For
6	Approve Amendments to ASPT Constitution	Mgmt	For	For	For
7	Approve Acquisition Resolutions	Mgmt	For	For	For
8	Approve Abacus Group Stapling Deed Resolution - Abacus Group Holdings Limited	Mgmt	For	For	For
9	Approve Abacus Group Stapling Deed Resolution - Abacus Group Projects Limited	Mgmt	For	For	For
10	Approve Abacus Storage King Stapling Deed Resolution	Mgmt	For	For	For
11	Approve Proposal Approval Resolutions	Mgmt	For	For	For

## Macquarie Group Limited

Meeting Date: 07/27/2023

Country: Australia

Ticker: MQG

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: Q57085286

Shares Voted: 220,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Nicola M Wakefield Evans as Director	Mgmt	For	Against	For
2b	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
3	Adopt Remuneration Report	Mgmt	For	Against	Against
4	Approve Termination Benefits	Mgmt	For	For	For
5	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	For	For

## Suncorp Group Limited

Meeting Date: 09/26/2023

Country: Australia

Ticker: SUN

Record Date: 09/24/2023

Meeting Type: Annual

Primary Security ID: Q88040110

Shares Voted: 1,957,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Grant of Performance Rights to Steven Johnston	Mgmt	For	For	For
3a	Elect Elmer Funke Kupper as Director	Mgmt	For	Against	Against
3b	Elect Simon Machell as Director	Mgmt	For	Against	Against

## Commonwealth Bank of Australia

Meeting Date: 10/11/2023

Country: Australia

Ticker: CBA

Record Date: 10/09/2023

Meeting Type: Annual

Primary Security ID: Q26915100

Shares Voted: 425,081

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Rob Whitfield as Director	Mgmt	For	Against	For
2b	Elect Simon Moutter as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Share Units and Performance Rights to Matt Comyn	Mgmt	For	For	For

## CSL Limited

Meeting Date: 10/11/2023

Country: Australia

Ticker: CSL

Record Date: 10/09/2023

Meeting Type: Annual

Primary Security ID: Q3018U109

Shares Voted: 221,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	Mgmt	For	For	For
3	Elect Carolyn Hewson as Director	Mgmt	For	Against	For

## CSL Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of performance Share Units to Paul McKenzie	Mgmt	For	For	For

## Brambles Limited

**Meeting Date:** 10/12/2023      **Country:** Australia      **Ticker:** BXB  
**Record Date:** 10/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q6634U106

**Shares Voted:** 1,552,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Priya Rajagopalan as Director	Mgmt	For	For	For
4	Elect Ken McCall as Director	Mgmt	For	For	For
5	Elect John Mullen as Director	Mgmt	For	For	For
6	Elect Nora Scheinkestel as Director	Mgmt	For	For	For
7	Approve Participation of Graham Chipchase in the Performance Share Plan	Mgmt	For	For	For
8	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	Mgmt	For	For	For
9	Approve Participation of Nessa O'Sullivan in the MyShare Plan	Mgmt	For	For	For

## Stockland

**Meeting Date:** 10/16/2023      **Country:** Australia      **Ticker:** SGP  
**Record Date:** 10/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q8773B105

**Shares Voted:** 350,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Tom Pockett as Director	Mgmt	For	Against	Against
3	Elect Kate McKenzie as Director	Mgmt	For	For	For
4	Elect Andrew Stevens as Director	Mgmt	For	Against	Against
5	Approve Remuneration Report	Mgmt	For	For	For

## Stockland

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Grant of Performance Rights to Tarun Gupta	Mgmt	For	For	For

## Cochlear Limited

**Meeting Date:** 10/17/2023      **Country:** Australia      **Ticker:** COH  
**Record Date:** 10/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q25953102

**Shares Voted:** 98,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Financial Statements and Reports of the Directors and Auditors	Mgmt	For	For	For
2.1	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect Bruce Robinson as Director	Mgmt	For	Against	Against
3.2	Elect Michael Daniell as Director	Mgmt	For	Against	Against
4.1	Approve Grant of Options and Performance Rights to Dig Howitt	Mgmt	For	For	For
5.1	Approve Renewal of Proportional Takeover Provisions in the Constitution	Mgmt	For	For	For

## Telstra Group Limited

**Meeting Date:** 10/17/2023      **Country:** Australia      **Ticker:** TLS  
**Record Date:** 10/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q8975N105

**Shares Voted:** 9,616,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Maxine Brenner as Director	Mgmt	For	Against	Against
3b	Elect Ming Long as Director	Mgmt	For	For	For
3c	Elect Bridget Loudon as Director	Mgmt	For	Against	For
3d	Elect Elana Rubin as Director	Mgmt	For	Against	Against
4a	Approve Grant of Restricted Shares to Vicki Brady	Mgmt	For	For	For
4b	Approve Grant of Performance Rights to Vicki Brady	Mgmt	For	For	For



## Telstra Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For

## Transurban Group

**Meeting Date:** 10/19/2023      **Country:** Australia      **Ticker:** TCL  
**Record Date:** 10/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q9194A106

Shares Voted: 1,112,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt			
2a	Elect Sarah Ryan as Director	Mgmt	For	For	For
2b	Elect Mark Birrell as Director	Mgmt	For	Against	Against
2c	Elect Patricia Cross as Director	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
	Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt			
4	Approve Increase to the Non-Executive Director Fee Pool	Mgmt	None	For	For
5	Approve Grant of Performance Awards to Michelle Jablko	Mgmt	For	For	For

## Dexus

**Meeting Date:** 10/25/2023      **Country:** Australia      **Ticker:** DXS  
**Record Date:** 10/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q318A1104

Shares Voted: 388,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	Against	Against
2	Approve Grant of Performance Rights to Darren Steinberg	Mgmt	For	For	For
3.1	Elect Paula Dwyer as Director	Mgmt	For	For	For
3.2	Elect Rhoda Phillippo as Director	Mgmt	For	For	For

## GUD Holdings Limited

Meeting Date: 10/26/2023

Country: Australia

Ticker: GUD

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q43709106

Shares Voted: 2,573,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Jennifer Douglas as Director	Mgmt	For	Against	For
2b	Elect David Robinson as Director	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Rights to Graeme Whickman	Mgmt	For	For	For
5	Approve Renewal of the Proportional Takeover Provisions	Mgmt	For	For	For
6	Approve Conditional Spill Resolution	Mgmt	Against	Against	Against

## Reliance Worldwide Corporation Limited

Meeting Date: 10/26/2023

Country: Australia

Ticker: RWC

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q8068F100

Shares Voted: 4,116,462

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Brad Soller as Director	Mgmt	For	For	For
2.2	Elect Russell Chenu as Director	Mgmt	For	Against	For
2.3	Elect Ian Rowden as Director	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Rights to Heath Sharp	Mgmt	For	Against	Against

## Wesfarmers Limited

Meeting Date: 10/26/2023

Country: Australia

Ticker: WES

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q95870103

## Wesfarmers Limited

Shares Voted: 469,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Michael Alfred Chaney as Director	Mgmt	For	Against	For
2b	Elect Simon William (Bill) English as Director	Mgmt	For	Against	For
2c	Elect Alan John Cransberg as Director	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	Mgmt	For	For	For

## Woolworths Group Limited

Meeting Date: 10/26/2023

Country: Australia

Ticker: WOW

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q98418108

Shares Voted: 421,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Scott Perkins as Director	Mgmt	For	Against	For
2b	Elect Tracey Fellows as Director	Mgmt	For	For	For
2c	Elect Warwick Bray as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Share Rights to Brad Banducci	Mgmt	For	For	For
5	Approve Approach to Termination Benefits for Three Years	Mgmt	For	For	For
6	Approve Non-Executive Directors' Equity Plans	Mgmt	For	For	For

## Carsales.Com Limited

Meeting Date: 10/27/2023

Country: Australia

Ticker: CAR

Record Date: 10/25/2023

Meeting Type: Annual

Primary Security ID: Q21411121

## Carsales.Com Limited

Shares Voted: 826,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Patrick O'Sullivan as Director	Mgmt	For	Against	Against
3b	Elect Walter Pisciotta as Director	Mgmt	For	Against	Against
3c	Elect Susan Massasso as Director	Mgmt	For	For	For
4a	Approve Grant of Rights to Cameron McIntyre	Mgmt	For	For	For
4b	Approve Grant of Performance Rights to Cameron McIntyre	Mgmt	For	For	For
5	Approve the Change of Company Name to CAR Group Limited	Mgmt	For	For	For

## Invocare Limited

Meeting Date: 10/31/2023

Country: Australia

Ticker: IVC

Record Date: 10/29/2023

Meeting Type: Court

Primary Security ID: Q4976L107

Shares Voted: 1,118,241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting	Mgmt			
1	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Eternal Aus BidCo Pty Ltd	Mgmt	For	For	For

## Vicinity Centres

Meeting Date: 11/01/2023

Country: Australia

Ticker: VCX

Record Date: 10/30/2023

Meeting Type: Annual

Primary Security ID: Q9395F102

Shares Voted: 711,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Vicinity Limited (the Company)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	For

## Vicinity Centres

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Peter Kahan as Director	Mgmt	For	Against	Against
	Resolution for Vicinity Limited (the Company) and Vicinity Centres Trust (the Trust)	Mgmt			
4	Approve Grant of Performance Rights to Peter Huddle	Mgmt	For	For	For

## Coles Group Limited

**Meeting Date:** 11/03/2023      **Country:** Australia      **Ticker:** COL  
**Record Date:** 11/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q26203408

Shares Voted: 961,589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Wendy Stops as Director	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	For	For	For
5	Approve Long-term Incentive Grant of Performance Rights to Leah Weckert	Mgmt	For	For	For

## Ancor plc

**Meeting Date:** 11/08/2023      **Country:** Jersey      **Ticker:** AMCR  
**Record Date:** 09/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** G0250X107

Shares Voted: 375,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	Against
1b	Elect Director Ronald Delia	Mgmt	For	For	Against
1c	Elect Director Achal Agarwal	Mgmt	For	For	Against
1d	Elect Director Andrea Bertone	Mgmt	For	For	For
1e	Elect Director Susan Carter	Mgmt	For	For	For
1f	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	For	For	For
1g	Elect Director Karen Guerra	Mgmt	For	For	For

## Amcor plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Nicholas (Tom) Long	Mgmt	For	For	Against
1i	Elect Director Arun Nayar	Mgmt	For	For	Against
1j	Elect Director David Szczupak	Mgmt	For	For	Against
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Repurchase of Ordinary Shares and CHESS Depository Interests	Mgmt	For	For	For

## Goodman Group

**Meeting Date:** 11/14/2023

**Country:** Australia

**Ticker:** GMG

**Record Date:** 11/12/2023

**Meeting Type:** Annual

**Primary Security ID:** Q4229W132

**Shares Voted:** 1,684,871

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	For	For	For
2a	Elect Stephen Johns as Director of Goodman Limited	Mgmt	For	Against	Against
2b	Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	Mgmt	For	Against	Against
3	Elect Mark Johnson as Director of Goodman Limited	Mgmt	For	Against	Against
4	Elect Belinda Robson as Director of Goodman Limited	Mgmt	For	For	For
5	Elect George Zoghbi as Director of Goodman Limited	Mgmt	For	For	For
6	Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Issuance of Performance Rights to Greg Goodman	Mgmt	For	For	For
9	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	For	For

## Goodman Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	For	For

## Computershare Limited

**Meeting Date:** 11/15/2023      **Country:** Australia      **Ticker:** CPU  
**Record Date:** 11/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q2721E105

**Shares Voted:** 867,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Joseph Velli as Director	Mgmt	For	Against	For
3	Elect Abigail Cleland as Director	Mgmt	For	Against	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve LTI Grant to Stuart Irving	Mgmt	For	For	For

## Charter Hall Group

**Meeting Date:** 11/16/2023      **Country:** Australia      **Ticker:** CHC  
**Record Date:** 11/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q2308A138

**Shares Voted:** 1,260,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Stephen Conry as Director	Mgmt	For	For	For
2b	Elect David Ross as Director	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Issuance of Service Rights to David Harrison	Mgmt	For	For	For
5	Approve Issuance of Performance Rights to David Harrison	Mgmt	For	For	For

## Mirvac Group

**Meeting Date:** 11/16/2023      **Country:** Australia      **Ticker:** MGR  
**Record Date:** 11/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q62377108

## Mirvac Group

Shares Voted: 617,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Rob Sindel as Director	Mgmt	For	Against	For
2.2	Elect Christine Bartlett as Director	Mgmt	For	Against	For
2.3	Elect Samantha Mostyn as Director	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Participation of Campbell Hanan in the Long-Term Performance Plan	Mgmt	For	For	For

## ResMed Inc.

Meeting Date: 11/16/2023

Country: USA

Ticker: RMD

Record Date: 09/20/2023

Meeting Type: Annual

Primary Security ID: 761152107

Shares Voted: 814,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	Against	Against
1b	Elect Director Jan De Witte	Mgmt	For	For	Against
1c	Elect Director Karen Drexler	Mgmt	For	Against	For
1d	Elect Director Michael "Mick" Farrell	Mgmt	For	For	Against
1e	Elect Director Peter Farrell	Mgmt	For	For	Against
1f	Elect Director Harjit Gill	Mgmt	For	For	For
1g	Elect Director John Hernandez	Mgmt	For	For	Against
1h	Elect Director Richard "Rich" Sulpizio	Mgmt	For	Against	Against
1i	Elect Director Desney Tan	Mgmt	For	For	Against
1j	Elect Director Ronald "Ron" Taylor	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year



## Abacus Group

**Meeting Date:** 11/17/2023

**Country:** Australia

**Ticker:** ABG

**Record Date:** 11/15/2023

**Meeting Type:** Annual

**Primary Security ID:** Q0015N260

**Shares Voted:** 125,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	Against	Against
2	Elect Sally Herman as Director	Mgmt	For	For	For
3	Elect Myra Salkinder as Director	Mgmt	For	Against	For
4	Approve Grant of Performance Rights to Steven Sewell	Mgmt	For	Against	Against

## Abacus Storage King

**Meeting Date:** 11/17/2023

**Country:** Australia

**Ticker:** ASK

**Record Date:** 11/15/2023

**Meeting Type:** Annual

**Primary Security ID:** Q0R11R100

**Shares Voted:** 148,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Mark Bloom as Director	Mgmt	For	Against	For

## Lendlease Group

**Meeting Date:** 11/17/2023

**Country:** Australia

**Ticker:** LLC

**Record Date:** 11/15/2023

**Meeting Type:** Annual

**Primary Security ID:** Q55368114

**Shares Voted:** 101,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ann Soo Chan (Margaret Lui) as Director	Mgmt	For	For	For
2b	Elect Barbara Knoflach as Director	Mgmt	For	For	For
2c	Elect Philip Coffey as Director	Mgmt	For	Against	For
2d	Elect Elizabeth Proust as Director	Mgmt	For	Against	For
2e	Elect Robert Welanetz as Director	Mgmt	For	Against	For

## Lendlease Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Performance Rights to Anthony Lombardo	Mgmt	For	For	For

## Fortescue Metals Group Ltd.

**Meeting Date:** 11/21/2023      **Country:** Australia      **Ticker:** FMG  
**Record Date:** 11/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q39360104

Shares Voted: 1,873,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	Against	Against
2	Elect Andrew Forrest as Director	Mgmt	For	Against	Against
3	Elect Mark Barnaba as Director	Mgmt	For	Against	Against
4	Elect Penny Bingham-Hall as Director	Mgmt	For	For	Against
5	Elect Larry Marshall as Director	Mgmt	For	For	For
6	Approve the Change of Company Name to Fortescue Ltd	Mgmt	For	For	For

## Arena REIT

**Meeting Date:** 11/23/2023      **Country:** Australia      **Ticker:** ARF  
**Record Date:** 11/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q0457C152

Shares Voted: 127,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Helen Thornton as Director	Mgmt	For	For	For
3	Elect David Ross as Director	Mgmt	For	Against	Against
4	Approve Grant of Deferred STI Rights to Rob de Vos	Mgmt	For	For	For
5	Approve Grant of LTI Performance Rights to Rob de Vos	Mgmt	For	For	For

## Arena REIT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Grant of Deferred STI Rights to Gareth Winter	Mgmt	For	For	For
7	Approve Grant of LTI Performance Rights to Gareth Winter	Mgmt	For	For	For

## Pilbara Minerals Ltd.

**Meeting Date:** 11/23/2023      **Country:** Australia      **Ticker:** PLS  
**Record Date:** 11/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q7539C100

**Shares Voted:** 4,086,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Sally-Anne Layman as Director	Mgmt	For	For	For
3	Elect Stephen Scudamore as Director	Mgmt	For	Against	Against
4	Approve Pilbara Minerals Limited Award Plan	Mgmt	None	For	For
5	Amend Existing Securities Under the Pilbara Minerals Limited Award Plan	Mgmt	None	For	For
6	Approve Issuance of LTI Performance Rights to Dale Henderson	Mgmt	For	For	For
7	Approve Issuance of Share Rights to Anthony Kiernan	Mgmt	None	For	For
8	Approve Issuance of Share Rights to Nicholas Cernotta	Mgmt	None	For	For
9	Approve Issuance of Share Rights to Sally-Anne Layman	Mgmt	None	For	For
10	Approve Issuance of Share Rights to Miriam Stanborough	Mgmt	None	For	For
11	Approve Potential Termination Benefits	Mgmt	For	For	For
12	Approve Increase in Non-Executive Directors' Fees	Mgmt	None	For	For

## Ramsay Health Care Limited

**Meeting Date:** 11/28/2023      **Country:** Australia      **Ticker:** RHC  
**Record Date:** 11/26/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q7982Y104

## Ramsay Health Care Limited

Shares Voted: 328,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect Michael Stanley Siddle as Director	Mgmt	For	Against	Against
3.2	Elect Karen Lee Collett Penrose as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Craig Ralph McNally	Mgmt	For	For	For

## Lynas Rare Earths Ltd

Meeting Date: 11/29/2023

Country: Australia

Ticker: LYC

Record Date: 11/27/2023

Meeting Type: Annual

Primary Security ID: Q5683J210

Shares Voted: 2,818,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect John Humphrey as Director	Mgmt	For	Against	For
3	Elect Grant Murdoch as Director	Mgmt	For	Against	For
4	Elect Vanessa Guthrie as Director	Mgmt	For	For	For
5	Elect John Beevers as Director	Mgmt	For	For	For
6	Approve the Lynas Rare Earths Limited Performance Rights Plan	Mgmt	For	For	For
7	Approve Grant of Performance Rights to Amanda Lacaze	Mgmt	For	For	For

## Sandfire Resources Limited

Meeting Date: 11/29/2023

Country: Australia

Ticker: SFR

Record Date: 11/27/2023

Meeting Type: Annual

Primary Security ID: Q82191109

Shares Voted: 3,065,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	Against	Against

## Sandfire Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Paul Harvey as Director	Mgmt	For	For	For
3	Elect Jennifer Morris as Director	Mgmt	For	Against	Against
4	Approve Grant of FY2024 LTI Rights to Brendan Harris	Mgmt	For	For	For
5	Approve Equity Incentive Plan	Mgmt	For	For	For
6	Approve Amendments to Existing Awards to Reflect the Equity Incentive Plan	Mgmt	For	For	For
7	Approve Leaving Entitlements	Mgmt	For	For	For

## Microsoft Corporation

**Meeting Date:** 12/07/2023      **Country:** USA      **Ticker:** MSFT  
**Record Date:** 09/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** 594918104

Shares Voted: 2,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	For	For
9	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
10	Publish a Tax Transparency Report	SH	Against	For	For
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For

## Westpac Banking Corp.

**Meeting Date:** 12/14/2023

**Country:** Australia

**Ticker:** WBC

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

**Meeting Type:** Annual

**Primary Security ID:** Q97417101

**Shares Voted:** 858,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Grant of Performance Share Rights and Restricted Share Rights to Peter King	Mgmt	For	For	For
4a	Elect Tim Burroughs as Director	Mgmt	For	For	For
4b	Elect Michael Ullmer as Director	Mgmt	For	For	For
4c	Elect Steven Gregg as Director	Mgmt	For	For	For
5	Approve Westpac Climate Change Position Statement and Action Plan	Mgmt	For	For	For

## Westpac Banking Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6b	Approve Transition Plan Assessments	SH	Against	For	For

## National Australia Bank Limited

**Meeting Date:** 12/15/2023      **Country:** Australia      **Ticker:** NAB  
**Record Date:** 12/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q65336119

**Shares Voted:** 1,303,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Simon McKeon as Director	Mgmt	For	Against	Against
1b	Elect Ann Sherry as Director	Mgmt	For	For	For
1c	Elect Christine Fellowes as Director	Mgmt	For	For	For
1d	Elect Carolyn Kay as Director	Mgmt	For	For	For
1e	Elect Alison Kitchen as Director	Mgmt	For	For	For
1f	Elect Stephen Mayne as Director	SH	Against	Against	Against
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Approve Grant of Deferred Rights to Ross McEwan	Mgmt	For	For	For
3b	Approve Grant of Performance Rights to Ross McEwan	Mgmt	For	For	For
4	Consideration of Financial Report, Directors' Report and Auditor's Report	Mgmt			
5a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
5b	Approve Transition Plan Assessments	SH	Against	For	For

## ANZ Group Holdings Limited

**Meeting Date:** 12/21/2023      **Country:** Australia      **Ticker:** ANZ  
**Record Date:** 12/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** Q0429F119

## ANZ Group Holdings Limited

Shares Voted: 1,166,691

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Holly Suzanna Kramer as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Rights and Performance Rights to Shayne C Elliott	Mgmt	For	For	For

## Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Record Date: 11/24/2023

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 2,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	Against	Against
1b	Elect Director Kermit R. Crawford	Mgmt	For	Against	Against
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	Against	Against
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	Against	Against
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	Against	Against
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For



## Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Apple Inc.

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

Shares Voted: 5,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Use of Artificial Intelligence	SH	Against	For	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

## Nordea Bank Abp

**Meeting Date:** 03/21/2024      **Country:** Finland      **Ticker:** NDA.SE  
**Record Date:** 03/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** X5S8VL105

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 President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For

## Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellemfolkeligt Samvirke / Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

## Scentre Group

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

**Country:** Australia

**Ticker:** SCG

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

**Meeting Type:** Annual

**Primary Security ID:** Q8351E109

## Scentre Group

Shares Voted: 873,394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions of the Scentre Group Limited (Company)	Mgmt			
2	Elect Carolyn Kay as Director	Mgmt	For	For	For
3	Elect Guy Russo as Director	Mgmt	For	Against	For
4	Elect Margaret Seale as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Grant of Performance Rights to Elliott Rusanow	Mgmt	For	For	For
7	Approve Amendment to the Constitution of Scentre Group Limited	Mgmt	For	For	For
	Resolution of Scentre Group Trust 1	Mgmt			
8	Approve Amendment to the Constitution of Scentre Group Trust 1	Mgmt	For	For	For
	Resolution of Scentre Group Trust 2	Mgmt			
9	Approve Amendment to the Constitution of Scentre Group Trust 2	Mgmt	For	For	For
	Resolution of Scentre Group Trust 3	Mgmt			
10	Approve Amendment to the Constitution of Scentre Group Trust 3	Mgmt	For	For	For

## The Bank of New York Mellon Corporation

Meeting Date: 04/09/2024

Country: USA

Ticker: BK

Record Date: 02/14/2024

Meeting Type: Annual

Primary Security ID: 064058100

Shares Voted: 18,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For

## The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

## Vestas Wind Systems A/S

**Meeting Date:** 04/09/2024

**Country:** Denmark

**Ticker:** VWS

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

**Meeting Type:** Annual

**Primary Security ID:** K9773J201

**Shares Voted:** 14,925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

## Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For	For
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

## Danone SA

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

**Country:** France

**Ticker:** BN

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

**Meeting Type:** Annual/Special

**Primary Security ID:** F12033134

**Shares Voted:** 10,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For	For

## Danone SA

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

## Unilever Plc

**Meeting Date:** 05/01/2024      **Country:** United Kingdom      **Ticker:** ULVR  
**Record Date:** 04/29/2024      **Meeting Type:** Annual  
**Primary Security ID:** G92087165

**Shares Voted:** 14,984

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

## Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

## Kimberly-Clark Corporation

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

**Country:** USA

**Ticker:** KMB

**Record Date:** 03/04/2024

**Meeting Type:** Annual

**Primary Security ID:** 494368103



## Kimberly-Clark Corporation

Shares Voted: 2,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	For	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	For	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	For	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
1.11	Elect Director Dunia A. Shive	Mgmt	For	For	For
1.12	Elect Director Mark T. Smucker	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## United Parcel Service, Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: UPS

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 911312106

Shares Voted: 1,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For

## United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
1h	Elect Director William Johnson	Mgmt	For	Against	Against
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

## Deutsche Post AG

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

**Country:** Germany

**Ticker:** DHL

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

**Meeting Type:** Annual

**Primary Security ID:** D19225107

**Shares Voted:** 7,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

## Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

## Bristol-Myers Squibb Company

Meeting Date: 05/07/2024

Country: USA

Ticker: BMY

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 110122108

Shares Voted: 6,051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

## Edwards Lifesciences Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: EW

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 6,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.4	Elect Director Paul A. LaViolette	Mgmt	For	Against	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.6	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## GSK Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: GSK

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G3910J179

Shares Voted: 40,377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Wendy Becker as Director	Mgmt	For	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Harry Dietz as Director	Mgmt	For	For	For
13	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
14	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk 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	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

**Mercedes-Benz Group AG**

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

**Country:** Germany

**Ticker:** MBG

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

**Meeting Type:** Annual

**Primary Security ID:** D1668R123

# Mercedes-Benz Group AG

Shares Voted: 6,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2025 Interim Financial Statements until the 2025 AGM	Mgmt	For	For	For
6.1	Elect Doris Hoepke to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

# The GPT Group

Meeting Date: 05/08/2024

Country: Australia

Ticker: GPT

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: Q4252X155

Shares Voted: 343,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions of the GPT Management Holdings Limited (the Company)	Mgmt			
1	Elect Vicki McFadden as Director	Mgmt	For	Against	Against
2	Elect Louise Mason as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
	Resolutions of the GPT Management Holdings Limited (the Company) and the General Property Trust (the Trust)	Mgmt			
4	Approve Grant of Performance Rights to Russell Proutt	Mgmt	For	For	For

## The GPT Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Proportional Takeover Provisions	Mgmt	For	For	For

## CME Group Inc.

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

**Country:** USA

**Ticker:** CME

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

**Meeting Type:** Annual

**Primary Security ID:** 12572Q105

**Shares Voted:** 3,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	Against	Against
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	Against	Against
1h	Elect Director Larry G. Gerdes	Mgmt	For	Against	Against
1i	Elect Director Daniel R. Glickman	Mgmt	For	Against	Against
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

## Union Pacific Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: UNP

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 3,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	Against	For
1c	Elect Director Sheri H. Edison	Mgmt	For	Against	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	Against	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	Against	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1j	Elect Director V. James Vena	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For
1l	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	For	For

## QBE Insurance Group Limited

Meeting Date: 05/10/2024

Country: Australia

Ticker: QBE

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: Q78063114



Shares Voted: 1,675,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2024 to Andrew Horton	Mgmt	For	For	For
4a	Elect T Le as Director	Mgmt	For	Against	For
4b	Elect S Ferguson as Director	Mgmt	For	For	For
4c	Elect P James as Director	Mgmt	For	For	For
4d	Elect P Wilson as Director	Mgmt	For	For	For

## SAP SE

Meeting Date: 05/15/2024

Country: Germany

Ticker: SAP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 3,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

## The Home Depot, Inc.

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** HD  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 437076102

Shares Voted: 2,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	Against	Against
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Against	Against
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	Against	Against
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	For	For
6	Report on Corporate Contributions	SH	Against	Against	Against

## The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	For	For
9	Clawback of Incentive Payments	SH	Against	For	For

## ServiceNow, Inc.

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

Shares Voted: 829

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For	Against	For
1b	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1c	Elect Director Teresa Briggs	Mgmt	For	For	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	Against	For
1g	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For
1k	Elect Director Anita M. Sands	Mgmt	For	Against	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

## Amgen Inc.

**Meeting Date:** 05/31/2024      **Country:** USA      **Ticker:** AMGN  
**Record Date:** 04/01/2024      **Meeting Type:** Annual  
**Primary Security ID:** 031162100

Shares Voted: 1,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	Against	Against
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	Against	Against
1f	Elect Director Greg C. Garland	Mgmt	For	Against	Against
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	Against	Against
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	Against	Against
1l	Elect Director Amy E. Miles	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/04/2024

Country: Taiwan

Ticker: 2330

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: Y84629107

Shares Voted: 47,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Amendments to Articles of Association	Mgmt	For	For	For
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			

## Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	Mgmt	For	For	For
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	Mgmt	For	For	For
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Mgmt	For	For	For
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	Mgmt	For	For	For
4.6	Elect Moshe N. Gavrilov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Mgmt	For	For	For
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	Mgmt	For	For	For
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	Mgmt	For	For	For
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	Mgmt	For	For	For
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	Mgmt	For	For	For

## The TJX Companies, Inc.

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

**Country:** USA

**Ticker:** TJX

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 872540109

**Shares Voted:** 11,897

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

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Against	For	Against

## Alphabet Inc.

**Meeting Date:** 06/07/2024      **Country:** USA      **Ticker:** GOOGL  
**Record Date:** 04/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 02079K305

**Shares Voted:** 8,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
1j	Elect Director Robin L. Washington	Mgmt	For	Against	Against

## Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
8	Report on Lobbying Payments and Policy	SH	Against	For	For
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	For	For
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	For	Against
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For	For
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For	For

## Mastercard Incorporated

**Meeting Date:** 06/18/2024

**Country:** USA

**Ticker:** MA

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

**Meeting Type:** Annual

**Primary Security ID:** 57636Q104

**Shares Voted:** 1,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	Against	Against
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	Against	Against

# Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	Against	Against
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	Against	Against
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

# Alstom SA

**Meeting Date:** 06/20/2024

**Country:** France

**Ticker:** ALO

**Record Date:** 06/18/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F0259M475

**Shares Voted:** 16,588

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 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 Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Caisse de Depot et Placement du Quebec as Director	Mgmt	For	For	For
6	Ratify Appointment of Philippe Petitcolin as Director Following Resignation of Jay Walder	Mgmt	For	For	For
7	Elect Philippe Petitcolin as Director	Mgmt	For	For	For
8	Elect Jay Walder as Director	Mgmt	For	For	For
9	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
11	Approve Amendment of Remuneration Policy of Chairman and CEO (2023/2024)	Mgmt	For	For	For
12	Approve Amendment of Remuneration Policy of Directors (2023/2024)	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Compensation Report	Mgmt	For	For	For
17	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
18	Authorize Repurchase of Up to 5 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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
20	Authorize Capitalization of Reserves of Up to EUR 1.345 Billion 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 1.345 Billion	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	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	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 of International Subsidiaries	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
30	Authorize up to 6 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
31	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
32	Amend Article 10 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			

## Alstom SA

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

## Shionogi & Co., Ltd.

**Meeting Date:** 06/20/2024      **Country:** Japan      **Ticker:** 4507  
**Record Date:** 03/31/2024      **Meeting Type:** Annual  
**Primary Security ID:** J74229105

Shares Voted: 2,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.2	Elect Director Sawada, Takuko	Mgmt	For	For	For
2.3	Elect Director Ando, Keiichi	Mgmt	For	For	For
2.4	Elect Director Ozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takatsuki, Fumi	Mgmt	For	For	For
2.6	Elect Director Fujiwara, Takaoki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okuhara, Shuichi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kishida, Noriyuki	Mgmt	For	For	For

## GUD Holdings Limited

**Meeting Date:** 06/24/2024      **Country:** Australia      **Ticker:** GUD  
**Record Date:** 06/22/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** Q43709171

Shares Voted: 2,510,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Change of Company Name to Amotiv Limited	Mgmt	For	For	For

# NVIDIA Corporation

Meeting Date: 06/26/2024

Country: USA

Ticker: NVDA

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	Against	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	Against	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	Against	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	Mgmt	For	Against	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For