

Proxy Voting Report

1st Quarter 2024

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Zscaler, Inc. 05.01.24	1	Elect Director Jagtar (Jay) Chaudhry	Withhold	Yes	83.34%	16.65%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.70%	1.18%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	71.58%	27.83%
WuXi AppTec Co., Ltd. 05.01.24	1	Approve Direct Repurchase of H Shares in Relation to the 2023 H Share Award and Trust Scheme from the Scheme Trustee, Cancellation of Such H Shares and Related Transactions	For	No	99.84%	0.00%
	1	Approve Direct Repurchase of H Shares in Relation to the 2023 H Share Award and Trust Scheme from the Scheme Trustee, Cancellation of Such H Shares and Related Transactions	For	No	99.66%	0.00%
Leclanche SA 12.01.24	1	Approve Discharge of Director Bernard Pons	For	No	97.95%	2.04%
	2.1	Elect Lex Bentner as Director	For	No	99.69%	0.30%
	2.2	Elect Abdallah Chatila as Director	Against	Yes	99.34%	0.65%
	3	Elect Lex Bentner as Board Chair	For	No	99.89%	0.10%
Mondi Plc 15.01.24	1	Approve Special Dividend	For	No	99.99%	0.00%
	2	Approve Share Consolidation	For	No	99.83%	0.16%
	3	Authorise Issue of Equity	For	No	92.16%	7.83%
	4	Authorise Issue of Equity without Pre-emptive Rights	For	No	91.15%	8.84%
	5	Authorise Market Purchase of Ordinary Shares	For	No	87.78%	12.21%
D.R. Horton, Inc. 17.01.24	1a	Elect Director Donald R. Horton	For	No	87.37%	12.62%
	1b	Elect Director Barbara K. Allen	For	No	92.74%	7.25%
	1c	Elect Director Brad S. Anderson	For	No	96.28%	3.71%
	1d	Elect Director David V. Auld	For	No	93.27%	6.72%
	1e	Elect Director Michael R. Buchanan	For	No	92.70%	7.29%
	1f	Elect Director Benjamin S. Carson, Sr.	For	No	85.96%	14.03%
	1g	Elect Director Maribess L. Miller	For	No	99.02%	0.97%
	1h	Elect Director Paul J. Romanowski	For	No	97.42%	2.57%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.87%	11.06%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Approve Omnibus Stock Plan	For	No	96.22%	3.72%	
5	Ratify Ernst & Young LLP as Auditors	For	No	99.79%	0.07%	
Intuit Inc. 18.01.24	1a	Elect Director Eve Burton	For	No	98.30%	1.69%
	1b	Elect Director Scott D. Cook	For	No	99.80%	0.19%
	1c	Elect Director Richard L. Dalzell	For	No	99.67%	0.32%
	1d	Elect Director Sasan K. Goodarzi	For	No	99.87%	0.12%
	1e	Elect Director Deborah Liu	For	No	99.37%	0.62%
	1f	Elect Director Tekedra Mawakana	For	No	98.61%	1.38%
	1g	Elect Director Suzanne Nora Johnson	For	No	93.32%	6.67%
	1h	Elect Director Ryan Roslansky	For	No	99.30%	0.69%
	1i	Elect Director Thomas Szkutak	For	No	98.53%	1.46%
	1j	Elect Director Raul Vazquez	For	No	99.47%	0.52%
	1k	Elect Director Eric S. Yuan	For	No	98.19%	1.80%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.50%	7.49%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.44%	5.55%
	5	Amend Omnibus Stock Plan	For	No	92.24%	7.75%
	6	Report on Climate Risk in Retirement Plan Options	For	Yes	13.22%	86.77%
Micron Technology, Inc. 18.01.24	1a	Elect Director Richard M. Beyer	For	No	91.91%	8.08%
	1b	Elect Director Lynn A. Dugle	For	No	98.61%	1.38%
	1c	Elect Director Steven J. Gomo	For	No	96.39%	3.60%
	1d	Elect Director Linnie M. Haynesworth	For	No	98.74%	1.25%
	1e	Elect Director Mary Pat McCarthy	For	No	98.87%	1.12%
	1f	Elect Director Sanjay Mehrotra	For	No	97.80%	2.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1g	Elect Director Robert E. Switz	For	No	92.31%	7.68%
	1h	Elect Director MaryAnn Wright	For	No	96.29%	3.70%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	80.31%	19.52%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.75%	8.14%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.50%	92.15%
Costco Wholesale Corporation 18.01.24	1a	Elect Director Susan L. Decker	For	No	95.50%	4.49%
	1b	Elect Director Kenneth D. Denman	For	No	97.05%	2.94%
	1c	Elect Director Helena B. Foulkes	For	No	99.72%	0.27%
	1d	Elect Director Richard A. Galanti	For	No	91.56%	8.43%
	1e	Elect Director Hamilton E. James	For	No	93.66%	6.33%
	1f	Elect Director W. Craig Jelinek	For	No	96.42%	3.57%
	1g	Elect Director Sally Jewell	For	No	98.72%	1.27%
	1h	Elect Director Jeffrey S. Raikes	For	No	91.80%	8.19%
	1i	Elect Director John W. Stanton	For	No	97.94%	2.05%
	1j	Elect Director Ron M. Vachris	For	No	98.37%	1.62%
	1k	Elect Director Mary Agnes (Maggie) Wilderotter	For	No	96.68%	3.31%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.01%	3.98%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.55%	5.44%
	4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	No	1.94%	98.05%
Visa Inc. 23.01.24	1a	Elect Director Lloyd A. Carney	For	No	97.44%	2.55%
	1b	Elect Director Kermit R. Crawford	For	No	99.10%	0.89%
	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	No	97.12%	2.87%
	1d	Elect Director Ramon Laguarta	For	No	98.94%	1.05%
	1e	Elect Director Teri L. List	For	No	98.87%	1.12%
	1f	Elect Director John F. Lundgren	For	No	97.65%	2.34%
	1g	Elect Director Ryan McInerney	For	No	99.84%	0.15%
	1h	Elect Director Denise M. Morrison	For	No	97.45%	2.54%
	1i	Elect Director Pamela Murphy	For	No	99.88%	0.11%
	1j	Elect Director Linda J. Rendle	For	No	99.17%	0.82%
	1k	Elect Director Maynard G. Webb, Jr.	For	No	99.14%	0.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.92%	9.49%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.66%	2.22%
	4	Approve Class B Exchange Offer Program Certificate Amendments	For	No	66.40%	0.21%
	5	Adjourn Meeting	For	No		
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.10%	92.53%
Jacobs Solutions, Inc. 24.01.24	1a	Elect Director Steven J. Demetriou	For	No	89.66%	10.33%
	1b	Elect Director Christopher M.T. Thompson	For	No	96.44%	3.55%
	1c	Elect Director Priya Abani	For	No	98.78%	1.21%
	1d	Elect Director Vincent K. Brooks	For	No	98.46%	1.53%
	1e	Elect Director Ralph E. (Ed) Eberhart	For	No	96.24%	3.75%
	1f	Elect Director Manny Fernandez	For	No	99.03%	0.96%
	1g	Elect Director Georgette D. Kiser	For	No	98.07%	1.92%
	1h	Elect Director Barbara L. Loughran	For	No	99.22%	0.77%
	1i	Elect Director Robert A. McNamara	For	No	99.52%	0.47%
	1j	Elect Director Louis V. Pinkham	For	No	99.72%	0.27%
	1k	Elect Director Robert V. Pragada	For	No	99.35%	0.64%
	1l	Elect Director Peter J. Robertson	For	No	91.40%	8.59%
	1m	Elect Director Julie A. Sloat	For	No	99.46%	0.53%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.99%	3.35%

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	3	Amend Charter to Provide for the Exculpation of Officers	For	No	63.56%	13.02%
	4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	For	No	76.05%	0.53%
	5	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.05%	3.73%
	6	Adopt Simple Majority Vote	For	Yes		
Walgreens Boots Alliance, Inc. 25.01.24	1a	Elect Director Janice M. Babiak	For	No	96.69%	3.30%
	1b	Elect Director Inderpal S. Bhandari	For	No	97.48%	2.51%
	1c	Elect Director Ginger L. Graham	For	No	92.60%	7.39%
	1d	Elect Director Bryan C. Hanson	For	No	97.59%	2.40%
	1e	Elect Director Robert L. Huffines	For	No	98.66%	1.33%
	1f	Elect Director Valerie B. Jarrett	For	No	96.41%	3.58%
	1g	Elect Director John A. Lederer	For	No	96.55%	3.44%
	1h	Elect Director Stefano Pessina	For	No	95.91%	4.08%
	1i	Elect Director Thomas E. Polen	For	No	98.48%	1.51%
	1j	Elect Director Nancy M. Schlichting	For	No	94.17%	5.82%
	1k	Elect Director Timothy C. Wentworth	For	No	98.54%	1.45%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.90%	3.77%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.40%	12.95%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Cigarette Waste	Against	No	5.97%	93.08%
	6	Require Independent Board Chair	For	Yes	31.46%	68.09%
	7	Establish a Company Compensation Policy of Paying a Living Wage	For	Yes	9.44%	88.24%
	8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No	1.36%	97.66%
	9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	For	Yes	7.71%	90.95%
Air Products and Chemicals, Inc. 25.01.24	1a	Elect Director Tonit M. Calaway	For	No	93.21%	6.78%
	1b	Elect Director Charles Cogut	For	No	98.70%	1.29%
	1c	Elect Director Lisa A. Davis	For	No	95.58%	4.41%
	1d	Elect Director Seifollah (Seifi) Ghasemi	Against	Yes	95.13%	4.86%
	1e	Elect Director Jessica Trocchi Graziano	For	No	99.68%	0.31%
	1f	Elect Director David H.Y. Ho	For	No	96.53%	3.46%
	1g	Elect Director Edward L. Monser	For	No	96.49%	3.50%
	1h	Elect Director Matthew H. Paull	For	No	97.76%	2.23%
	1i	Elect Director Wayne T. Smith	For	No	98.24%	1.75%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	72.87%	27.12%
	3	Ratify Deloitte & Touche LLP as Auditors	For	No	99.47%	0.52%
Atkore, Inc. 30.01.24	1a	Elect Director B. Joanne Edwards	For	No	99.65%	0.34%
	1b	Elect Director Jeri L. Isbell	For	No	98.63%	1.36%
	1c	Elect Director Wilbert W. James, Jr.	For	No	99.56%	0.43%
	1d	Elect Director Justin A. Kershaw	For	No	99.55%	0.44%
	1e	Elect Director Scott H. Muse	For	No	99.56%	0.43%
	1f	Elect Director Michael V. Schrock	For	No	99.38%	0.61%
	1g	Elect Director William E. Waltz, Jr.	For	No	99.89%	0.10%
	1h	Elect Director Betty R. Wynn	For	No	99.51%	0.48%
	1i	Elect Director A. Mark Zeffiro	For	No	98.83%	1.16%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.90%	5.88%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.79%	2.20%
Sodexo SA 30.01.24	1	Distribution in Kind of Shares of Pluxee	For	No	99.95%	0.04%
	2	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Agricultural Bank of China Limited 30.01.24	1	Elect Gu Shu as Director	For	No	99.46%	0.52%
	2	Elect Zhou Ji as Director	For	No	98.68%	1.31%

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Accenture plc 31.01.24	1a	Elect Director Jaime Ardila	For	No	99.16%	0.83%
	1b	Elect Director Martin Brudermuller	For	No	98.73%	1.26%
	1c	Elect Director Alan Jope	For	No	99.81%	0.18%
	1d	Elect Director Nancy McKinstry	For	No	78.25%	21.74%
	1e	Elect Director Beth E. Mooney	For	No	98.72%	1.27%
	1f	Elect Director Gilles C. Pelisson	For	No	97.00%	2.99%
	1g	Elect Director Paula A. Price	For	No	95.33%	4.66%
	1h	Elect Director Venkata (Murthy) Renduchintala	For	No	99.82%	0.17%
	1i	Elect Director Arun Sarin	For	No	98.23%	1.76%
	1j	Elect Director Julie Sweet	Against	Yes	93.81%	6.18%
	1k	Elect Director Tracey T. Travis	For	No	91.78%	8.21%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.89%	9.10%
	3	Amend Omnibus Stock Plan	For	No	95.73%	4.26%
	4	Amend Nonqualified Employee Stock Purchase Plan	For	No	98.92%	1.07%
	5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	94.22%	5.77%
6	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	97.41%	2.58%	
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	No	93.40%	6.59%	
8	Determine Price Range for Reissuance of Treasury Shares	For	No	99.41%	0.58%	
CREALOGIX Holding AG 31.01.24	1	Approve Discharge of Board and Senior Management	For	No	96.99%	3.00%
	2.1.1	Elect Michael Dufton as Director	For	No	98.78%	1.21%
	2.1.2	Elect Ateet Patel as Director	For	No	99.65%	0.34%
	2.1.3	Elect Nathan Partington as Director	For	No	99.60%	0.39%
	2.1.4	Elect Hubert Rueedi as Director	For	No	99.60%	0.39%
	2.1.5	Elect Felix Buschor as Director	For	No	99.65%	0.34%
	2.1.6	Elect Christoph Stettler as Director	Against	Yes	99.11%	0.88%
	2.2	Elect Michael Dufton as Board Chair	For	No	99.56%	0.43%
	2.3.1	Appoint Ateet Patel as Member of the Nomination and Compensation Committee	For	No	98.73%	1.26%
	2.3.2	Appoint Nathan Partington as Member of the Nomination and Compensation Committee	For	No	98.73%	1.26%
	3	Amend Articles Re: Board Meetings Quorum	For	No	99.36%	0.63%
	4	Approve Delisting of Shares from SIX Swiss Exchange	Against	Yes	97.93%	2.06%
	5	Transact Other Business (Voting)	Against	Yes		
Emerson Electric Co. 06.02.24	1a	Elect Director Mark A. Blinn	For	No	91.82%	7.24%
	1b	Elect Director Leticia Goncalves Lourenco	For	No	98.39%	0.66%
	1c	Elect Director James M. McKelvey	For	No	97.44%	1.60%
	1d	Elect Director James S. Turley	For	No	83.41%	16.39%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.33%	6.18%
	3	Declassify the Board of Directors	For	No	70.92%	1.05%
4	Approve Omnibus Stock Plan	For	No	95.17%	4.40%	
5	Ratify KPMG LLP as Auditors	Against	Yes	94.85%	4.93%	
6	Adopt Simple Majority Vote	For	Yes	71.08%	28.38%	
Rockwell Automation, Inc. 06.02.24	A.1	Elect Director Alice L. Jolla	For	No	94.13%	5.86%
	A.2	Elect Director Lisa A. Payne	For	No	95.32%	4.67%
	B	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.15%	10.05%
	C	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.38%	5.02%
Pioneer Natural Resources Company 07.02.24	1	Approve Merger Agreement	For	No	75.45%	0.42%
	2	Advisory Vote on Golden Parachutes	Against	Yes	31.04%	68.25%

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Siemens AG 08.02.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For	No	99.90%	0.09%
	3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	For	No	99.34%	0.65%
	3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	For	No	99.33%	0.66%
	3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	For	No	99.34%	0.65%
	3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	For	No	99.34%	0.65%
	3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	For	No	99.33%	0.66%
	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	For	No	98.02%	1.97%
	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	For	No	98.88%	1.11%
	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.25%	0.74%
	4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	For	No	99.26%	0.73%
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	For	No	99.25%	0.74%	
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.25%	0.74%	
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%	
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	For	No	99.27%	0.72%	
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	For	No	98.90%	1.09%	
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.27%	0.72%	
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	For	No	99.23%	0.76%	

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	4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.24%	0.75%
	4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	For	No	99.28%	0.71%
	4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	For	No	99.25%	0.74%
	4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.27%	0.72%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	For	No	99.75%	0.24%
	6	Approve Remuneration Policy	For	No	86.44%	13.55%
	7	Approve Remuneration Report	For	No	86.50%	13.49%
	8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	No	95.29%	4.70%
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	For	No	96.43%	3.56%
Tyson Foods, Inc. 08.02.24	1a	Elect Director John H. Tyson	Against	Yes	92.35%	7.64%
	1b	Elect Director Les R. Baledge	Against	Yes	90.01%	9.98%
	1c	Elect Director Mike Beebe	Against	Yes	92.76%	7.23%
	1d	Elect Director Maria Claudia Borrás	For	No	96.01%	3.98%
	1e	Elect Director David J. Bronczek	Against	Yes	88.69%	11.30%
	1f	Elect Director Mikel A. Durham	For	No	96.57%	3.42%
	1g	Elect Director Donnie King	For	No	99.35%	0.64%
	1h	Elect Director Jonathan D. Mariner	For	No	99.41%	0.58%
	1i	Elect Director Kevin M. McNamara	For	No	97.27%	2.72%
	1j	Elect Director Cheryl S. Miller	For	No	95.74%	4.25%
	1k	Elect Director Kate B. Quinn	For	No	99.66%	0.33%
	1l	Elect Director Jeffrey K. Schomburger	For	No	96.01%	3.98%
	1m	Elect Director Barbara A. Tyson	Against	Yes	93.33%	6.66%
	1n	Elect Director Noel White	For	No	98.39%	1.60%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	99.58%	0.41%
	3	Report on Climate Lobbying	For	Yes	10.19%	89.80%
	4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	For	Yes	12.12%	87.87%
	5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	For	Yes	3.30%	96.69%
	6	Report on Opportunities to Support Circular Economy for Packaging	For	Yes	3.97%	96.02%
Compass Group Plc 08.02.24	1	Accept Financial Statements and Statutory Reports	For	No	99.86%	0.13%
	2	Approve Remuneration Report	For	No	95.68%	4.31%
	3	Approve Final Dividend	For	No	99.91%	0.08%
	4	Elect Petros Parras as Director	For	No	99.29%	0.70%
	5	Elect Leanne Wood as Director	For	No	99.78%	0.21%
	6	Re-elect Ian Meakins as Director	For	No	97.70%	2.29%
	7	Re-elect Dominic Blakemore as Director	For	No	98.80%	1.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Re-elect Palmer Brown as Director	For	No	99.34%	0.65%
	9	Re-elect Stefan Bomhard as Director	For	No	98.00%	1.99%
	10	Re-elect John Bryant as Director	For	No	90.08%	9.91%
	11	Re-elect Arlene Isaacs-Lowe as Director	For	No	98.65%	1.34%
	12	Re-elect Anne-Francoise Nesmes as Director	For	No	98.50%	1.49%
	13	Re-elect Sundar Raman as Director	For	No	89.88%	10.11%
	14	Re-elect Nelson Silva as Director	For	No	97.97%	2.02%
	15	Re-elect Ireena Vittal as Director	For	No	97.86%	2.13%
	16	Reappoint KPMG LLP as Auditors	For	No	99.16%	0.83%
	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	18	Authorise UK Political Donations and Expenditure	For	No	98.96%	1.03%
	19	Authorise Issue of Equity	For	No	91.86%	8.13%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	96.67%	3.32%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	96.04%	3.95%
	22	Authorise Market Purchase of Ordinary Shares	For	No	99.49%	0.50%
	23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	No	94.62%	5.37%
Fair Isaac Corporation 14.02.24	1a	Elect Director Braden R. Kelly	For	No	86.39%	13.60%
	1b	Elect Director Fabiola R. Arredondo	For	No	93.50%	6.49%
	1c	Elect Director James D. Kirsner	For	No	94.17%	5.82%
	1d	Elect Director William J. Lansing	For	No	99.28%	0.71%
	1e	Elect Director Eva Manolis	For	No	93.46%	6.53%
	1f	Elect Director Marc F. McMorris	For	No	99.61%	0.38%
	1g	Elect Director Joanna Rees	For	No	78.02%	21.97%
	1h	Elect Director David A. Rey	For	No	96.61%	3.38%
	1i	Elect Director H. Tayloe Stansbury	For	No	99.67%	0.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	58.33%	41.41%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.80%	3.12%
PTC Inc. 14.02.24	1.1	Elect Director Neil Barua	For	No	99.43%	0.56%
	1.2	Elect Director Mark Benjamin	For	No	93.08%	6.91%
	1.3	Elect Director Janice Chaffin	For	No	96.71%	3.28%
	1.4	Elect Director Amar Hanspal	For	No	98.97%	1.02%
	1.5	Elect Director Michal Katz	For	No	98.27%	1.72%
	1.6	Elect Director Paul Lacy	For	No	94.55%	5.44%
	1.7	Elect Director Corinna Lathan	For	No	98.27%	1.72%
	1.8	Elect Director Janesh Moorjani	For	No	98.55%	1.44%
	1.9	Elect Director Robert Schechter	For	No	96.30%	3.69%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.91%	8.08%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	89.88%	10.11%
Bergbahnen Engelberg-Truebsee-Titlis AG 21.02.24	1	Accept Financial Statements and Statutory Reports	For	No	92.19%	3.99%
	2	Approve Discharge of Board and Senior Management	For	No	80.24%	9.85%
	3	Approve Allocation of Income and Omission of Dividends	For	No	90.45%	5.13%
	4.1.1	Reelect Christoph Baumgartner as Director	For	No	87.75%	9.65%
	4.1.2	Reelect Dominique Gisin as Director	For	No	88.47%	7.59%
	4.1.3	Reelect Martin Odermatt as Director	For	No	83.17%	14.72%
	4.1.4	Reelect Markus Thumiger as Director	For	No	84.71%	12.49%
	4.1.5	Reelect Hans Wicki as Director	For	No	79.80%	16.21%
	4.1.6	Reelect Guido Zumbuehl as Director	For	No	83.03%	13.67%
	4.1.7	Reelect Patrick Zwysig as Director	For	No	88.45%	9.04%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.2	Reelect Hans Wicki as Board Chair	For	No	78.60%	16.06%
	4.3.1	Reappoint Markus Thumiger as Member of the Compensation Committee	Against	Yes	80.74%	15.18%
	4.3.2	Reappoint Hans Wicki as Member of the Compensation Committee	Against	Yes	76.27%	18.89%
	4.3.3	Reappoint Guido Zumbuehl as Member of the Compensation Committee	Against	Yes	78.25%	17.59%
	4.3.4	Appoint Dominique Gisin as Member of the Compensation Committee, if Item 6.4 is Approved	For	No	81.22%	15.43%
	4.4	Ratify BDO AG as Auditors	Against	Yes	91.08%	6.79%
	4.5	Designate Brigitte Scheuber as Independent Proxy	For	No	91.76%	5.88%
	5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	For	No	79.09%	17.73%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.9 Million	Against	Yes	76.19%	21.23%
	6.1	Approve Creation of Capital Band within the Upper Limit of CHF 161,280 and the Lower Limit of CHF 127,680 with or without Exclusion of Preemptive Rights	For	No	80.97%	14.55%
	6.2	Amend Articles Re: General Meeting	For	No	86.86%	7.24%
	6.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	82.86%	12.57%
	6.4	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee; Composition of Compensation Committee	For	No	81.87%	16.39%
	6.5	Amend Articles Re: Place of Jurisdiction; Editorial Changes	For	No	91.83%	3.53%
	7	Transact Other Business (Voting)	Against	Yes		
Healthpeak Properties, Inc. 21.02.24	1	Issue Shares in Connection with Merger	For	No	97.45%	2.54%
	2	Increase Authorized Common Stock	For	No	83.03%	2.61%
	3	Adjourn Meeting	For	No	90.21%	9.78%
Aristocrat Leisure Limited 22.02.24	1	Elect Neil Chatfield as Director	For	No	96.72%	3.27%
	2	***Withdrawn Resolution*** Elect Jennifer Aument as Director	Refer	No		
	3	Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Against	Yes	78.96%	21.03%
	4	Approve Non-Executive Director Rights Plan	For	No	99.82%	0.17%
	5	Approve Remuneration Report	For	No	94.15%	5.84%
Raymond James Financial, Inc. 22.02.24	1a	Elect Director Marlene Debel	For	No	99.66%	0.33%
	1b	Elect Director Robert M. Dutkowsky	For	No	95.22%	4.77%
	1c	Elect Director Jeffrey N. Edwards	For	No	95.16%	4.83%
	1d	Elect Director Benjamin C. Esty	For	No	98.55%	1.44%
	1e	Elect Director Art A. Garcia	For	No	96.91%	3.08%
	1f	Elect Director Anne Gates	For	No	93.61%	6.38%
	1g	Elect Director Gordon L. Johnson	For	No	97.21%	2.78%
	1h	Elect Director Raymond W. McDaniel, Jr.	For	No	99.52%	0.47%
	1i	Elect Director Roderick C. McGeary	For	No	95.84%	4.15%
	1j	Elect Director Paul C. Reilly	Against	Yes	95.65%	4.34%
	1k	Elect Director Raj Seshadri	For	No	99.03%	0.96%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.42%	16.57%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.46%	2.53%
Infineon Technologies AG 23.02.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	No	99.80%	0.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	For	No	97.26%	2.73%
	3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	For	No	97.28%	2.71%
	3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	For	No	97.26%	2.73%
	3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	For	No	97.26%	2.73%
	3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	For	No	97.26%	2.73%
	4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	For	No	96.75%	3.24%
	4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	For	No	97.30%	2.69%
	4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	For	No	97.28%	2.71%
	4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	For	No	97.28%	2.71%
	4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	For	No	96.81%	3.18%
	4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	For	No	97.31%	2.68%
	4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	For	No	97.28%	2.71%
	4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	For	No	97.28%	2.71%
	4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	For	No	97.28%	2.71%
	4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	For	No	97.31%	2.68%
	4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	For	No	97.31%	2.68%
	4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	For	No	97.28%	2.71%
	4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	For	No	97.31%	2.68%
	4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	For	No	97.28%	2.71%
	4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	For	No	97.28%	2.71%
	4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	No	97.30%	2.69%
	4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	For	No	97.28%	2.71%
	4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	For	No	97.31%	2.68%
	4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	For	No	97.30%	2.69%
	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	For	No	98.97%	1.02%
	6.1	Elect Ute Wolf to the Supervisory Board	For	No	89.33%	10.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2	Elect Hermann Eul to the Supervisory Board	For	No	99.36%	0.63%
	7	Approve Remuneration Policy for the Supervisory Board	For	No	98.98%	1.01%
	8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No	94.90%	5.09%
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	For	No	95.13%	4.86%
	10	Approve Remuneration Report	For	No	93.58%	6.41%
Bank of China Limited 26.02.24	1	Elect Zhang Yi as Director	For	No	99.09%	0.90%
	2	Elect Lou Xiaohui as Director	For	No	99.05%	0.94%
	3	Elect Liu Xiaolei as Director	For	No	99.96%	0.03%
	4	Approve Issuance Quota and Issuance Arrangement of Total Loss-Absorbing Capacity Non-Capital Bonds	For	No	99.99%	0.00%
Apple Inc. 28.02.24	1a	Elect Director Wanda Austin	For	No	99.54%	0.45%
	1b	Elect Director Tim Cook	For	No	98.48%	1.51%
	1c	Elect Director Alex Gorsky	For	No	98.23%	1.76%
	1d	Elect Director Andrea Jung	For	No	94.68%	5.31%
	1e	Elect Director Art Levinson	For	No	93.83%	6.16%
	1f	Elect Director Monica Lozano	For	No	99.18%	0.81%
	1g	Elect Director Ron Sugar	For	No	96.42%	3.57%
	1h	Elect Director Sue Wagner	For	No	98.28%	1.71%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.67%	1.32%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.27%	7.72%
	4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No	1.29%	98.70%
	5	Report on Standards and Procedures to Curate App Content	Against	No	1.82%	98.17%
	6	Report on Median Gender/Racial Pay Gap	For	Yes	31.07%	68.92%
	7	Report on Use of Artificial Intelligence	For	Yes	37.52%	62.47%
	8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	No	1.63%	98.36%
Deere & Company 28.02.24	1a	Elect Director Leanne G. Caret	For	No	98.25%	1.74%
	1b	Elect Director Tamra A. Erwin	For	No	97.86%	2.13%
	1c	Elect Director Alan C. Heuberger	For	No	99.59%	0.40%
	1d	Elect Director L. Neil Hunn	For	No	99.47%	0.52%
	1e	Elect Director Michael O. Johanns	For	No	97.68%	2.31%
	1f	Elect Director Clayton M. Jones	For	No	93.97%	6.02%
	1g	Elect Director John C. May	Against	Yes	93.37%	6.62%
	1h	Elect Director Gregory R. Page	For	No	94.37%	5.62%
	1i	Elect Director Sherry M. Smith	For	No	96.03%	3.96%
	1j	Elect Director Dmitri L. Stockton	For	No	96.81%	3.18%
	1k	Elect Director Sheila G. Talton	For	No	97.70%	2.29%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.37%	7.22%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.13%	5.26%
	4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	For	Yes	1.50%	96.96%
	5	Civil Rights and Non-Discrimination Audit Proposal	Against	No	1.04%	97.38%
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	37.98%	61.45%
Kone Oyj 29.02.24	1	Open Meeting	Refer	No		
	2	Call the Meeting to Order	Refer	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Refer	No		
	4	Acknowledge Proper Convening of Meeting	Refer	No		
	5	Prepare and Approve List of Shareholders	Refer	No		
	6	Receive Financial Statements and Statutory Reports	Refer	No		
	7	Accept Financial Statements and Statutory Reports	For	No		
	8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	For	No		
	9	Approve Discharge of Board and President	For	No		
	10	Approve Remuneration Report (Advisory Vote)	Against	Yes		
	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Yes		
	12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	For	No		
	13	Fix Number of Directors at Nine	For	No		
	14.a	Reelect Matti Alahuhta as Director	Against	Yes		
	14.b	Reelect Susan Duinhoven as Director	For	No		
	14.c	Reelect Marika Fredriksson as Director	For	No		
	14.d	Reelect Antti Herlin as Director	Against	Yes		
	14.e	Reelect Iiris Herlin as Director	For	No		
	14.f	Reelect Jussi Herlin as Director	Against	Yes		
	14.g	Elect Timo Ihamuotila as New Director	For	No		
	14.h	Reelect Ravi Kant as Director	For	No		
	14.i	Reelect Krishna Mikkilineni as Director	For	No		
	15	Approve Remuneration of Auditors	For	No		
	16	Fix Number of Auditors at One	For	No		
	17	Ratify Ernst & Young as Auditors	For	No		
	18	Authorize Share Repurchase Program	For	No		
	19	Approve Issuance of Shares and Options without Preemptive Rights	Against	Yes		
	20	Close Meeting	Refer	No		
Industrial and Commercial Bank of China Limited 29.02.24	1	Elect Zhang Wenwu as Director	For	No	99.42%	0.57%
	2	Elect Murray Horn as Director	For	No	99.98%	0.01%
	3	Approve Issuance Amount of Total Loss-Absorbing Capacity Non-Capital Debt Instruments	For	No	99.97%	0.02%
	4	Approve Fixed Asset Investment Budget	For	No	99.99%	0.00%
Kinarus Therapeutics Holding AG 01.03.24	1.1	Approve CHF 44.79 Ordinary Share Capital Increase without Preemptive Rights, if Items 1.2, 2 and 3 are Approved	For	No	99.24%	0.30%
	1.2	Approve 4,480:1 Reverse Stock Split, if Items 1.1, 2 and 3 are Approved	For	No	99.50%	0.30%
	2	Approve CHF 13.1 Million Reduction in Share Capital via Reduction of Nominal Value, if Items 1 and 3 are Approved	For	No	97.73%	1.65%
	3	Approve CHF 409,391.60 Share Capital Increase without Preemptive Rights for Private Placement, if Items 1, 2, 5, 8 and 11 are Approved	For	No	98.01%	0.30%
	4	Approve Creation of Capital Band within the Upper Limit of CHF 657,500 and the Lower Limit of CHF 350,000 with or without Exclusion of Preemptive Rights, if Items 1, 2 and 3 are Approved	For	No	97.91%	0.30%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Creation of CHF 131,500 Pool of Conditional Capital for Bonds or Similar Debt Instruments, if Items 1, 2 and 3 are Approved	For	No	98.00%	0.30%
	6	Change Company Name to Curatis Holding AG, if Items 1, 2 and 3 are Approved	For	No	99.31%	0.33%
	7	Change Location of Registered Office/Headquarters to Liestal, Switzerland, if Items 1, 2 and 3 are Approved	For	No	98.21%	1.43%
	8	Amend Corporate Purpose, if Items 1, 2 and 3 are Approved	For	No	99.29%	0.33%
	9.1	Elect Guenter Graubach as Director, if Items 1, 2 and 3 are Approved	For	No	98.08%	1.47%
	9.2	Elect Roland Rutschmann as Director, if Items 1, 2 and 3 are Approved	For	No	99.17%	0.38%
	9.3	Elect Marian Borovsky as Director and Board Chair, if Items 1, 2 and 3 are Approved	For	No	97.72%	1.51%
	10.1	Appoint Guenter Graubach as Member of the Compensation Committee, if Items 1, 2 and 3 are Approved	For	No	99.30%	0.40%
	10.2	Appoint Roland Rutschmann as Member of the Compensation Committee, if Items 1, 2 and 3 are Approved	For	No	98.21%	1.49%
	10.3	Appoint Marian Borovsky as Member of the Compensation Committee, if Items 1, 2 and 3 are Approved	For	No	97.85%	1.53%
	11	Ratify Ernst & Young AG as Auditors, if Items 1, 2 and 3 are Approved	For	No	98.44%	1.42%
	12	Transact Other Business (Voting)	Against	Yes		
Novozymes A/S 04.03.24	1	Approve Adoption of Novonesis AS as Secondary Name	For	No		
	2.a	Elect Jesper Brandgaard (Vice Chair) as Director	For	No		
	3.a	Elect Lise Kaae as Director	For	No		
	3.b	Elect Kevin Lane as Director	For	No		
	3.c	Elect Kim Stratton as Director	Abstain	Yes		
	4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
QUALCOMM Incorporated 05.03.24	1a	Elect Director Sylvia Acevedo	For	No	98.81%	1.18%
	1b	Elect Director Cristiano R. Amon	For	No	99.54%	0.45%
	1c	Elect Director Mark Fields	For	No	99.52%	0.47%
	1d	Elect Director Jeffrey W. Henderson	For	No	93.83%	6.16%
	1e	Elect Director Gregory N. Johnson	For	No	99.02%	0.97%
	1f	Elect Director Ann M. Livermore	For	No	98.50%	1.49%
	1g	Elect Director Mark D. McLaughlin	For	No	99.55%	0.44%
	1h	Elect Director Jamie S. Miller	For	No	99.66%	0.33%
	1i	Elect Director Irene B. Rosenfeld	For	No	98.05%	1.94%
	1j	Elect Director Kornelis (Neil) Smit	For	No	99.03%	0.96%
	1k	Elect Director Jean-Pascal Tricoire	For	No	98.57%	1.42%
	1l	Elect Director Anthony J. Vinciguerra	For	No	98.87%	1.12%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.66%	6.33%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.64%	8.35%
	4	Amend Omnibus Stock Plan	For	No	94.63%	5.36%
	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	60.66%	8.25%
	6	Amend Bylaws to Add Federal Forum Selection Provision	For	No	60.13%	8.56%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
Nordson Corporation 05.03.24	1.1	Elect Director Frank M. Jaehnert	For	No	97.74%	2.25%	
	1.2	Elect Director Ginger M. Jones	For	No	97.40%	2.59%	
	1.3	Elect Director Christopher L. Mapes	For	No	85.73%	14.26%	
	1.4	Elect Director Milton M. Morris	For	No	90.19%	9.80%	
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.14%	3.71%	
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.53%	5.20%	
Novartis AG 05.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.03%	0.15%	
	1.2	Approve Non-Financial Report	For	No	98.43%	0.20%	
	2	Approve Discharge of Board and Senior Management	For	No	97.09%	1.60%	
	3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	No	99.73%	0.10%	
	4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	No	99.50%	0.23%	
	5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For	No	92.29%	7.25%	
	5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	For	No	89.99%	9.57%	
	5.3	Approve Remuneration Report	For	No	84.39%	15.13%	
	6.1	Reelect Joerg Reinhardt as Director and Board Chair	For	No	96.07%	3.49%	
	6.2	Reelect Nancy Andrews as Director	For	No	99.50%	0.22%	
	6.3	Reelect Ton Buechner as Director	For	No	87.51%	12.21%	
	6.4	Reelect Patrice Bula as Director	For	No	87.35%	11.46%	
	6.5	Reelect Elizabeth Doherty as Director	For	No	95.76%	3.91%	
	6.6	Reelect Bridgette Heller as Director	For	No	97.14%	2.53%	
	6.7	Reelect Daniel Hochstrasser as Director	For	No	96.57%	3.12%	
	6.8	Reelect Frans van Houten as Director	For	No	97.24%	2.44%	
	6.9	Reelect Simon Moroney as Director	For	No	98.20%	1.43%	
	6.10	Reelect Ana de Pro Gonzalo as Director	For	No	99.44%	0.21%	
	6.11	Reelect Charles Sawyers as Director	For	No	95.45%	4.20%	
	6.12	Reelect William Winters as Director	For	No	96.33%	3.32%	
	6.13	Reelect John Young as Director	For	No	98.58%	1.07%	
	7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	No	85.87%	13.64%	
	7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	No	94.43%	5.22%	
	7.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	No	94.94%	4.71%	
	7.4	Reappoint William Winters as Member of the Compensation Committee	For	No	93.62%	6.05%	
	8	Ratify KPMG AG as Auditors	For	No	99.35%	0.22%	
	9	Designate Peter Zahn as Independent Proxy	For	No	99.33%	0.44%	
	10	Transact Other Business (Voting)	Against	Yes			
	Hologic, Inc. 07.03.24	1a	Elect Director Stephen P. MacMillan	Against	Yes	89.29%	10.70%
		1b	Elect Director Sally W. Crawford	For	No	90.28%	9.71%
1c		Elect Director Charles J. Dockendorff	For	No	95.72%	4.27%	
1d		Elect Director Scott T. Garrett	For	No	89.25%	10.74%	
1e		Elect Director Ludwig N. Hantson	For	No	95.09%	4.90%	
1f		Elect Director Nanaz Mohtashami	For	No	99.40%	0.59%	
1g		Elect Director Christiana Stamoulis	For	No	96.36%	3.63%	
1h		Elect Director Stacey D. Stewart	For	No	98.45%	1.54%	
1i		Elect Director Amy M. Wendell	For	No	98.46%	1.53%	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	78.93%	21.06%	
3		Ratify Ernst & Young LLP as Auditors	Against	Yes	93.96%	6.03%	
TransDigm Group		1.1	Elect Director David A. Barr	For	No	92.53%	7.46%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Incorporated 07.03.24	1.2	Elect Director Jane M. Cronin	For	No	97.20%	2.79%
	1.3	Elect Director Michael Graff	For	No	96.32%	3.67%
	1.4	Elect Director Sean P. Hennessy	For	No	97.28%	2.71%
	1.5	Elect Director W. Nicholas Howley	For	No	97.87%	2.12%
	1.6	Elect Director Gary E. McCullough	For	No	87.51%	12.48%
	1.7	Elect Director Michele L. Santana	For	No	97.21%	2.78%
	1.8	Elect Director Robert J. Small	For	No	88.12%	11.87%
	1.9	Elect Director Kevin M. Stein	For	No	98.29%	1.70%
	1.10	Elect Director Jorge L. Valladares, III	For	No	98.55%	1.44%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.40%	1.53%
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	68.83%	31.08%	
Applied Materials, Inc. 07.03.24	1a	Elect Director Rani Borkar	For	No	98.60%	1.39%
	1b	Elect Director Judy Bruner	For	No	94.49%	5.50%
	1c	Elect Director Xun (Eric) Chen	For	No	98.34%	1.65%
	1d	Elect Director Aart J. de Geus	For	No	97.59%	2.40%
	1e	Elect Director Gary E. Dickerson	For	No	98.36%	1.63%
	1f	Elect Director Thomas J. Iannotti	For	No	91.44%	8.55%
	1g	Elect Director Alexander A. Karsner	For	No	92.84%	7.15%
	1h	Elect Director Kevin P. March	For	No	99.59%	0.40%
	1i	Elect Director Yvonne McGill	For	No	98.02%	1.97%
	1j	Elect Director Scott A. McGregor	For	No	99.59%	0.40%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.16%	8.43%
3	Ratify KPMG LLP as Auditors	Against	Yes	95.26%	4.52%	
4	Report on Lobbying Payments and Policy	For	Yes	16.54%	82.03%	
5	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	21.13%	77.89%	
Carlsberg A/S 11.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	No		
	3	Approve Allocation of Income and Dividends of DKK 27 Per Share	For	No		
	4	Approve Remuneration Report (Advisory Vote)	Against	Yes		
	5.A	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	No		
	5.B	Approve Remuneration of Directors	Against	Yes		
	5.C	Approve DKK 62 Million Reduction in Share Capital via Share Cancellation	For	No		
	6.a	Reelect Henrik Poulsen as New Director	Abstain	Yes		
	6.b	Reelect Majken Schultz as New Director	Abstain	Yes		
	6.c	Reelect Mikael Aro as Director	For	No		
	6.d	Reelect Magdi Batato as Director	For	No		
	6.e	Reelect Lilian Fossum Biner as Director	For	No		
	6.f	Reelect Richard Burrows as Director	For	No		
	6.g	Reelect Punita Lal as Director	For	No		
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Abstain	Yes			
6.i	Elect Bob Kunze-Concewitz as Director	For	No			
7	Ratify PricewaterhouseCoopers as Auditors	For	No			
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No			
Roche Holding AG 12.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.84%	0.11%
	2.1	Approve Remuneration Report	Against	Yes	95.57%	4.36%
	2.2	Approve Sustainability Report	For	No	98.52%	1.41%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Against	Yes	95.74%	4.16%
	3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	Against	Yes	95.73%	4.21%
	4	Approve Discharge of Board and Senior Management	For	No	99.60%	0.35%
	5	Approve Allocation of Income and Dividends of CHF 9.60 per Share	For	No	99.84%	0.11%
	6.1	Reelect Severin Schwan as Director and Board Chair	Against	Yes	97.74%	2.21%
	6.2	Reelect Andre Hoffmann as Director	For	No	98.24%	1.74%
	6.3	Reelect Joerg Duschmale as Director	For	No	99.20%	0.78%
	6.4	Reelect Patrick Frost as Director	For	No	99.65%	0.33%
	6.5	Reelect Anita Hauser as Director	For	No	99.69%	0.29%
	6.6	Reelect Akiko Iwasaki as Director	For	No	99.85%	0.12%
	6.7	Reelect Richard Lifton as Director	For	No	99.46%	0.52%
	6.8	Reelect Jemilah Mahmood as Director	For	No	99.82%	0.12%
	6.9	Reelect Mark Schneider as Director	For	No	99.75%	0.18%
	6.10	Reelect Claudia Dyckerhoff as Director	For	No	99.81%	0.13%
	6.11	Reappoint Andre Hoffmann as Member of the Compensation Committee	Against	Yes	96.19%	3.78%
	6.12	Reappoint Joerg Duschmale as Member of the Compensation Committee	Against	Yes	97.44%	2.53%
	6.13	Reappoint Anita Hauser as Member of the Compensation Committee	Against	Yes	98.87%	1.10%
	6.14	Reappoint Richard Lifton as Member of the Compensation Committee	Against	Yes	95.94%	4.03%
	7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Against	Yes	95.60%	4.31%
	8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	For	No	97.86%	2.05%
	9	Designate Testaris AG as Independent Proxy	For	No	99.84%	0.11%
	10	Ratify KPMG AG as Auditors	Against	Yes	97.53%	2.42%
	11	Transact Other Business (Voting)	Against	Yes		
Cencora, Inc. 12.03.24	1a	Elect Director Ornella Barra	For	No	99.05%	0.94%
	1b	Elect Director Werner Baumann	For	No	99.87%	0.12%
	1c	Elect Director Steven H. Collis	Against	Yes	95.95%	4.04%
	1d	Elect Director D. Mark Durcan	For	No	99.80%	0.19%
	1e	Elect Director Richard W. Gochnauer	For	No	96.80%	3.19%
	1f	Elect Director Lon R. Greenberg	For	No	97.08%	2.91%
	1g	Elect Director Kathleen W. Hyle	For	No	97.50%	2.49%
	1h	Elect Director Lorence H. Kim	For	No	99.06%	0.93%
	1i	Elect Director Redonda G. Miller	For	No	96.39%	3.60%
	1j	Elect Director Dennis M. Nally	For	No	99.18%	0.81%
	1k	Elect Director Lauren M. Tyler	For	No	99.88%	0.11%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.48%	6.20%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.41%	7.51%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	78.22%	9.73%
	5	Amend Certificate of Incorporation	For	No	87.90%	0.05%
	6	Enhance Majority Vote for the Election of Directors	Against	No	0.73%	98.80%
Analog Devices, Inc. 13.03.24	1a	Elect Director Vincent Roche	Against	Yes	94.74%	5.25%
	1b	Elect Director Stephen M. Jennings	For	No	98.83%	1.16%
	1c	Elect Director Andre Andonian	For	No	98.06%	1.93%
	1d	Elect Director James A. Champy	For	No	95.11%	4.88%
	1e	Elect Director Edward H. Frank	For	No	95.14%	4.85%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1f	Elect Director Laurie H. Glimcher	For	No	97.19%	2.80%
	1g	Elect Director Karen M. Golz	For	No	97.99%	2.00%
	1h	Elect Director Peter B. Henry	For	No	99.28%	0.71%
	1i	Elect Director Mercedes Johnson	For	No	98.73%	1.26%
	1j	Elect Director Ray Stata	For	No	98.69%	1.30%
	1k	Elect Director Susie Wee	For	No	97.36%	2.63%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	72.45%	27.54%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	91.81%	8.18%
	4	Adopt Simple Majority Vote	For	Yes	89.60%	10.39%
Genmab A/S 13.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	No		
	3	Approve Allocation of Income and Omission of Dividends	For	No		
	4	Approve Remuneration Report (Advisory Vote)	For	No		
	5.a	Reelect Deirdre P. Connelly as Director	For	No		
	5.b	Reelect Pernille Erenbjerg as Director	For	No		
	5.c	Reelect Rolf Hoffmann as Director	For	No		
	5.d	Reelect Elizabeth OFarrell as Director	For	No		
	5.e	Reelect Paolo Paoletti as Director	For	No		
	5.f	Reelect Anders Gersel Pedersen as Director	For	No		
	6	Ratify Deloitte as Auditors	For	No		
	7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Against	Yes		
	7.b	Approve Director Indemnification	For	No		
	7.c	Amend Articles Re: Indemnification	For	No		
	7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against	Yes		
	7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	For	No		
	7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	For	No		
	7.g	Authorize Share Repurchase Program	For	No		
	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
	9	Other Business	Refer	No		
TE Connectivity Ltd. 13.03.24	1a	Elect Director Jean-Pierre Clamadiou	For	No	99.18%	0.81%
	1b	Elect Director Terrence R. Curtin	For	No	99.40%	0.59%
	1c	Elect Director Carol A. ("John") Davidson	For	No	97.84%	2.15%
	1d	Elect Director Lynn A. Dugle	For	No	99.49%	0.50%
	1e	Elect Director William A. Jeffrey	For	No	95.87%	4.12%
	1f	Elect Director Syaru Shirley Lin	For	No	98.98%	1.01%
	1g	Elect Director Heath A. Mitts	For	No	93.53%	6.46%
	1h	Elect Director Abhijit Y. Talwalkar	For	No	89.84%	10.15%
	1i	Elect Director Mark C. Trudeau	For	No	99.45%	0.54%
	1j	Elect Director Dawn C. Willoughby	For	No	99.43%	0.56%
	1k	Elect Director Laura H. Wright	For	No	94.04%	5.95%
	2	Elect Board Chairman Carol A. ("John") Davidson	For	No	98.74%	1.25%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	No	93.44%	6.55%
	3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	No	99.51%	0.48%
	3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For	No	99.52%	0.47%
	4	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.95%	0.04%
	5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	For	No	99.93%	0.06%
	5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	For	No	99.93%	0.06%
	5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	For	No	99.93%	0.06%
	6	Approve Discharge of Board and Senior Management	For	No	98.97%	1.02%
	7.1	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.79%	2.20%
	7.2	Ratify Deloitte AG as Swiss Registered Auditors	For	No	98.02%	1.97%
	7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	For	No	99.81%	0.18%
	8	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.02%	6.97%
	9	Approve Remuneration Report	For	No	93.30%	6.69%
	10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	For	No	96.01%	3.98%
	11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	For	No	99.82%	0.17%
	12	Approve Allocation of Available Earnings at September 29, 2023	For	No	99.95%	0.04%
	13	Approve Declaration of Dividend	For	No	99.98%	0.01%
	14	Amend Articles to Reflect Changes in Capital	For	No	96.36%	3.63%
	15	Approve Reduction in Share Capital via Cancellation of Shares	For	No	99.94%	0.05%
	16.1	Amend Articles Re: General Meeting and Shareholders Matters	For	No	99.92%	0.07%
	16.2	Approve Virtual-Only Shareholder Meetings	Against	Yes	85.51%	14.48%
	16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	For	No	99.88%	0.11%
	17	Authorize Share Repurchase Program	For	No	99.65%	0.34%
	18	Approve Omnibus Stock Plan	For	No	94.08%	5.91%
Johnson Controls International plc 13.03.24	1a	Elect Director Timothy Archer	For	No	99.47%	0.52%
	1b	Elect Director Jean Blackwell	For	No	97.98%	2.01%
	1c	Elect Director Pierre Cohade	For	No	99.40%	0.59%
	1d	Elect Director W. Roy Dunbar	For	No	98.03%	1.96%
	1e	Elect Director Gretchen R. Haggerty	For	No	99.05%	0.94%
	1f	Elect Director Ayesha Khanna	For	No	98.51%	1.48%
	1g	Elect Director Seetarama (Swamy) Kotagiri	For	No	99.44%	0.55%
	1h	Elect Director Simone Menne	For	No	98.95%	1.04%
	1i	Elect Director George R. Oliver	Against	Yes	96.42%	3.57%
	1j	Elect Director Jurgen Tinggren	For	No	98.02%	1.97%
	1k	Elect Director Mark Vergnano	For	No	97.59%	2.40%
	1l	Elect Director John D. Young	For	No	99.40%	0.59%
	2a	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.57%	5.42%
	2b	Authorize Board to Fix Remuneration of Auditors	For	No	97.40%	2.59%
	3	Authorize Market Purchases of Company Shares	For	No	99.24%	0.75%
	4	Determine Price Range for Reissuance of Treasury Shares	For	No	99.39%	0.60%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.79%	6.20%
	6	Approve the Directors' Authority to Allot Shares	For	No	98.10%	1.89%
	7	Approve the Disapplication of Statutory Pre-Emption Rights	For	No	95.94%	4.05%
Agilent Technologies, Inc. 14.03.24	1.1	Elect Director Mala Anand	For	No	86.09%	13.90%
	1.2	Elect Director Koh Boon Hwee	For	No	77.70%	22.29%
	1.3	Elect Director Michael R. McMullen	For	No	99.42%	0.57%
	1.4	Elect Director Daniel K. Podolsky	For	No	90.35%	9.64%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.27%	10.54%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.97%	7.91%
	4	Adopt Simple Majority Vote	For	No	94.47%	3.55%
Pandora AS 14.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Remuneration Report (Advisory Vote)	For	No		
	4	Approve Remuneration of Directors	For	No		
	5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	For	No		
	6.1	Reelect Peter A. Ruzicka as Director	For	No		
	6.2	Reelect Christian Frigast as Director	For	No		
	6.3	Reelect Lilian Fossum Biner as Director	For	No		
	6.4	Reelect Birgitta Stymne Goransson as Director	For	No		
	6.5	Reelect Marianne Kirkegaard as Director	For	No		
	6.6	Reelect Catherine Spindler as Director	For	No		
	6.7	Reelect Jan Zijdeveld as Director	For	No		
	7	Ratify Ernst & Young as Auditor	Abstain	Yes		
	8	Approve Discharge of Management and Board	For	No		
	9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	No		
	9.2	Amend Remuneration Policy (Indemnification Scheme)	For	No		
	9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	For	No		
	9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	For	No		
	9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	For	No		
	9.4	Authorize Share Repurchase Program	For	No		
	9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
	10	Other Business	Refer	No		
Banco Bilbao Vizcaya Argentaria SA 14.03.24	1.1	Approve Consolidated and Standalone Financial Statements	For	No	99.67%	0.13%
	1.2	Approve Non-Financial Information Statement	For	No	99.60%	0.14%
	1.3	Approve Allocation of Income and Dividends	For	No	99.53%	0.32%
	1.4	Approve Discharge of Board	For	No	98.09%	0.66%
	2.1	Reelect Jose Miguel Andres Torrecillas as Director	For	No	98.56%	1.16%
	2.2	Reelect Jaime Felix Caruana Lacorte as Director	For	No	98.81%	0.86%
	2.3	Reelect Belen Garijo Lopez as Director	For	No	94.37%	5.36%
	2.4	Reelect Ana Cristina Peralta Moreno as Director	For	No	97.22%	2.50%
	2.5	Reelect Jan Paul Marie Francis Verplancke as Director	For	No	99.05%	0.67%
	2.6	Elect Enrique Casanueva Nardiz as Director	For	No	99.34%	0.37%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.7	Elect Cristina de Parias Halcon as Director	For	No	99.26%	0.48%
	3	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.55%	0.29%
	4	Fix Maximum Variable Compensation Ratio	For	No	98.73%	1.05%
	5	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.58%	0.23%
	6	Advisory Vote on Remuneration Report	For	No	94.99%	4.79%
DSV A/S 14.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of DKK 7 Per Share	For	No		
	4	Approve Remuneration of Directors	For	No		
	5	Approve Remuneration Report	Against	Yes		
	6.1	Reelect Thomas Plenborg as Director	For	No		
	6.2	Reelect Jorgen Moller as Director	For	No		
	6.3	Reelect Marie-Louise Aamund as Director	For	No		
	6.4	Reelect Beat Walti as Director	For	No		
	6.5	Reelect Niels Smedegaard as Director	For	No		
	6.6	Reelect Tarek Sultan Al-Essa as Director	For	No		
	6.7	Reelect Benedikte Leroy as Director	Abstain	Yes		
	6.8	Reelect Helle Ostergaard Kristiansen as Director	For	No		
	7	Ratify PricewaterhouseCoopers as Auditor	For	No		
	8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	For	No		
	8.2	Authorize Share Repurchase Program	For	No		
	8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	For	No		
	8.3.b	Amend Articles Re: Indemnification	For	No		
	8.4	Report on Efforts and Risks Related to Human and Labor Rights	For	No		
	9	Other Business	Refer	No		
Daetwyler Holding AG 14.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	1.2	Approve Sustainability Report	For	No	99.99%	0.00%
	1.3	Approve Remuneration Report (Non-Binding)	For	No	99.35%	0.64%
	2	Approve Allocation of Income and Dividends of CHF 0.64 per Registered Share and CHF 3.20 per Bearer Share	For	No	99.99%	0.00%
	3	Approve Discharge of Board and Senior Management	For	No	99.84%	0.15%
	4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	For	No	99.98%	0.01%
	4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	For	No	99.97%	0.02%
	4.1.3	Nominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	Against	Yes	89.95%	10.04%
	4.2	Reelect Paul Haelg as Director and Board Chair	For	No	93.16%	6.83%
	4.3	Reelect Hanspeter Faessler as Director	For	No	91.56%	8.43%
	4.4	Reelect Claude Cornaz as Director	Against	Yes	93.76%	6.23%
	4.5	Reelect Juerg Fedier as Director	Against	Yes	92.42%	7.57%
	4.6	Reelect Gabi Huber as Director	Against	Yes	93.24%	6.75%
	4.7.1	Reelect Jens Breu as Director	For	No	99.86%	0.13%
	4.7.2	Reelect Martin Hirzel as Director	For	No	99.99%	0.00%
	4.7.3	Elect Dirk Lambrecht as Director	Against	Yes	97.13%	2.86%
	5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Against	Yes	90.82%	9.17%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against	Yes	91.97%	8.02%
	5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	For	No	99.43%	0.56%
	6	Ratify KPMG as Auditors	For	No	97.99%	2.00%
	7	Designate Remo Baumann as Independent Proxy	For	No	99.98%	0.01%
	8.1	Approve Remuneration of Directors in the Amount of CHF 2.35 Million	For	No	99.87%	0.12%
	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	For	No	98.74%	1.25%
	9	Transact Other Business (Voting)	Against	Yes		
HEICO Corporation 15.03.24	1.1	Elect Director Thomas M. Culligan	For	No	98.11%	1.83%
	1.2	Elect Director Carol F. Fine	For	No	98.19%	1.75%
	1.3	Elect Director Adolfo Henriques	For	No	97.57%	2.37%
	1.4	Elect Director Mark H. Hildebrandt	Against	Yes	62.14%	37.74%
	1.5	Elect Director Eric A. Mendelson	For	No	97.82%	2.14%
	1.6	Elect Director Laurans A. Mendelson	Against	Yes	95.74%	4.16%
	1.7	Elect Director Victor H. Mendelson	For	No	97.84%	2.11%
	1.8	Elect Director Julie Neitzel	For	No	97.88%	2.07%
	1.9	Elect Director Alan Schriesheim	Against	Yes	77.06%	22.88%
	1.10	Elect Director Frank J. Schwitter	For	No	93.63%	6.31%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	63.48%	36.21%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.29%	2.62%
Hypothekbank Lenzburg AG 16.03.24	1	Accept Financial Statements and Statutory Reports	For	No	98.45%	0.59%
	2	Approve Allocation of Income and Dividends of CHF 120 per Share	For	No	98.07%	1.22%
	3	Receive Financial Statements (Non-Voting)	Refer	No		
	4	Approve Discharge of Board and Senior Management	For	No	94.89%	0.92%
	5	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	88.06%	9.54%
	6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	For	No	85.81%	9.25%
	6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 385,200	Against	Yes	82.42%	13.18%
	6.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	For	No	91.30%	5.20%
	7.1.1	Reelect Doris Schmid as Director	For	No	96.24%	0.95%
	7.1.2	Reelect Gerhard Hanhart as Director	For	No	95.32%	2.44%
	7.1.3	Reelect Christoph Kaeppli as Director	For	No	94.25%	3.96%
	7.1.4	Reelect Marco Killer as Director	For	No	95.73%	1.84%
	7.1.5	Reelect Josef Lingg as Director	For	No	95.14%	2.69%
	7.1.6	Reelect Josianne Magnin as Director	For	No	95.21%	3.25%
	7.1.7	Reelect Christoph Schwarz as Director	For	No	93.42%	3.52%
	7.1.8	Reelect Thomas Wietlisbach as Director	For	No	91.56%	4.62%
	7.1.9	Reelect Susanne Ziegler as Director	For	No	92.50%	3.07%
	7.2	Elect Marianne Wildi as Director	For	No	97.32%	1.48%
	7.3	Reelect Gerhard Hanhart as Board Chair	For	No	96.27%	2.80%
	7.4.1	Reappoint Josef Lingg as Member of the Compensation and Nomination Committee	For	No	93.83%	3.81%
	7.4.2	Reappoint Thomas Wietlisbach as Member of the Compensation and Nomination Committee	For	No	93.99%	3.52%
	7.4.3	Appoint Josianne Magnin as Member of the Compensation and Nomination Committee	For	No	94.32%	3.05%
	7.5	Designate Daniela Mueller as Independent Proxy	For	No	97.85%	0.50%
	7.6	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	93.31%	4.82%
	8	Transact Other Business (Non-Voting)	Refer	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Meyer Burger Technology AG 18.03.24	1	Approve Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves Followed by Creation of CHF 250 Million Pool of Share Capital with Preemptive Rights	For	No	95.99%	2.56%
	2	Approve Creation of CHF 21.8 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments, if Item 1 is Accepted	For	No	95.71%	2.44%
	3	Approve Creation of Capital Band within the Upper Limit of CHF 314.6 Million and the Lower Limit of CHF 286 Million with or without Exclusion of Preemptive Rights, if Item 1 is Accepted	For	No	85.10%	12.68%
	4	Transact Other Business (Voting)	Against	Yes		
Skandinaviska Enskilda Banken AB 19.03.24	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	Refer	No		
	4	Approve Agenda of Meeting	For	No		
	5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	For	No		
	5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive Financial Statements and Statutory Reports	Refer	No		
	8	Receive President's Report	Refer	No		
	9	Accept Financial Statements and Statutory Reports	For	No		
	10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	For	No		
	11.1	Approve Discharge of Jacob Aarup-Andersen	For	No		
	11.2	Approve Discharge of Signhild Arnegard Hansen	For	No		
	11.3	Approve Discharge of Anne-Catherine Berner	For	No		
	11.4	Approve Discharge of Annika Dahlberg	For	No		
	11.5	Approve Discharge of John Flint	For	No		
	11.6	Approve Discharge of Winnie Fok	For	No		
	11.7	Approve Discharge of Anna-Karin Glimstrom	For	No		
	11.8	Approve Discharge of Svein Tore Holsether	For	No		
	11.9	Approve Discharge of Charlotta Lindholm	For	No		
	11.10	Approve Discharge of Sven Nyman	For	No		
	11.11	Approve Discharge of Marika Ottander	For	No		
	11.12	Approve Discharge of Lars Ottersgard	For	No		
11.13	Approve Discharge of Jesper Ovesen	For	No			
11.14	Approve Discharge of Helena Saxon	For	No			
11.15	Approve Discharge of Johan Torgeby (as Board Member)	For	No			
11.16	Approve Discharge of Marcus Wallenberg	For	No			
11.17	Approve Discharge of Johan Torgeby (as President)	For	No			
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	For	No			
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No			
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	For	No			
13.2	Approve Remuneration of Auditors	For	No			

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14a1	Reelect Jacob Aarup Andersen as Director	For	No		
	14a2	Reelect Signhild Arnegard Hansen as Director	Against	Yes		
	14a3	Reelect Anne-Catherine Berner as Director	For	No		
	14a4	Reelect John Flint as Director	For	No		
	14a5	Reelect Winnie Fok as Director	For	No		
	14a6	Reelect Svein Tore Holsether as Director	For	No		
	14a7	Reelect Sven Nyman as Director	For	No		
	14a8	Reelect Lars Ottersgard as Director	For	No		
	14a9	Reelect Helena Saxon as Director	Against	Yes		
	14a10	Reelect Johan Torgeby as Director	For	No		
	14a11	Reelect Marcus Wallenberg as Director	Against	Yes		
	14b	Reelect Marcus Wallenberg as Board Chair	Against	Yes		
	15	Ratify Ernst & Young as Auditors	For	No		
	16a	Approve Remuneration Report	For	No		
	16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	For	No		
	17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	For	No		
	17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	For	No		
	18a	Authorize Share Repurchase Program	For	No		
	18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	For	No		
	18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	For	No		
	19	Approve Issuance of Convertibles without Preemptive Rights	For	No		
	20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	For	No		
	20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	For	No		
	21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For	No		
	22	Change Bank Software	Against	No		
	23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	Against	No		
	24	Close Meeting	Refer	No		
Schindler Holding AG 19.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.55%	0.01%
	2	Approve Allocation of Income and Ordinary Dividends of CHF 4.00 per Share and Extraordinary Dividends of CHF 1.00 per Share	For	No	99.60%	0.01%
	3	Approve Non-Financial Report	For	No	98.38%	0.95%
	4	Approve Discharge of Board and Senior Management	For	No	98.40%	0.31%
	5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Against	Yes	88.00%	11.48%
	5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million	Against	Yes	86.67%	11.72%
	5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7.6 Million	For	No	96.03%	2.78%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	For	No	97.86%	1.60%
	6.1	Reelect Silvio Napoli as Director and Board Chair	Against	Yes	89.78%	9.79%
	6.2.1	Reelect Alfred Schindler as Director	For	No	89.77%	9.81%
	6.2.2	Reelect Patrice Bula as Director	For	No	98.52%	1.06%
	6.2.3	Reelect Luc Bonnard as Director	For	No	87.84%	11.72%
	6.2.4	Reelect Monika Buetler as Director	For	No	98.55%	1.03%
	6.2.5	Reelect Guenter Schaeuble as Director	Against	Yes	89.81%	9.73%
	6.2.6	Reelect Tobias Staehelin as Director	For	No	92.95%	6.57%
	6.2.7	Reelect Carole Vischer as Director	For	No	89.80%	9.71%
	6.2.8	Reelect Petra Winkler as Director	Against	Yes	92.06%	6.52%
	6.3	Elect Christoph Maeder as Director	For	No	94.75%	4.59%
	6.4	Elect Thomas Zurbuchen as Director	For	No	94.78%	4.73%
	6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Against	Yes	94.23%	5.34%
	6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Against	Yes	94.11%	5.22%
	6.6	Appoint Petra Winkler as Member of the Compensation Committee	Against	Yes	87.57%	11.02%
	6.7	Designate Adrian von Segesser as Independent Proxy	For	No	99.55%	0.06%
	6.8	Ratify PricewaterhouseCoopers Ltd as Auditors	For	No	98.82%	0.09%
	7	Amend Articles Re: Annulment of the Compulsory Shares for the Board of Directors Clause	For	No	98.02%	1.52%
	8	Transact Other Business (Voting)	Against	Yes		
Swiss Prime Site AG 19.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.90%	0.02%
	2	Approve Remuneration Report (Non-Binding)	For	No	79.23%	20.46%
	3	Approve Discharge of Board and Senior Management	For	No	99.78%	0.15%
	4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	For	No	99.91%	0.04%
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No	99.11%	0.72%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	No	96.75%	3.08%
	6.1.1	Reelect Ton Buechner as Director	For	No	88.03%	11.92%
	6.1.2	Reelect Reto Conrad as Director	For	No	99.65%	0.29%
	6.1.3	Reelect Barbara Knoflach as Director	For	No	94.28%	5.67%
	6.1.4	Reelect Gabrielle Nater-Bass as Director	For	No	99.62%	0.32%
	6.1.5	Reelect Thomas Studhalter as Director	For	No	99.70%	0.24%
	6.1.6	Reelect Brigitte Walter as Director	For	No	99.61%	
	6.1.7	Elect Detlef Trefzger as Director	For	No	99.04%	0.89%
	6.2	Reelect Ton Buechner as Board Chair	For	No	85.71%	14.23%
	6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	For	No	98.31%	1.62%
	6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	For	No	94.15%	5.77%
	6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	For	No	99.06%	0.85%
	6.4	Designate Paul Wiesli as Independent Proxy	For	No	99.93%	0.02%
	6.5	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.33%	0.64%
	7	Transact Other Business (Voting)	Against	Yes		
Novavest Real Estate AG 20.03.24	1	Accept Financial Statements and Statutory Reports	For	No	100.00%	
	2	Approve Remuneration Report (Non-Binding)	For	No	97.97%	2.02%
	3	Approve Allocation of Income	For	No	99.97%	0.02%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Approve Discharge of Board and Senior Management	For	No	99.97%	0.02%
	5.1.1	Reelect Gian Lazzarini as Director	For	No	99.99%	0.00%
	5.1.2	Reelect Markus Neff as Director	For	No	82.59%	17.40%
	5.1.3	Reelect Stefan Hiestand as Director	For	No	99.69%	0.30%
	5.1.4	Reelect Daniel Menard as Director	For	No	99.31%	0.68%
	5.1.5	Reelect Floriana Scarlato as Director	For	No	95.12%	4.87%
	5.2	Reelect Gian Lazzarini as Board Chair	For	No	98.26%	1.73%
	5.3.1	Reappoint Markus Neff as Member of the Compensation Committee	For	No	81.08%	18.91%
	5.3.2	Reappoint Daniel Menard as Member of the Compensation Committee	For	No	99.72%	0.27%
	5.4	Designate jermann kuenzli rechtsanwaelte as Independent Proxy	For	No	99.99%	0.00%
	5.5	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	97.07%	2.92%
	6.1	Approve Remuneration of Directors in the Amount of CHF 300,000	For	No	99.67%	0.32%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 800,000	For	No	72.04%	27.95%
	7	Approve CHF 9.6 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 1.25 per Share	For	No	99.96%	0.03%
	8	Approve Creation of Capital Band within the Upper Limit of CHF 208.8 Million and the Lower Limit of CHF 175.4 Million with Preemptive Rights, if Item 7 is Approved	For	No	98.67%	1.32%
	9	Amend Articles Re: Recall of Auditors	For	No	99.96%	0.03%
	10	Transact Other Business (Voting)	Against	Yes		
Svenska Handelsbanken AB 20.03.24	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	For	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspector(s) of Minutes of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive Financial Statements and Statutory Reports	Refer	No		
	8	Accept Financial Statements and Statutory Reports	For	No		
	9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	For	No		
	10	Approve Remuneration Report	For	No		
	11	Approve Discharge of Board and President	For	No		
	12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	For	No		
	13	Authorize Share Repurchase Program	For	No		
	14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	For	No		
	15	Amend Articles Re: Chairman of Shareholders Meetings	For	No		
	16	Determine Number of Directors (9)	For	No		
	17	Determine Number of Auditors (2)	For	No		
	18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	19.1	Reelect Jon Fredrik Baksaa as Director	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	19.2	Reelect Helene Barnekow as Director	For	No		
	19.3	Reelect Stina Bergfors as Director	For	No		
	19.4	Reelect Hans Biorck as Director	For	No		
	19.5	Reelect Par Boman as Director	Against	Yes		
	19.6	Reelect Kerstin Hessius as Director	For	No		
	19.7	Elect Louise Lindh as New Director	For	No		
	19.8	Reelect Fredrik Lundberg as Director	Against	Yes		
	19.9	Reelect Ulf Riese as Director	Against	Yes		
	20	Reelect Par Boman as Board Chairman	Against	Yes		
	21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	For	No		
	22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For	No		
	24	Amend Bank's Mainframe Computers Software	Against	No		
	25	Close Meeting	Refer	No		
CPH Chemie + Papier Holding AG 20.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.00%
	2	Approve Discharge of Board and Senior Management	For	No	99.92%	0.02%
	3	Approve Allocation of Income and Dividends of CHF 4.00 per Share	For	No	99.83%	0.16%
	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million	For	No	97.48%	2.38%
	4.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	For	No	97.83%	2.07%
	4.3	Approve Remuneration Report (Non-Binding)	Against	Yes	93.05%	6.81%
	5	Approve Sustainability Report	For	No	97.86%	1.78%
	6.1.1	Reelect Kaspar Kelterborn as Director	For	No	99.72%	0.25%
	6.1.2	Reelect Claudine Mollenkopf as Director	For	No	99.26%	0.67%
	6.1.3	Reelect Peter Schaub as Director	For	No	96.02%	3.95%
	6.1.4	Reelect Tim Talaat as Director	Against	Yes	93.58%	6.39%
	6.1.5	Reelect Manuel Werder as Director	For	No	97.05%	2.88%
	6.1.6	Reelect Christian Wipf as Director	Against	Yes	96.70%	3.23%
	6.2	Reelect Peter Schaub as Board Chair	For	No	95.85%	3.92%
	6.3.1	Reappoint Claudine Mollenkopf as Member of the Personnel and Compensation Committee	Against	Yes	97.66%	2.13%
	6.3.2	Reappoint Peter Schaub as Member of the Personnel and Compensation Committee	Against	Yes	94.57%	5.36%
	6.3.3	Reappoint Tim Talaat as Member of the Personnel and Compensation Committee	Against	Yes	92.76%	7.16%
	6.3.4	Reappoint Christian Wipf as Member of the Personnel and Compensation Committee	Against	Yes	94.38%	5.56%
	6.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	87.06%	12.74%
	6.5	Designate Adlegem Rechtsanwaelte as Independent Proxy	For	No	99.80%	0.07%
	7.1	Amend Articles Re: Registration Threshold for Nominees	For	No	99.62%	0.31%
	7.2	Amend Articles Re: Deadline to Submit Items to the Agenda	For	No	99.63%	0.15%
	7.3	Amend Articles Re: Board Meetings and Resolutions	For	No	99.77%	0.01%
	8	Transact Other Business (Voting)	Against	Yes		
Bellevue Group AG 20.03.24	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 1.15 per Share	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Remuneration Report (Non-Binding)	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1.1	Reelect Veit de Maddalena as Director	For	No		
	5.1.2	Reelect Katrin Wehr-Seiter as Director	For	No		
	5.1.3	Reelect Urs Schenker as Director	For	No		
	5.1.4	Reelect Barbara Pavik as Director	For	No		
	5.2	Reelect Veit de Maddalena as Board Chair	For	No		
	5.3.1	Reappoint Katrin Wehr-Seiter as Member of the Compensation Committee	For	No		
	5.3.2	Reappoint Veit de Maddalena as Member of the Compensation Committee	For	No		
	5.3.3	Reappoint Barbara Pavik as Member of the Compensation Committee	For	No		
	5.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	For	No		
	5.5	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes		
	6.1	Approve Remuneration of Directors in the Amount of CHF 880,000	For	No		
	6.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	No		
	6.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 611,000	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Keysight Technologies, Inc. 21.03.24	1.1	Elect Director Charles J. Dockendorff	For	No	79.30%	20.69%
	1.2	Elect Director Ronald S. Nersesian	For	No	94.54%	5.45%
	1.3	Elect Director Robert A. Rango	For	No	90.09%	9.90%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.43%	1.44%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.19%	8.55%
	4	Amend Omnibus Stock Plan	For	No	93.04%	6.81%
	5	Amend Employee Stock Purchase Plan	For	No	98.19%	1.69%
	6	Eliminate Supermajority Vote Requirement	For	No	80.63%	0.21%
	7	Adopt Simple Majority Vote	For	Yes	68.07%	31.71%
Banco Santander SA 21.03.24	1.A	Approve Consolidated and Standalone Financial Statements	For	No	99.40%	0.29%
	1.B	Approve Non-Financial Information Statement	For	No	99.32%	0.29%
	1.C	Approve Discharge of Board	For	No	97.74%	0.62%
	2	Approve Allocation of Income and Dividends	For	No	99.49%	0.29%
	3.A	Fix Number of Directors at 15	For	No	99.34%	0.37%
	3.B	Elect Juan Carlos Barrabes Consul as Director	For	No	99.29%	0.37%
	3.C	Elect Antonio Francesco Weiss as Director	For	No	99.27%	0.38%
	3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	For	No	96.44%	3.22%
	3.E	Reelect German de la Fuente Escamilla as Director	For	No	99.30%	0.37%
	3.F	Reelect Henrique de Castro as Director	For	No	95.13%	4.53%
	3.G	Reelect Jose Antonio Alvarez Alvarez as Director	For	No	97.39%	2.29%
	3.H	Reelect Belen Romana Garcia as Director	For	No	98.86%	0.78%
	4	Renew Appointment of PricewaterhouseCoopers as Auditor	For	No	99.16%	0.52%
	5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	No	94.95%	4.82%
	5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.25%	0.55%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	98.99%	0.77%
	6.A	Approve Remuneration Policy	Against	Yes	74.59%	25.11%
	6.B	Approve Remuneration of Directors	For	No	97.14%	2.56%
	6.C	Fix Maximum Variable Compensation Ratio	For	No	98.57%	1.15%
	6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	No	95.36%	4.35%
	6.E	Approve Buy-out Policy	For	No	98.43%	1.24%
	6.F	Advisory Vote on Remuneration Report	For	No	88.99%	9.69%
	7	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.45%	0.30%
OC Oerlikon Corp. AG 21.03.24	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	No		
	3	Approve Non-Financial Report	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Reelect Michael Suess as Director and Board Chair	Against	Yes		
	5.2	Reelect Paul Adams as Director	For	No		
	5.3	Reelect Juerg Fedier as Director	For	No		
	5.4	Reelect Inka Koljonen as Director	For	No		
	5.5	Reelect Irina Matveeva as Director	For	No		
	5.6	Reelect Alexey Moskov as Director	For	No		
	5.7	Reelect Gerhard Pegam as Director	For	No		
	5.8	Reelect Zhenguo Yao as Director	For	No		
	6.1	Reappoint Paul Adams as Member of the Human Resources Committee	Against	Yes		
	6.2	Reappoint Inka Koljonen as Member of the Human Resources Committee	Against	Yes		
	6.3	Reappoint Alexey Moskov as Member of the Human Resources Committee	Against	Yes		
	6.4	Reappoint Gerhard Pegam as Member of the Human Resources Committee	Against	Yes		
	6.5	Reappoint Zhenguo Yao as Member of the Human Resources Committee	Against	Yes		
	7	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	8	Designate Proxy Voting Services GmbH as Independent Proxy	For	No		
	9	Approve Remuneration Report	Against	Yes		
	10	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Against	Yes		
	11	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	For	No		
	12	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	Against	Yes		
	13	Transact Other Business (Voting)	Against	Yes		
ABB Ltd. 21.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.80%	0.01%
	2	Approve Remuneration Report (Non-Binding)	For	No	90.47%	9.19%
	3	Approve Sustainability Report (Non-Binding)	For	No	99.31%	0.19%
	4	Approve Discharge of Board and Senior Management	For	No	98.67%	0.77%
	5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	For	No	99.80%	0.05%
	6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	No	98.59%	1.08%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For	No	93.58%	6.09%
	7.1	Reelect David Constable as Director	For	No	99.54%	0.29%
	7.2	Reelect Frederico Curado as Director	For	No	99.42%	0.41%
	7.3	Reelect Lars Foerberg as Director	For	No	98.67%	1.17%
	7.4	Elect Johan Forssell as Director	For	No	90.02%	9.79%
	7.5	Reelect Denise Johnson as Director	For	No	99.69%	0.15%
	7.6	Reelect Jennifer Xin-Zhe Li as Director	For	No	98.60%	1.21%
	7.7	Reelect Geraldine Matchett as Director	For	No	99.66%	0.16%
	7.8	Reelect David Meline as Director	For	No	99.61%	0.21%
	7.9	Elect Mats Rahmstrom as Director	For	No	92.06%	7.75%
	7.10	Reelect Peter Voser as Director and Board Chair	For	No	91.75%	7.70%
	8.1	Reappoint David Constable as Member of the Compensation Committee	For	No	99.13%	0.66%
	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	No	97.48%	2.31%
	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	No	98.45%	1.34%
	9	Designate Zehnder Bolliger & Partner as Independent Proxy	For	No	98.15%	1.72%
	10	Ratify KPMG AG as Auditors	For	No	99.41%	0.41%
	11	Transact Other Business (Voting)	Against	Yes		
Carl Zeiss Meditec AG 21.03.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	For	No	99.63%	0.36%
	3	Approve Discharge of Management Board for Fiscal Year 2022/23	For	No	95.45%	4.54%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	For	No	92.14%	7.85%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	For	No	99.62%	0.37%
	6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	98.28%	1.71%
	7	Amend Articles Re: Proof of Entitlement	For	No	99.98%	0.01%
	8	Elect Stefan Mueller to the Supervisory Board	Against	Yes	82.45%	17.54%
	9	Approve Remuneration Report	Against	Yes	75.60%	24.39%
Givaudan SA 21.03.24	1	Accept Financial Statements and Statutory Reports	For	No	98.69%	0.12%
	2	Approve Non-Financial Report	For	No	98.07%	0.05%
	3	Approve Remuneration Report	For	No	90.71%	7.80%
	4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	For	No	98.80%	0.09%
	5	Approve Discharge of Board of Directors	For	No	97.35%	1.21%
	6.1.1	Reelect Victor Balli as Director	For	No	96.28%	2.57%
	6.1.2	Reelect Ingrid Deltenre as Director	For	No	95.60%	1.95%
	6.1.3	Reelect Olivier Filliol as Director	For	No	97.87%	0.97%
	6.1.4	Reelect Sophie Gasperment as Director	For	No	97.26%	1.58%
	6.1.5	Reelect Calvin Grieder as Director and Board Chair	For	No	83.55%	15.21%
	6.1.6	Reelect Roberto Guidetti as Director	For	No	75.27%	23.56%
	6.1.7	Reelect Tom Knutzen as Director	Against	Yes	58.62%	40.20%
	6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	For	No	95.89%	2.90%
	6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No	93.91%	3.61%
	6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	For	No	97.44%	1.35%
	6.3	Designate Manuel Isler as Independent Proxy	For	No	97.43%	1.48%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.4	Ratify KPMG AG as Auditors	For	No	98.46%	0.38%
	7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No	97.20%	1.50%
	7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	No	96.16%	2.52%
	7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	For	No	91.26%	7.35%
	8	Transact Other Business (Voting)	Against	Yes		
CaixaBank SA 21.03.24	1.1	Approve Consolidated and Standalone Financial Statements	For	No	99.53%	0.35%
	1.2	Approve Non-Financial Information Statement	For	No	99.82%	0.05%
	1.3	Approve Discharge of Board	For	No	99.69%	0.10%
	2	Approve Allocation of Income and Dividends	For	No	99.86%	0.03%
	3	Renew Appointment of PricewaterhouseCoopers as Auditor	For	No	99.47%	0.34%
	4	Reelect Maria Veronica Fisas Verges as Director	For	No	99.27%	0.54%
	5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.70%	0.22%
	5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.66%	0.26%
	5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	No	97.95%	1.95%
	5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	For	No	99.27%	0.63%
	6.1	Amend Remuneration Policy	For	No	76.48%	23.39%
	6.2	Approve 2024 Variable Remuneration Scheme	For	No	77.22%	0.38%
	6.3	Fix Maximum Variable Compensation Ratio	For	No	77.38%	0.26%
	6.4	Advisory Vote on Remuneration Report	For	No	76.56%	1.03%
	7	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.85%	0.02%
	8.1	Receive Amendments to Board of Directors Regulations	Refer	No		
	8.2	Receive Board of Directors Report	Refer	No		
Nordea Bank Abp 21.03.24	1	Open Meeting	Refer	No		
	2	Call the Meeting to Order	Refer	No		
	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Refer	No		
	4	Acknowledge Proper Convening of Meeting	Refer	No		
	5	Prepare and Approve List of Shareholders	Refer	No		
	6	Receive Financial Statements and Statutory Reports; Receive President Review	Refer	No		
	7	Accept Financial Statements and Statutory Reports	For	No		
	8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	For	No		
	9	Approve Discharge of Board and President	For	No		
	10	Approve Remuneration Report (Advisory Vote)	For	No		
	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	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	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13	Determine Number of Members (10) and Deputy Members (1) of Board	For	No		
	14a	Reelect Sir Stephen Hester as Director (Chair)	For	No		
	14b	Reelect Petra van Hoeken as Director	For	No		
	14c	Reelect John Maltby as Director	For	No		
	14d	Reelect Risto Murto as Director	For	No		
	14e	Reelect Lene Skole as Director	For	No		
	14f	Reelect Per Stromberg as Director	For	No		
	14g	Reelect Jonas Synnergren as Director	For	No		
	14h	Reelect Arja Talma as Director	For	No		
	14i	Reelect Kjersti Wiklund as Director	For	No		
	14j	Elect Lars Rohde as new Director	For	No		
	15	Approve Remuneration of Auditors	For	No		
	16	Ratify PricewaterhouseCoopers as Auditors	For	No		
	17	Approve Remuneration of Authorized Sustainability Auditors	For	No		
	18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	For	No		
	19	Approve Issuance of Convertible Instruments without Preemptive Rights	For	No		
	20	Authorize Share Repurchase Program in the Securities Trading Business	For	No		
	21	Authorize Reissuance of Repurchased Shares	For	No		
	22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No		
	23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	For	No		
	24	Approve Business Activities in Line with the Paris Agreement	Against	No		
	25	Close Meeting	Refer	No		
Novo Nordisk A/S 21.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For	No		
	4	Approve Remuneration Report (Advisory Vote)	For	No		
	5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	5.2a	Approve Indemnification of Board of Directors	For	No		
	5.2b	Approve Indemnification of Executive Management	For	No		
	5.2c	Amend Articles Re: Indemnification Scheme	For	No		
	5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	No		
	6.1	Reelect Helge Lund (Chair) as Director	Abstain	Yes		
	6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain	Yes		
	6.3a	Reelect Laurence Debroux as Director	For	No		
	6.3b	Reelect Andreas Fibig as Director	For	No		
	6.3c	Reelect Sylvie Gregoire as Director	For	No		
	6.3d	Reelect Kasim Kutay as Director	Abstain	Yes		
	6.3e	Reelect Christina Law as Director	For	No		
	6.3f	Reelect Martin Mackay as Director	For	No		
	7	Ratify Deloitte as Auditor	For	No		
	8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	No		
	8.2	Authorize Share Repurchase Program	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	For	No		
	9	Other Business	Refer	No		
ALSO Holding AG 21.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Non-Financial Report	For	No		
	2	Approve Remuneration Report (Non-Binding)	Against	Yes		
	3	Approve Allocation of Income and Dividends of CHF 4.80 per Share	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5	Amend Articles Re: Compensation of Board and Senior Management	Against	Yes		
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No		
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Against	Yes		
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 4.5 Million	Against	Yes		
	7.1.1	Reelect Peter Athanas as Director	For	No		
	7.1.2	Reelect Walter Droege as Director	For	No		
	7.1.3	Reelect Frank Tanski as Director	Against	Yes		
	7.1.4	Reelect Ernest-W. Droege as Director	For	No		
	7.1.5	Reelect Thomas Fuerer as Director	For	No		
	7.1.6	Reelect Gustavo Moeller-Hergt as Director	For	No		
	7.2	Reelect Gustavo Moeller-Hergt as Board Chair	For	No		
	7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Against	Yes		
	7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Against	Yes		
	7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Against	Yes		
	7.4	Ratify Ernst and Young AG as Auditors	For	No		
	7.5	Designate Adrian von Segesser as Independent Proxy	For	No		
	8	Transact Other Business (Voting)	Against	Yes		
BB Biotech AG 21.03.24	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 2.00 per Registered Share	For	No		
	3	Approve Discharge of Board of Directors	For	No		
	4.1	Reelect Thomas von Planta as Director and Board Chair	For	No		
	4.2	Reelect Clive Meanwell as Director	For	No		
	4.3	Reelect Laura Hamill as Director	For	No		
	4.4	Reelect Pearl Huang as Director	For	No		
	4.5	Reelect Mads Thomsen as Director	For	No		
	4.6	Elect Camilla Soenderby as Director	For	No		
	5.1	Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	For	No		
	5.2	Reappoint Mads Thomsen as Member of the Compensation and Nomination Committee	For	No		
	6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	For	No		
	7	Designate Walder Wyss AG as Independent Proxy	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Ratify Deloitte AG as Auditors	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Danske Bank A/S 21.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	For	No		
	4	Approve Remuneration Report (Advisory Vote)	For	No		
	5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	No		
	6	Determine Number of Members and Deputy Members of Board	For	No		
	6.a	Reelect Martin Blessing as Director	Abstain	Yes		
	6.b	Reelect Lars-Erik Brenoe Director	For	No		
	6.c	Reelect Jacob Dahl as Director	For	No		
	6.d	Reelect Raija-Leena Hankonen-Nybohm as Director	For	No		
	6.e	Reelect Allan Polack as Director	For	No		
	6.f	Reelect Helle Valentin as Director	Abstain	Yes		
	6.g	Elect Lieve Mostrey as New Director	For	No		
	6.h	Elect Martin Norkaer Larsen as New Director	For	No		
	7	Ratify Deloitte as Auditors	For	No		
	8	Approve Creation of Pool of Capital without Preemptive Rights	For	No		
	9	Authorize Share Repurchase Program	For	No		
	10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	11	Approve Indemnification of Members of the Board of Directors and Executive Management	For	No		
	12.a	Approve Banking Benefits for Shareholders	Against	No		
	12.b1	Streamlining Climate Policy and Approach to Fossil Companies	Against	No		
	12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	Against	No		
	13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
	14	Other Business	Refer	No		
Japan Tobacco, Inc. 22.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	No		
	2	Approve Accounting Transfers	For	No		
	3.1	Elect Director Iwai, Mutsuo	For	No		
	3.2	Elect Director Okamoto, Shigeaki	For	No		
	3.3	Elect Director Terabatake, Masamichi	For	No		
	3.4	Elect Director Nakano, Kei	For	No		
	3.5	Elect Director Shimayoshi, Koji	For	No		
	3.6	Elect Director Nagashima, Yukiko	For	No		
	3.7	Elect Director Kitera, Masato	For	No		
	3.8	Elect Director Shoji, Tetsuya	For	No		
	3.9	Elect Director Yamashina, Hiroko	For	No		
	3.10	Elect Director Asakura, Kenji	For	No		
	4	Appoint Statutory Auditor Takeishi, Emiko	For	No		
Kao Corp. 22.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 75	For	No		
	2.1	Elect Director Hasebe, Yoshihiro	For	No		
	2.2	Elect Director Negoro, Masakazu	For	No		
	2.3	Elect Director Nishiguchi, Toru	For	No		

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	2.4	Elect Director David J. Muenz	For	No		
	2.5	Elect Director Shinobe, Osamu	For	No		
	2.6	Elect Director Sakurai, Eriko	For	No		
	2.7	Elect Director Nishii, Takaaki	For	No		
	2.8	Elect Director Takashima, Makoto	For	No		
	3	Appoint Statutory Auditor Arai, Saeko	For	No		
	4	Approve Trust-Type Equity Compensation Plan	For	No		
	5	Approve Compensation Ceiling for Statutory Auditors	For	No		
Kubota Corp. 22.03.24	1.1	Elect Director Kitao, Yuichi	For	No		
	1.2	Elect Director Yoshikawa, Masato	For	No		
	1.3	Elect Director Watanabe, Dai	For	No		
	1.4	Elect Director Kimura, Hiroto	For	No		
	1.5	Elect Director Yoshioka, Eiji	For	No		
	1.6	Elect Director Hanada, Shingo	For	No		
	1.7	Elect Director Matsuda, Yuzuru	For	No		
	1.8	Elect Director Shintaku, Yutaro	For	No		
	1.9	Elect Director Arakane, Kumi	For	No		
	1.10	Elect Director Kawana, Koichi	For	No		
	2.1	Appoint Statutory Auditor Ito, Kazushi	For	No		
	2.2	Appoint Statutory Auditor Yamada, Yuichi	For	No		
	3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	For	No		
EFG International AG 22.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report (Non-Binding)	Against	Yes	89.04%	10.95%
	3	Approve Sustainability Report	For	No	98.74%	1.25%
	4.1	Approve Treatment of Net Loss	For	No	99.99%	0.00%
	4.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	For	No	99.99%	0.00%
	5	Approve Discharge of Board and Senior Management	For	No	99.85%	0.14%
	6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 4.6 Million	For	No	97.60%	2.39%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Against	Yes	90.16%	9.83%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Against	Yes	89.49%	10.50%
	7.1.a	Reelect Emmanuel Bussetil as Director	For	No	96.87%	3.12%
	7.1.b	Reelect Alexander Classen as Director	For	No	98.23%	1.76%
	7.1.c	Reelect Boris Collardi as Director	For	No	98.23%	1.76%
	7.1.d	Reelect Roberto Isolani as Director	For	No	98.17%	1.82%
	7.1.e	Reelect John Latsis as Director	For	No	99.87%	0.12%
	7.1.f	Reelect Maria Leistner as Director	For	No	99.53%	0.46%
	7.1.g	Reelect Philip Lofts as Director	For	No	99.00%	0.99%
	7.1.h	Reelect Carlo Lombardini as Director	For	No	99.20%	0.79%
	7.1.i	Reelect Pericles Petalas as Director	For	No	97.42%	2.57%
	7.1.j	Reelect Stuart Robertson as Director	For	No	99.65%	0.34%
	7.1.k	Reelect Yok Tak Amy Yip as Director	For	No	99.53%	0.46%
	7.1.l	Elect Prasanna Gopalakrishnan as Director	For	No	99.45%	0.54%
	7.2	Reelect Alexander Classen as Board Chair	For	No	97.34%	2.65%
	8.1	Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Against	Yes	91.60%	8.39%
	8.2	Reappoint Alexander Classen as Member of the Compensation and Nomination Committee	Against	Yes	93.47%	6.52%
	8.3	Reappoint Boris Collardi as Member of the Compensation and Nomination Committee	Against	Yes	89.75%	10.24%
	8.4	Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	Against	Yes	90.45%	9.54%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.5	Appoint Philip Lofts as Member of the Compensation and Nomination Committee	For	No	99.32%	0.67%
	9	Designate ADROIT Anwaelte as Independent Proxy	For	No	99.99%	0.00%
	10	Ratify PricewaterhouseCoopers SA as Auditors	Against	Yes	98.55%	1.44%
	11	Transact Other Business (Voting)	Against	Yes		
Al Rajhi Bank 24.03.24	1	Review and Discuss Board Report on Company Operations for FY 2023	For	No		
	2	Review and Discuss Financial Statements and Statutory Reports for FY 2023	For	No		
	3	Approve Auditors' Report on Company Financial Statements for FY 2023	For	No		
	4	Approve Discharge of Directors for FY 2023	For	No		
	5	Approve Interim Dividends of SAR 1.15 Per Share for the Second Half of FY 2023 to Bring the Total Dividends for FY 2023 to SAR 2.30 Per Share	For	No		
	6	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	For	No		
	7	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	For	No		
	8	Approve Remuneration of Directors of SAR 5,225,000 for FY 2023	For	No		
	9	Approve Remuneration of Audit Committee Members of SAR 900,000 for FY 2023	For	No		
	10	Amend Audit Committee Charter	Against	Yes		
	11	Amend Remuneration Policy of Board Members, Committees, Audit Committee, and Executive Management	For	No		
	12	Amend Board Nomination and Membership Policy	Against	Yes		
	13	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	No		
	14	Amend Articles of Bylaws According to the New Companies' Law, Rearranging and Renumbering of Articles of Bylaws in Accordance to the Proposed Amendments	Against	Yes		
	15	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Micro and Small Business Motor Insurance	For	No		
	16	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Banker's Blanket Bond and Professional Indemnity Insurance Agreement	For	No		
	17	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Directors and Officers Insurance	For	No		
	18	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Properties All Risk Policy	For	No		
	19	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Fire and Allied Perils Mortgage Insurance Agreement	For	No		
	20	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Bancassurance Agreement	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	21	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Motor Insurance Agreement	For	No		
	22	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Marine Cargo Open Cover Insurance Agreement	For	No		
Riyad Bank 24.03.24	1	Review and Discuss Board Report on Company Operations for the Fiscal Year Ended 31/12/2023	For	No		
	2	Review and Discuss Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	For	No		
	3	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	For	No		
	4	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	For	No		
	5	Amend Remuneration Policy of Board Members, Committees, and Executive Management	Against	Yes		
	6	Approve Remuneration of Directors of SAR 19,135,000 for the Fiscal Year Ended 31/12/2023	Against	Yes		
	7	Approve Dividends of SAR 0.75 per Share for Second Half of FY 2023	For	No		
	8	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	For	No		
	9	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2024 and Q1 of FY 2025 and Provide Taxes and Zakat Services	For	No		
	10	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	No		
	11	Approve Related Party Transactions with the General Organization for Social Insurance Re: Rental Contract for Riyadh Bank HQ Building Granada Oasis in Riyadh	For	No		
	12	Approve Related Party Transactions with the General Organization for Social Insurance Re: Rental Contract for Renting the Branch Office 60th Street Branch 286 for Exhibitions No. 1, 2, 3, 5 in Riyadh	For	No		
	13	Approve Related Party Transactions with the General Organization for Social Insurance Re: Rental Contract Renting 20 Parking Spots in Granada Business in Riyadh	For	No		
	14	Approve Related Party Transactions with the General Organization for Social Insurance Re: Rental Contract Renting 218 Al Murabba Branch at King Abdulaziz Street in Riyadh	For	No		
BELIMO Holding AG 25.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.75%	0.01%
	2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	For	No	99.60%	0.34%
	3	Approve Non-Financial Report	For	No	97.42%	0.46%
	4	Approve Remuneration Report	For	No	93.57%	5.61%
	5	Approve Discharge of Board of Directors	For	No	98.22%	1.12%
	6.1	Amend Articles Re: General Meetings	For	No	92.87%	7.06%
	6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	For	No	97.13%	2.73%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.3	Amend Articles Re: Remuneration of Board and Senior Management	For	No	92.25%	7.51%
	6.4	Amend Articles of Association	For	No	99.05%	0.64%
	7.1	Approve Remuneration of Directors in the Amount of CHF 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	For	No	98.75%	1.01%
	7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	For	No	98.48%	1.06%
	7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	For	No		
	8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	For	No	98.10%	1.37%
	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	For	No	98.01%	1.48%
	9.1.1	Reelect Adrian Altenburger as Director	For	No	99.14%	0.40%
	9.1.2	Reelect Patrick Burkhalter as Director	Against	Yes	80.20%	19.43%
	9.1.3	Reelect Sandra Emme as Director	For	No	95.30%	4.61%
	9.1.4	Reelect Urban Linsi as Director	For	No	95.99%	1.94%
	9.1.5	Reelect Ines Poeschel as Director	For	No	98.63%	1.27%
	9.1.6	Reelect Stefan Ranstrand as Director	For	No	98.28%	1.63%
	9.1.7	Reelect Martin Zwyszig as Director	Against	Yes	73.45%	26.40%
	9.2.1	Reelect Patrick Burkhalter as Board Chair	Against	Yes	79.15%	20.48%
	9.2.2	Reelect Martin Zwyszig as Deputy Chair	Against	Yes	85.98%	13.70%
	9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	For	No	84.01%	15.90%
	9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	For	No	89.00%	10.57%
	9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	For	No	92.26%	7.64%
	9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	For	No	91.78%	8.12%
	9.4	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	98.15%	0.13%
	9.5	Ratify Ernst & Young AG as Auditors	For	No	99.54%	0.37%
	10	Transact Other Business (Voting)	Against	Yes		
Renesas Electronics Corp. 26.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 28	For	No		
	2	Amend Articles to Authorize Board to Determine Income Allocation - Establish Record Dates for Quarterly Dividends	For	No		
	3	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings	For	No		
	4.1	Elect Director Shibata, Hidetoshi	For	No		
	4.2	Elect Director Iwasaki, Jiro	For	No		
	4.3	Elect Director Selena Loh Lacroix	For	No		
	4.4	Elect Director Yamamoto, Noboru	For	No		
	4.5	Elect Director Hirano, Takuya	For	No		
	4.6	Elect Director Mizuno, Tomoko	For	No		
Bridgestone Corp. 26.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	No		
	2.1	Elect Director Ishibashi, Shuichi	For	No		
	2.2	Elect Director Higashi, Masahiro	For	No		
	2.3	Elect Director Scott Trevor Davis	For	No		
	2.4	Elect Director Okina, Yuri	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.5	Elect Director Masuda, Kenichi	For	No		
	2.6	Elect Director Yamamoto, Kenzo	For	No		
	2.7	Elect Director Shiba, Yojiro	For	No		
	2.8	Elect Director Suzuki, Yoko	For	No		
	2.9	Elect Director Kobayashi, Yukari	For	No		
	2.10	Elect Director Nakajima, Yasuhiro	For	No		
	2.11	Elect Director Matsuda, Akira	For	No		
	2.12	Elect Director Yoshimi, Tsuyoshi	For	No		
DKSH Holding AG 26.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.00%
	2	Approve Sustainability Report	For	No	95.61%	4.29%
	3	Approve Allocation of Income and Dividends of CHF 2.25 per Share	For	No	99.99%	0.00%
	4	Approve Discharge of Board and Senior Management	For	No	99.45%	0.44%
	5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	For	No	97.90%	1.99%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	For	No	91.36%	8.53%
	5.3	Approve Remuneration Report	For	No	69.52%	30.34%
	6.1.1	Reelect Gabriel Baertschi as Director	For	No	98.98%	0.98%
	6.1.2	Reelect Wolfgang Baier as Director	For	No	99.63%	0.34%
	6.1.3	Reelect Jack Clemons as Director	For	No	99.63%	0.33%
	6.1.4	Reelect Adrian Keller as Director	For	No	97.13%	2.84%
	6.1.5	Reelect Andreas Keller as Director	For	No	97.12%	2.83%
	6.1.6	Reelect Annette Koehler as Director	For	No	99.42%	0.54%
	6.1.7	Reelect Hans Tanner as Director	For	No	93.85%	6.10%
	6.1.8	Reelect Eunice Zehnder-Lai as Director	For	No	93.00%	6.97%
	6.1.9	Reelect Marco Gadola as Director and Board Chair	For	No	87.64%	12.33%
	6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	For	No	95.48%	4.48%
	6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	For	No	93.06%	6.90%
	6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	No	83.33%	16.38%
	7	Ratify Ernst and Young AG as Auditors	Against	Yes	96.43%	3.55%
	8	Designate Ernst Widmer as Independent Proxy	For	No	99.86%	0.11%
	9	Transact Other Business (Voting)	Against	Yes		
INPEX Corp. 26.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 14,800 for Class Ko Shares, and JPY 37 for Ordinary Shares	For	No		
	2.1	Elect Director Ueda, Takayuki	For	No		
	2.2	Elect Director Kawano, Kenji	For	No		
	2.3	Elect Director Okawa, Hitoshi	For	No		
	2.4	Elect Director Yamada, Daisuke	For	No		
	2.5	Elect Director Takimoto, Toshiaki	For	No		
	2.6	Elect Director Yanai, Jun	For	No		
	2.7	Elect Director Iio, Norinao	For	No		
	2.8	Elect Director Nishimura, Atsuko	For	No		
	2.9	Elect Director Nishikawa, Tomo	For	No		
	2.10	Elect Director Morimoto, Hideka	For	No		
Implenia AG 26.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.05%
	1.2	Approve Non-Financial Report	For	No	99.24%	0.51%
	2	Approve Allocation of Income and Dividends of CHF 0.60 per Share	For	No	99.77%	0.17%
	3	Approve Discharge of Board and Senior Management	For	No	99.71%	0.21%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For	No	98.54%	1.45%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Against	Yes	80.31%	19.68%
	4.3	Approve Remuneration Report (Non-Binding)	For	No	76.05%	23.55%
	5.1.1	Reelect Hans Meister as Director and Board Chair	For	No	99.26%	0.63%
	5.1.2	Reelect Henner Mahlstedt as Director	For	No	99.71%	0.17%
	5.1.3	Reelect Kyrre Johansen as Director	For	No	98.20%	1.68%
	5.1.4	Reelect Martin Fischer as Director	For	No	99.41%	0.43%
	5.1.5	Reelect Barbara Lambert as Director	For	No	98.09%	1.82%
	5.1.6	Reelect Judith Bischof as Director	For	No	99.68%	0.20%
	5.1.7	Reelect Raymond Cron as Director	For	No	99.33%	0.51%
	5.2.1	Reappoint Kyrre Johansen as Member of the Compensation Committee	For	No	89.65%	10.13%
	5.2.2	Reappoint Martin Fischer as Member of the Compensation Committee	For	No	95.73%	4.07%
	5.2.3	Reappoint Raymond Cron as Member of the Compensation Committee	For	No	96.95%	2.81%
	5.3	Designate Keller AG as Independent Proxy	For	No	98.75%	1.20%
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	94.16%	5.73%
	6	Approve Cancellation of Conditional Capital Authorization	For	No	99.62%	0.19%
	7	Approve Creation of Capital Band within the Upper Limit of CHF 26.4 Million and the Lower Limit of CHF 18.8 Million with Preemptive Rights	For	No	78.58%	21.22%
	8	Transact Other Business (Voting)	Against	Yes		
Shiseido Co., Ltd. 26.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 30	For	No		
	2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	For	No		
	3.1	Elect Director Uotani, Masahiko	For	No		
	3.2	Elect Director Fujiwara, Kentaro	For	No		
	3.3	Elect Director Anno, Hiromi	For	No		
	3.4	Elect Director Yoshida, Takeshi	For	No		
	3.5	Elect Director Oishi, Kanoko	For	No		
	3.6	Elect Director Iwahara, Shinsaku	For	No		
	3.7	Elect Director Tokuno, Mariko	For	No		
	3.8	Elect Director Hatanaka, Yoshihiko	For	No		
	3.9	Elect Director Ozu, Hiroshi	For	No		
	3.10	Elect Director Goto, Yasuko	For	No		
	3.11	Elect Director Nonomiya, Ritsuko	For	No		
Swedbank AB 26.03.24	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	Refer	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspectors of Minutes of Meeting	Refer	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7.a	Receive Financial Statements and Statutory Reports	Refer	No		
	7.b	Receive Auditor's Reports	Refer	No		
	8	Accept Financial Statements and Statutory Reports	For	No		
	9	Approve Allocation of Income and Dividends of SEK 15.15 Per Share	For	No		
	10.a	Approve Discharge of Bo Bengtsson	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.b	Approve Discharge of Goran Bengtson	For	No		
	10.c	Approve Discharge of Annika Creutzer	For	No		
	10.d	Approve Discharge of Hans Eckerstrom	For	No		
	10.e	Approve Discharge of Kerstin Hermansson	For	No		
	10.f	Approve Discharge of Helena Liljedahl	For	No		
	10.g	Approve Discharge of Bengt Erik Lindgren	For	No		
	10.h	Approve Discharge of Anna Mossberg	For	No		
	10.i	Approve Discharge of Per Olof Nyman	For	No		
	10.j	Approve Discharge of Biljana Pehrsson	For	No		
	10.k	Approve Discharge of Goran Persson	For	No		
	10.l	Approve Discharge of Biorn Riese	For	No		
	10.m	Approve Discharge of Jens Henriksson	For	No		
	10.n	Approve Discharge of Roger Ljung	For	No		
	10.o	Approve Discharge of Ake Skoglund	For	No		
	10.p	Approve Discharge of Henrik Joelsson	For	No		
	10.q	Approve Discharge of Camilla Linder	For	No		
	11	Determine Number of Members (10) and Deputy Members of Board (0)	For	No		
	12	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.1 Million for Vice Chairman and SEK 750,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	No		
	13.a	Reelect Goran Bengtsson as Director	For	No		
	13.b	Reelect Annika Creutzer as Director	For	No		
	13.c	Reelect Hans Eckerstrom as Director	For	No		
	13.d	Reelect Kerstin Hermansson as Director	For	No		
	13.e	Reelect Helena Liljedahl as Director	For	No		
	13.f	Reelect Anna Mossberg as Director	For	No		
	13.g	Reelect Per Olof Nyman as Director	For	No		
	13.h	Reelect Biljana Pehrsson as Director	For	No		
	13.i	Reelect Goran Persson as Director	For	No		
	13.j	Reelect Biorn Riese as Director	For	No		
	14	Elect Goran Persson as Board Chairman	For	No		
	15	Ratify PricewaterhouseCoopers as Auditors	For	No		
	16	Approve Nomination Committee Procedures	For	No		
	17	Authorize Repurchase Authorization for Trading in Own Shares	For	No		
	18	Authorize Share Repurchase Program	For	No		
	19	Approve Issuance of Convertibles without Preemptive Rights	For	No		
	20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	For	No		
	20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	For	No		
	20.c	Approve Equity Plan Financing	For	No		
	21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	For	No		
	22	Approve Remuneration Report	For	No		
	23	Change Bank Software	Against	No		
	24	Adopt Company Strategy Aligned with the Paris Agreement Goal	Against	No		
	25	Close Meeting	Refer	No		
Asahi Group Holdings Ltd. 26.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	No		
	2.1	Elect Director Koji, Akiyoshi	For	No		
	2.2	Elect Director Katsuki, Atsushi	For	No		
	2.3	Elect Director Tanimura, Keizo	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.4	Elect Director Sakita, Kaoru	For	No		
	2.5	Elect Director Christina L. Ahmadjian	For	No		
	2.6	Elect Director Sasae, Kenichiro	For	No		
	2.7	Elect Director Ohashi, Tetsuji	For	No		
	2.8	Elect Director Matsunaga, Mari	For	No		
	2.9	Elect Director Nishinaka, Naoko	For	No		
	2.10	Elect Director Sato, Chika	For	No		
	2.11	Elect Director Melanie Brock	For	No		
	3	Appoint Statutory Auditor Oshima, Akiko	For	No		
	4	Approve Compensation Ceiling for Directors	For	No		
	5	Approve Compensation Ceiling for Statutory Auditors	For	No		
SGS SA 26.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Non-Financial Report	For	No		
	1.3	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For	No		
	3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For	No		
	3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	For	No		
	4.1.1	Reelect Calvin Grieder as Director	For	No		
	4.1.2	Reelect Sami Atiya as Director	For	No		
	4.1.3	Reelect Phyllis Cheung as Director	For	No		
	4.1.4	Reelect Ian Gallienne as Director	For	No		
	4.1.5	Reelect Tobias Hartmann as Director	For	No		
	4.1.6	Reelect Jens Riedl as Director	For	No		
	4.1.7	Reelect Kory Sorenson as Director	For	No		
	4.1.8	Reelect Janet Vergis as Director	For	No		
	4.2	Reelect Calvin Grieder as Board Chair	For	No		
	4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	For	No		
	4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	For	No		
	4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	For	No		
	4.4	Ratify PricewaterhouseCoopers SA as Auditors	For	No		
	4.5	Designate Notaires Carouge as Independent Proxy	For	No		
	5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	No		
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	For	No		
	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	For	No		
	5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	For	No		
	6.1	Amend Articles Re: Remuneration of Executive Committee	For	No		
	6.2	Amend Articles of Association	For	No		
	7	Transact Other Business (Voting)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Sika AG 26.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	No	99.87%	0.12%
	3	Approve Discharge of Board of Directors	For	No	99.04%	0.95%
	4.1.1	Reelect Viktor Balli as Director	For	No	95.08%	4.91%
	4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	For	No	99.90%	0.09%
	4.1.3	Reelect Justin Howell as Director	For	No	94.47%	5.52%
	4.1.4	Reelect Gordana Landen as Director	For	No	98.98%	1.01%
	4.1.5	Reelect Monika Ribar as Director	For	No	91.44%	8.55%
	4.1.6	Reelect Paul Schuler as Director	For	No	96.24%	3.75%
	4.1.7	Reelect Thierry Vanlancker as Director	For	No	99.48%	0.51%
	4.2	Elect Thomas Aebischer as Director	For	No	98.24%	1.75%
	4.3	Elect Thierry Vanlancker as Board Chair	For	No	99.51%	0.48%
	4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	No	91.11%	8.88%
	4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	No	98.87%	1.12%
	4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	For	No	93.49%	6.50%
	4.5	Ratify KPMG AG as Auditors	For	No	99.91%	0.08%
	4.6	Designate Jost Windlin as Independent Proxy	For	No	99.90%	0.09%
	5	Approve Sustainability Report	For	No	99.95%	0.04%
	6.1	Approve Remuneration Report	For	No	95.44%	4.55%
	6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	No	97.44%	2.55%
	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	For	No	98.04%	1.95%
7	Transact Other Business (Voting)	Against	Yes			
Mobimo Holding AG 26.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	1.2	Approve Remuneration Report	For	No	84.72%	15.27%
	2.1	Approve Allocation of Income and Dividends of CHF 5.00 per Share	For	No	99.87%	0.12%
	2.2	Approve Dividends of CHF 5.00 per Share from Capital Contribution Reserves	For	No	99.89%	0.10%
	3	Approve Discharge of Board and Senior Management	For	No	99.80%	0.19%
	4.1.1	Reelect Sabrina Contratto as Director	For	No	99.63%	0.36%
	4.1.2	Reelect Brian Fischer as Director	For	No	97.19%	2.80%
	4.1.3	Reelect Bernadette Koch as Director	For	No	99.11%	0.88%
	4.1.4	Reelect Stephane Maye as Director	For	No	99.64%	0.35%
	4.1.5	Reelect Peter Schaub as Director and as Board Chair	For	No	89.83%	10.16%
	4.1.6	Reelect Martha Scheiber as Director	For	No	98.73%	1.26%
	4.1.7	Elect Markus Schuerch as Director	For	No	99.63%	0.36%
	4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	For	No	97.56%	2.43%
	4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	For	No	94.81%	5.18%
	4.2.3	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	For	No	99.43%	0.56%
	4.3	Ratify Ernst and Young AG as Auditors	For	No	99.69%	0.30%
4.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	For	No	92.21%	7.78%	
5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	For	No	96.72%	3.27%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	No	98.74%	1.25%
	6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	No	98.64%	1.35%
	7.1	Amend Corporate Purpose	For	No	98.03%	0.21%
	7.2	Approve Creation of Capital Band within the Upper Limit of CHF 27.2 Million and the Lower Limit of CHF 24.7 Million with or without Exclusion of Preemptive Rights	For	No	96.00%	2.34%
	7.3	Amend Articles Re: Share Register	For	No	99.79%	0.20%
	7.4	Amend Articles Re: Variable Remuneration of Executive Committee	For	No	98.94%	1.05%
	8	Transact Other Business (Voting)	Against	Yes		
Arab National Bank 26.03.24	1	Review and Discuss Board Report on Company Operations for FY 2023	For	No		
	2	Review and Discuss Financial Statements and Statutory Reports for FY 2023	For	No		
	3	Approve Auditors' Report on Company Financial Statements for FY 2023	For	No		
	4	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statements of FY 2024 and Q1 of FY 2025	For	No		
	5	Approve Discharge of Directors for FY 2023	For	No		
	6	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	For	No		
	7	Approve Remuneration of Directors of SAR 5,140,000 for FY 2023	For	No		
	8	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	No		
	9	Amend Remuneration Policy of Board Members, Committees, and Executive Management	Against	Yes		
	10	Amend Article 3 of Bylaws Re: Corporate Purpose	For	No		
	11	Amend Article 4 of Bylaws Re: Participation and Ownership in Companies	For	No		
	12	Amend Article 5 of Bylaws Re: Company's Head Office	For	No		
	13	Amend Article 7 of Bylaws Re: Company's Capital	For	No		
	14	Amend Article 8 of Bylaws Re: Shares Subscription	For	No		
	15	Amend Article 9 of Bylaws Re: Types and Categories of Shares	For	No		
	16	Amend Article 10 of Bylaws Re: Share Trading	For	No		
	17	Amend Article 11 of Bylaws Re: Sale of Partly Paid-Up Shares	For	No		
	18	Approve Adding Article 12 of Bylaws Re: Conversion of Shares	For	No		
	19	Amend Article 13 of Bylaws Re: Sale and Buy Back of Company's Shares	For	No		
	20	Amend Article 14 of Bylaws Re: Capital Increase	For	No		
	21	Amend Article 15 of Bylaws Re: Capital Decrease	For	No		
	22	Amend Article 16 of Bylaws Re: Issuance of Debt Instruments and Financing Sukuk	For	No		
	23	Amend Article 17 of Bylaws Re: Formation of the Board of Directors	For	No		
	24	Amend Article 18 of Bylaws Re: Expiration or Termination of Membership of the Board	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	25	Approve Adding Article 19 to Bylaws Re: Expiry of the term of the Board of Directors, Resignation of its Members, or Membership Vacancy	For	No		
	26	Amend Article 20 of Bylaws Re: Vacant Position in the Board	For	No		
	27	Amend Article 21 of Bylaws Re: Powers of the Board	For	No		
	28	Amend Article 22 of Bylaws Re: Remuneration of the Board Members	For	No		
	29	Amend Article 23 of Bylaws Re: Chairman, Vice Chairman and Managing Director	For	No		
	30	Amend Article 24 of Bylaws Re: Board Meetings	For	No		
	31	Amend Article 25 of Bylaws Re: Board Meetings and Decisions	For	No		
	32	Approve Adding Article 26 to Bylaws Re: Board Decisions in Urgent Matters	For	No		
	33	Amend Article 27 of Bylaws Re: Deliberations of the Board	For	No		
	34	Approve Deletion of Article 28 from Bylaws Re: Constituent Assembly	For	No		
	35	Approve Deletion of Article 29 from Bylaws Re: Powers of the Constituent Assembly	For	No		
	36	Amend Article 29 of Bylaws Re: Audit Committee	Against	Yes		
	37	Amend Article 30 of Bylaws Re: Shareholder General Assembly Meetings	For	No		
	38	Amend Article 32 of Bylaws Re: Powers of the Extraordinary General Assembly	For	No		
	39	Approve Deletion of Article 33 from Bylaws Re: Assembly Attendance Register	For	No		
	40	Amend Article 33 of Bylaws Re: Calling for the Assemblies	Against	Yes		
	41	Amend Article 34 of Bylaws Re: Quorum of the Ordinary General Assembly	For	No		
	42	Amend Article 35 of Bylaws Re: Quorum of the Extraordinary General Assembly	For	No		
	43	Amend Article 36 of Bylaws Re: Voting at Assemblies	For	No		
	44	Amend Article 37 of Bylaws Re: Decisions of the Assemblies	For	No		
	45	Amend Article 38 of Bylaws Re: Discussion at Meetings of Assemblies	For	No		
	46	Amend Article 39 of Bylaws Re: Assembly Meeting Minutes	For	No		
	47	Amend Article 40 of Bylaws Re: Appointment Removal, and Resignation of Company Auditor	For	No		
	48	Amend Article 41 of Bylaws Re: Powers of the Auditor	For	No		
	49	Amend Article 42 of Bylaws Re: Financial Year	For	No		
	50	Amend Article 43 of Bylaws Re: Financial Documents	For	No		
	51	Approve Adding Article 44 to Bylaws Re: Creation of Reserves	For	No		
	52	Amend Article 45 of Bylaws Re: Distribution of Dividends	Against	Yes		
	53	Amend Article 46 of Bylaws Re: Entitlement to Dividends	For	No		
	54	Amend Article 47 of Bylaws Re: Distribution of Dividends to Holders of Preferred Shares	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	55	Amend Article 48 of Bylaws Re: Company's Losses	For	No		
	56	Amend Article 49 of Bylaws Re: Expiration of the Company	For	No		
	57	Amend Article 50 of Bylaws Re: Final Provisions	For	No		
	58	Approve the Deletion of Article 52 from Bylaws Re: Liability Action	For	No		
	59	Amend Article 52 of Bylaws Re: Final Provisions	For	No		
	60	Approve Rearranging and Renumbering of Articles of Bylaws in Accordance to the Proposed Amendments	For	No		
	61	Approve Related Party Transactions with Alkhaleej Training and Education Co Re: Labor Services	For	No		
	62	Approve Related Party Transactions with Walaa Cooperative Insurance Co Re: Renewal of Insurance Policies for the Benefit of Arab National Bank	For	No		
APA CORPORATION 27.03.24	1	Issue Shares in Connection with Acquisition	For	No	99.13%	0.86%
	2	Adjourn Meeting	For	No		
SK, Inc. 27.03.24	1	Approve Financial Statements and Allocation of Income	For	No		
	2.1	Elect Jang Yong-ho as Inside Director	Against	Yes		
	2.2	Elect Kim Seon-hui as Outside Director	Against	Yes		
	3	Elect Yoon Chi-won as Outside Director to Serve as an Audit Committee Member	For	No		
	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	No		
	5	Approve Terms of Retirement Pay	For	No		
Swisscom AG 27.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes		
	1.3	Approve Non-Financial Report	For	No		
	2	Approve Allocation of Income and Dividends of CHF 22 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Reelect Michael Rechsteiner as Director and Board Chair	For	No		
	4.2	Reelect Roland Abt as Director	For	No		
	4.3	Reelect Monique Bourquin as Director	For	No		
	4.4	Reelect Guus Dekkers as Director	For	No		
	4.5	Reelect Frank Esser as Director	For	No		
	4.6	Reelect Sandra Lathion-Zweifel as Director	For	No		
	4.7	Reelect Anna Mossberg as Director	For	No		
	4.8	Elect Daniel Muenger as Director	For	No		
	5.1	Reappoint Roland Abt as Member of the Compensation Committee	For	No		
	5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	For	No		
	5.3	Reappoint Frank Esser as Member of the Compensation Committee	For	No		
	5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	No		
	5.5	Appoint Fritz Zurbrugg as Member of the Compensation Committee	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Designate Reber Rechtsanwaelte as Independent Proxy	For	No		
	8	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Credicorp Ltd. 27.03.24	1	Present Board Chairman Report of the Annual and Sustainability Report	Refer	No		
	2	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2023, Including External Auditors' Report	Refer	No		
	3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	For	No		
ICICI Bank Limited 27.03.24	1	Approve Scheme of Arrangement	For	No		
Volvo AB 27.03.24	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	Refer	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspector(s) of Minutes of Meeting	Refer	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive President's Report	Refer	No		
	8	Receive Financial Statements and Statutory Reports	Refer	No		
	9	Accept Financial Statements and Statutory Reports	For	No		
	10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	For	No		
	11.1	Approve Discharge of Matti Alahuhta	For	No		
	11.2	Approve Discharge of Bo Annvik	For	No		
	11.3	Approve Discharge of Jan Carlson	For	No		
	11.4	Approve Discharge of Eric Elzvik	For	No		
	11.5	Approve Discharge of Martha Finn Brooks	For	No		
	11.6	Approve Discharge of Kurt Jofs	For	No		
	11.7	Approve Discharge of Martin Lundstedt (Board Member)	For	No		
	11.8	Approve Discharge of Kathryn V. Marinello	For	No		
	11.9	Approve Discharge of Martina Merz	For	No		
	11.10	Approve Discharge of Hanne de Mora	For	No		
	11.11	Approve Discharge of Helena Stjernholm	For	No		
	11.12	Approve Discharge of Carl-Henric Svanberg	For	No		
	11.13	Approve Discharge of Lars Ask (Employee Representative)	For	No		
	11.14	Approve Discharge of Mats Henning (Employee Representative)	For	No		
	11.15	Approve Discharge of Mari Larsson (Employee Representative)	For	No		
	11.16	Approve Discharge of Urban Spannar (Employee Representative)	For	No		
	11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	For	No		
	11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	For	No		
	11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	For	No		
	11.20	Approve Discharge of Martin Lundstedt (as CEO)	For	No		
	12.1	Determine Number of Members (11) of Board of Directors	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12.2	Determine Number Deputy Members (0) of Board of Directors	For	No		
	13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	For	No		
	14.1	Reelect Matti Alahuhta as Director	Against	Yes		
	14.2	Reelect Bo Annvik as Director	For	No		
	14.3	Elect Par Boman as New Director	Against	Yes		
	14.4	Reelect Jan Carlson as Director	Against	Yes		
	14.5	Reelect Eric Elzvik as Director	Against	Yes		
	14.6	Reelect Martha Finn Brooks as Director	Against	Yes		
	14.7	Reelect Kurt Jofs as Director	Against	Yes		
	14.8	Reelect Martin Lundstedt as Director	Against	Yes		
	14.9	Reelect Kathryn V. Marinello as Director	Against	Yes		
	14.10	Reelect Martina Merz as Director	Against	Yes		
	14.11	Reelect Helena Stjernholm as Director	Against	Yes		
	15	Elect Par Boman as Board Chair	Against	Yes		
	16	Approve Remuneration of Auditors	For	No		
	17	Ratify Deloitte AB as Auditors	For	No		
	18.1	Elect Fredrik Persson to Serve on Nominating Committee	For	No		
	18.2	Elect Anders Oscarsson to Serve on Nominating Committee	For	No		
	18.3	Elect Carina Silberg to Serve on Nominating Committee	For	No		
	18.4	Elect Anders Algotsson to Serve on Nominating Committee	For	No		
	18.5	Elect Chairman of the Board to Serve on Nominating Committee	For	No		
	19	Approve Remuneration Report	For	No		
Intershop Holding AG 27.03.24	1.1	Accept Consolidated Financial Statements and Statutory Reports	For	No		
	1.2	Accept Annual Financial Statements	For	No		
	1.3	Approve Remuneration Report	Against	Yes		
	1.4	Approve Sustainability Report	For	No		
	1.5	Approve Allocation of Income and Ordinary Dividends of CHF 27.50 per Share	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3.1	Approve Remuneration of Directors in the Amount of CHF 400,000	For	No		
	3.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.1 Million	For	No		
	4.1.1	Approve 1:5 Stock Split	For	No		
	4.1.2	Approve Creation of Capital Band within the Upper Limit of CHF 22.8 Million and the Lower Limit of CHF 15.2 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	4.1.3	Amend Articles Re: Annulment of the Conversion of Shares; Opting-Out; Shares and Share Register	For	No		
	4.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No		
	4.3	Amend Articles of Association	For	No		
	5.1.1	Reelect Ernst Schaufelberger as Director	For	No		
	5.1.2	Reelect Christoph Nater as Director	For	No		
	5.1.3	Elect Gregor Bucher as Director	For	No		
	5.2	Reelect Ernst Schaufelberger as Board Chair	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.3.1	Reappoint Ernst Schaufelberger as Member of the Compensation Committee	For	No		
	5.3.2	Reappoint Christoph Nater as Member of the Compensation Committee	For	No		
	5.3.3	Appoint Gregor Bucher as Member of the Compensation Committee	For	No		
	5.4	Designate BFMS Rechtsanwaelte as Independent Proxy	For	No		
	5.5	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes		
	6	Transact Other Business (Voting)	Against	Yes		
HUBER+SUHNER AG 27.03.24	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 1.70 per Share	For	No		
	3	Approve Non-Financial Report	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Reelect Urs Kaufmann as Director and Board Chair	For	No		
	5.2	Reelect Beat Kaelin as Director	For	No		
	5.3	Reelect Marina Bill as Director	For	No		
	5.4	Reelect Monika Buetler as Director	For	No		
	5.5	Reelect Kerstin Guenther as Director	For	No		
	5.6	Reelect Rolf Seiffert as Director	For	No		
	5.7	Reelect Franz Studer as Director	For	No		
	5.8	Reelect Joerg Walther as Director	For	No		
	6.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Against	Yes		
	6.2	Reappoint Marina Bill as Member of the Nomination and Compensation Committee	Against	Yes		
	6.3	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Against	Yes		
	7	Approve Remuneration Report (Non-Binding)	Against	Yes		
	8.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million for the Period from 2024 AGM until 2025 AGM	For	No		
	8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.1 Million for the Period from July 1, 2024 to June 30, 2025	For	No		
	8.3	Approve Fixed Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM until 2024 AGM	For	No		
	8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2023	For	No		
	9	Ratify Ernst & Young AG as Auditors	For	No		
	10	Designate Bratschi AG as Independent Proxy	For	No		
	11	Approve CHF 252,500 Reduction in Share Capital via Cancellation of Repurchased Shares	For	No		
	12	Transact Other Business (Voting)	Against	Yes		
Canon, Inc. 28.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	No		
	2.1	Elect Director Mitarai, Fujio	For	No		
	2.2	Elect Director Tanaka, Toshizo	For	No		
	2.3	Elect Director Homma, Toshio	For	No		
	2.4	Elect Director Ogawa, Kazuto	For	No		
	2.5	Elect Director Takeishi, Hiroaki	For	No		
	2.6	Elect Director Asada, Minoru	For	No		
	2.7	Elect Director Kawamura, Yusuke	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.8	Elect Director Ikegami, Masayuki	For	No		
	2.9	Elect Director Suzuki, Masaki	For	No		
	2.10	Elect Director Ito, Akiko	For	No		
	3	Appoint Statutory Auditor Okayama, Chikahiro	For	No		
	4	Approve Annual Bonus	For	No		
	5	Approve Deep Discount Stock Option Plan	For	No		
Chugai Pharmaceutical Co., Ltd. 28.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 40	For	No		
	2	Amend Articles to Reduce Directors' Term	For	No		
	3.1	Elect Director Okuda, Osamu	For	No		
	3.2	Elect Director Taniguchi, Iwaaki	For	No		
	3.3	Elect Director Iikura, Hitoshi	For	No		
	3.4	Elect Director Momoi, Mariko	For	No		
	3.5	Elect Director Tateishi, Fumio	For	No		
	3.6	Elect Director Teramoto, Hideo	For	No		
	3.7	Elect Director Christoph Franz	For	No		
	3.8	Elect Director James H. Sabry	For	No		
	3.9	Elect Director Teresa A. Graham	For	No		
	4.1	Appoint Statutory Auditor Masuda, Kenichi	For	No		
	4.2	Appoint Statutory Auditor Yunoki, Mami	For	No		
	5	Approve Compensation Ceiling for Statutory Auditors	For	No		
Kirin Holdings Co., Ltd. 28.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	For	No		
	2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	For	No		
	3.1	Elect Director Isozaki, Yoshinori	For	No		
	3.2	Elect Director Minakata, Takeshi	For	No		
	3.3	Elect Director Tsuboi, Junko	For	No		
	3.4	Elect Director Yoshimura, Toru	For	No		
	3.5	Elect Director Akieda, Shinjiro	For	No		
	3.6	Elect Director Mori, Masakatsu	For	No		
	3.7	Elect Director Yanagi, Hiroyuki	For	No		
	3.8	Elect Director Shiono, Noriko	For	No		
	3.9	Elect Director Rod Eddington	For	No		
	3.10	Elect Director George Olcott	For	No		
	3.11	Elect Director Katanozaka, Shinya	For	No		
	3.12	Elect Director Ando, Yoshiko	For	No		
	4.1	Appoint Statutory Auditor Kashima, Kaoru	For	No		
	4.2	Appoint Statutory Auditor Dochi, Yoko	For	No		
Otsuka Holdings Co., Ltd. 28.03.24	1.1	Elect Director Otsuka, Ichiro	For	No		
	1.2	Elect Director Higuchi, Tatsuo	For	No		
	1.3	Elect Director Inoue, Makoto	For	No		
	1.4	Elect Director Matsuo, Yoshiro	For	No		
	1.5	Elect Director Makino, Yuko	For	No		
	1.6	Elect Director Takagi, Shuichi	For	No		
	1.7	Elect Director Kobayashi, Masayuki	For	No		
	1.8	Elect Director Tojo, Noriko	For	No		
	1.9	Elect Director Matsutani, Yukio	For	No		
	1.10	Elect Director Sekiguchi, Ko	For	No		
	1.11	Elect Director Aoki, Yoshihisa	For	No		
	1.12	Elect Director Mita, Mayo	For	No		
	1.13	Elect Director Kitachi, Tatsuaki	For	No		
	2	Approve Restricted Stock Plan	For	No		
Trend Micro, Inc. 28.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 738	For	No		
	2.1	Elect Director Chang Ming-Jang	For	No		
	2.2	Elect Director Eva Chen	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.3	Elect Director Mahendra Negi	For	No		
	2.4	Elect Director Omikawa, Akihiko	For	No		
	2.5	Elect Director Koga, Tetsuo	For	No		
	2.6	Elect Director Tokuoka, Koichiro	For	No		
	3.1	Appoint Statutory Auditor Jomen, Kenichiro	For	No		
	3.2	Appoint Statutory Auditor Funamoto, Miwako	For	No		
	4	Approve Stock Option Plan	For	No		
	5	Approve Stock Option Plan	For	No		
	6	Approve Stock Option Plan	For	No		
Leonteq AG 28.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Sustainability Report	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve CHF 439,855 Reduction in Share Capital via Cancellation of Repurchased Shares	For	No		
	4	Approve Creation of Capital Band within the Upper Limit of CHF 20.3 Million and the Lower Limit of CHF 17.6 Million with or without Exclusion of Preemptive Rights	For	No		
	5	Approve Allocation of Income and Dividends of CHF 0.50 per Share and CHF 0.50 per Share from Capital Contribution Reserves	For	No		
	6.1.1	Reelect Christopher Chambers as Director	For	No		
	6.1.2	Reelect Sylvie Davidson as Director	For	No		
	6.1.3	Reelect Susana Smith as Director	For	No		
	6.1.4	Reelect Richard Laxer as Director	For	No		
	6.1.5	Reelect Philippe Le Baquer as Director	For	No		
	6.1.6	Reelect Thomas Meier as Director	For	No		
	6.1.7	Reelect Philippe Weber as Director	For	No		
	6.2	Reelect Christopher Chambers as Board Chair	For	No		
	6.3.1	Reappoint Susana Smith as Member of the Nomination and Compensation Committee	For	No		
	6.3.2	Reappoint Richard Laxer as Member of the Nomination and Compensation Committee	For	No		
	6.3.3	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee	For	No		
	7	Ratify Deloitte AG as Auditors	For	No		
	8	Designate Proxy Voting Services GmbH as Independent Proxy	For	No		
	9.1	Approve Remuneration Report	For	No		
	9.2	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No		
	9.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	For	No		
	9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million	For	No		
	9.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	No		
	10	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
	11	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
HDFC Bank Ltd. 29.03.24	1	Approve Revision of Remuneration of Non-Executive Directors (Including Independent Directors) Except for Part Time Independent Chairman	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Elect Harsh Kumar Bhanwala as Director	For	No		
	3	Approve Material Related Party Transactions with HDB Financial Services Limited	For	No		
	4	Approve Material Related Party Transactions with HDFC Securities Limited	For	No		
	5	Approve Material Related Party Transactions with HDFC Life Insurance Company Limited	For	No		
	6	Approve Material Related Party Transactions with HDFC ERGO General Insurance Company Limited	For	No		
	7	Approve Material Related Party Transactions with with HDFC Credila Financial Services Limited	For	No		
	8	Approve Material Related Party Transactions with HCL Technologies Limited	For	No		

Data source: ISS

The result of the ballots (% FOR, % AGAINST) are not available for all issuers and/or each meeting. Please consider when interpreting the data that in some cases some particular majority quotas apply.