

Proxy Voting Report

1st Quarter 2023

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Schaffner Holding AG 10.01.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2.1	Approve Allocation of Income and Dividends of CHF 4.50 per Share	For	No	99.99%	0.00%
	2.2	Approve Dividends of CHF 4.50 per Share from Capital Contributions Reserves	For	No	99.99%	0.00%
	3	Approve Discharge of Board and Senior Management	For	No	99.95%	0.04%
	4.1.1	Reelect Philipp Buhofer as Director	For	No	99.51%	0.48%
	4.1.2	Reelect Gerhard Pegam as Director	For	No	99.27%	0.72%
	4.1.3	Reelect Andrea Tranel as Director	For	No	99.94%	0.05%
	4.1.4	Elect Markus Heusser as Director	For	No	99.71%	0.28%
	4.2	Elect Markus Heusser as Board Chair	For	No	99.56%	0.43%
	4.3.1	Reappoint Philipp Buhofer as Member of the Nomination and Compensation Committee	Against	Yes	94.49%	5.50%
	4.3.2	Appoint Markus Heusser as Member of the Nomination and Compensation Committee	For	No	97.74%	2.25%
	4.4	Designate Jean-Claude Cattin as Independent Proxy	For	No	99.91%	0.08%
	4.5	Ratify BDO AG as Auditors	For	No	99.67%	0.32%
	5.1	Approve Remuneration Report (Non-Binding)	Against	Yes	79.39%	20.60%
	5.2	Approve Remuneration of Directors in the Amount of CHF 550,000	For	No	99.16%	0.83%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	No	97.59%	2.40%
	6.1	Amend Articles of Association	For	No	99.99%	0.00%
	6.2	Amend Articles Re: Editorial Changes	For	No	99.85%	0.14%
	6.3	Amend Corporate Purpose	For	No	94.72%	0.19%
	6.4	Amend Articles Re: Share Register	For	No	99.50%	0.15%
6.5	Approve Virtual-Only Shareholder Meetings	Against	Yes	74.41%	25.58%	
6.6	Amend Articles Re: Electronic Communication	For	No	99.41%	0.58%	
7	Transact Other Business (Voting)	Against	Yes			
Micron Technology, Inc. 12.01.23	1a	Elect Director Richard M. Beyer	For	No	97.14%	2.85%
	1b	Elect Director Lynn A. Dugle	For	No	99.19%	0.80%
	1c	Elect Director Steven J. Gomo	For	No	97.90%	2.09%
	1d	Elect Director Linnie M. Haynesworth	For	No	99.14%	0.85%
	1e	Elect Director Mary Pat McCarthy	For	No	99.25%	0.74%
	1f	Elect Director Sanjay Mehrotra	For	No	99.24%	0.75%
	1g	Elect Director Robert E. Switz	For	No	94.99%	5.00%
	1h	Elect Director MaryAnn Wright	For	No	97.18%	2.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	71.13%	28.68%
	3	Amend Omnibus Stock Plan	For	No	95.56%	4.29%
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.33%	7.58%	
Linde Plc 18.01.23	1	Approve Scheme of Arrangement	For	No	93.97%	6.02%
	1	Approve Scheme of Arrangement	For	No	93.59%	6.40%
	2	Amend Articles of Association	For	No	93.61%	6.38%
	3	Approve Common Draft Terms of Merger	For	No	93.61%	6.38%
Intuit Inc. 19.01.23	1a	Elect Director Eve Burton	For	No	99.54%	0.45%
	1b	Elect Director Scott D. Cook	For	No	99.67%	0.32%
	1c	Elect Director Richard L. Dalzell	For	No	99.68%	0.31%
	1d	Elect Director Sasan K. Goodarzi	For	No	99.67%	0.32%
	1e	Elect Director Deborah Liu	For	No	99.53%	0.46%
	1f	Elect Director Tekedra Mawakana	For	No	99.59%	0.40%
	1g	Elect Director Suzanne Nora Johnson	For	No	96.21%	3.78%
	1h	Elect Director Thomas Szkutak	For	No	99.70%	0.29%
	1i	Elect Director Raul Vazquez	For	No	99.73%	0.26%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.25%	6.74%

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	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.71%	4.28%
	4	Amend Qualified Employee Stock Purchase Plan	For	No	99.26%	0.73%
Costco Wholesale Corporation 19.01.23	1a	Elect Director Susan L. Decker	For	No	90.93%	9.06%
	1b	Elect Director Kenneth D. Denman	For	No	94.41%	5.58%
	1c	Elect Director Richard A. Galanti	For	No	91.82%	8.17%
	1d	Elect Director Hamilton E. James	For	No	94.50%	5.49%
	1e	Elect Director W. Craig Jelinek	For	No	98.61%	1.38%
	1f	Elect Director Sally Jewell	For	No	99.37%	0.62%
	1g	Elect Director Charles T. Munger	For	No	86.91%	13.08%
	1h	Elect Director Jeffrey S. Raikes	For	No	81.17%	18.82%
	1i	Elect Director John W. Stanton	For	No	98.74%	1.25%
	1j	Elect Director Ron M. Vachris	For	No	96.62%	3.37%
	1k	Elect Director Mary Agnes (Maggie) Wilderotter	For	No	92.15%	7.84%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.17%	3.82%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.42%	4.57%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Risk Due to Restrictions on Reproductive Rights	For	Yes	13.30%	86.69%
Koninklijke DSM NV 23.01.23	1	Open Meeting	Refer	No		
	2	Presentation on the Transaction	Refer	No		
	3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	For	No	99.85%	0.14%
	4	Approve Discharge of Management Board	For	No	97.32%	2.67%
	5	Approve Discharge of Supervisory Board	For	No	97.32%	2.67%
	6	Close Meeting	Refer	No		
Visa Inc. 24.01.23	1a	Elect Director Lloyd A. Carney	For	No	94.12%	5.87%
	1b	Elect Director Kermit R. Crawford	For	No	99.62%	0.37%
	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	No	97.46%	2.53%
	1d	Elect Director Alfred F. Kelly, Jr.	For	No	96.95%	3.04%
	1e	Elect Director Ramon Laguarta	For	No	98.91%	1.08%
	1f	Elect Director Teri L. List	For	No	98.89%	1.10%
	1g	Elect Director John F. Lundgren	For	No	98.46%	1.53%
	1h	Elect Director Denise M. Morrison	For	No	97.54%	2.45%
	1i	Elect Director Linda J. Rendle	For	No	99.22%	0.77%
	1j	Elect Director Maynard G. Webb, Jr.	For	No	97.72%	2.27%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.70%	9.57%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	98.40%	1.50%
	5	Require Independent Board Chair	For	Yes	17.41%	75.68%
Jacobs Solutions, Inc. 24.01.23	1a	Elect Director Steven J. Demetriou	For	No	96.54%	3.45%
	1b	Elect Director Christopher M.T. Thompson	For	No	96.31%	3.68%
	1c	Elect Director Priya Abani	For	No	98.37%	1.62%
	1d	Elect Director Vincent K. Brooks	For	No	97.48%	2.51%
	1e	Elect Director Ralph E. ("Ed") Eberhart	For	No	88.65%	11.34%
	1f	Elect Director Manny Fernandez	For	No	98.89%	1.10%
	1g	Elect Director Georgette D. Kiser	For	No	97.68%	2.31%
	1h	Elect Director Barbara L. Loughran	For	No	99.23%	0.76%
	1i	Elect Director Robert A. McNamara	For	No	99.44%	0.55%
	1j	Elect Director Robert V. Pragada	For	No	99.58%	0.41%
	1k	Elect Director Peter J. Robertson	For	No	91.73%	8.26%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.71%	3.95%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		

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	4	Amend Omnibus Stock Plan	For	No	96.29%	3.53%
	5	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.11%	2.75%
Becton, Dickinson and Company 24.01.23	1.1	Elect Director William M. Brown	For	No	98.41%	1.58%
	1.2	Elect Director Catherine M. Burzik	For	No	96.25%	3.74%
	1.3	Elect Director Carrie L. Byington	For	No	99.48%	0.51%
	1.4	Elect Director R. Andrew Eckert	For	No	97.61%	2.38%
	1.5	Elect Director Claire M. Fraser	For	No	97.03%	2.96%
	1.6	Elect Director Jeffrey W. Henderson	For	No	87.17%	12.82%
	1.7	Elect Director Christopher Jones	For	No	90.76%	9.23%
	1.8	Elect Director Marshall O. Larsen	For	No	92.41%	7.58%
	1.9	Elect Director Thomas E. Polen	Against	Yes	93.06%	6.93%
	1.10	Elect Director Timothy M. Ring	For	No	99.49%	0.50%
	1.11	Elect Director Bertram L. Scott	For	No	87.88%	12.11%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.35%	5.64%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.92%	7.07%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Omnibus Stock Plan	For	No	95.83%	4.16%
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	61.65%	38.34%
Acuity Brands, Inc. 25.01.23	1a	Elect Director Neil M. Ashe	Against	Yes	95.06%	4.93%
	1b	Elect Director Marcia J. Avedon	For	No	99.02%	0.97%
	1c	Elect Director W. Patrick Battle	For	No	98.59%	1.40%
	1d	Elect Director Michael J. Bender	For	No	97.37%	2.62%
	1e	Elect Director G. Douglas Dillard, Jr.	For	No	98.59%	1.40%
	1f	Elect Director James H. Hance, Jr.	For	No	98.67%	1.32%
	1g	Elect Director Maya Leibman	For	No	97.80%	2.19%
	1h	Elect Director Laura G. O'Shaughnessy	For	No	99.20%	0.79%
	1i	Elect Director Mark J. Sachleben	For	No	98.57%	1.42%
	1j	Elect Director Mary A. Winston	For	No	94.81%	5.18%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.86%	5.13%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.46%	4.53%
Walgreens Boots Alliance, Inc. 26.01.23	1a	Elect Director Janice M. Babiak	For	No	98.31%	1.43%
	1b	Elect Director Inderpal S. Bhandari	For	No	98.84%	0.86%
	1c	Elect Director Rosalind G. Brewer	For	No	98.30%	1.44%
	1d	Elect Director Ginger L. Graham	For	No	95.59%	4.14%
	1e	Elect Director Bryan C. Hanson	For	No	98.24%	1.49%
	1f	Elect Director Valerie B. Jarrett	For	No	96.44%	3.32%
	1g	Elect Director John A. Lederer	For	No	97.11%	2.62%
	1h	Elect Director Dominic P. Murphy	For	No	98.60%	1.12%
	1i	Elect Director Stefano Pessina	For	No	96.92%	2.79%
	1j	Elect Director Nancy M. Schlichting	For	No	93.66%	6.05%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.75%	11.62%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.20%	3.52%
	4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	No	10.24%	88.84%
	5	Require Independent Board Chair	For	Yes	33.83%	65.76%
Air Products and Chemicals, Inc. 26.01.23	1a	Elect Director Tonit M. Calaway	For	No	93.66%	6.33%
	1b	Elect Director Charles I. Cogut	For	No	97.68%	2.31%
	1c	Elect Director Lisa A. Davis	For	No	96.13%	3.86%
	1d	Elect Director Seifollah (Seifi) Ghasemi	Against	Yes	95.81%	4.18%
	1e	Elect Director David H. Y. Ho	For	No	98.55%	1.44%
	1f	Elect Director Edward L. Monser	For	No	90.81%	9.18%
	1g	Elect Director Matthew H. Paull	For	No	97.22%	2.77%
	1h	Elect Director Wayne T. Smith	For	No	99.05%	0.94%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.16%	6.83%

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	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.43%	0.56%
Atkore, Inc. 27.01.23	1a	Elect Director Jeri L. Isbell	For	No	98.84%	1.15%
	1b	Elect Director Wilbert W. James, Jr.	For	No	98.79%	1.20%
	1c	Elect Director Betty R. Johnson	For	No	99.65%	0.34%
	1d	Elect Director Justin A. Kershaw	For	No	99.84%	0.15%
	1e	Elect Director Scott H. Muse	For	No	93.88%	6.11%
	1f	Elect Director Michael V. Schrock	For	No	99.68%	0.31%
	1g	Elect Director William R. VanArsdale *Withdrawn*	Refer	No		
	1h	Elect Director William E. Waltz, Jr.	For	No	99.83%	0.16%
	1i	Elect Director A. Mark Zeffiro	For	No	99.22%	0.77%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.45%	5.34%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	98.92%	1.01%
CGI Inc. 01.02.23	1.1	Elect Director George A. Cope	For	No	99.09%	0.90%
	1.2	Elect Director Paule Dore	For	No	95.27%	4.72%
	1.3	Elect Director Julie Godin	For	No	98.96%	1.03%
	1.4	Elect Director Serge Godin	For	No	96.30%	3.69%
	1.5	Elect Director Andre Imbeau	For	No	99.11%	0.88%
	1.6	Elect Director Gilles Labbe	For	No	98.63%	1.36%
	1.7	Elect Director Michael B. Pedersen	For	No	98.41%	1.58%
	1.8	Elect Director Stephen S. Poloz	For	No	99.70%	0.29%
	1.9	Elect Director Mary G. Powell	For	No	99.09%	0.90%
	1.10	Elect Director Alison C. Reed	For	No	99.65%	0.34%
	1.11	Elect Director Michael E. Roach	For	No	99.23%	0.76%
	1.12	Elect Director George D. Schindler	For	No	99.27%	0.72%
	1.13	Elect Director Kathy N. Waller	For	No	99.60%	0.39%
	1.14	Elect Director Joakim Westh	For	No	98.32%	1.67%
	1.15	Elect Director Frank Witter	For	No	99.65%	0.34%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	For	No	99.80%	0.19%
	3	SP 1: Disclose Languages in Which Directors Are Fluent	Against	No		
	4	SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	For	Yes	5.09%	94.90%
	5	SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	Against	No	3.04%	96.95%
	6	SP 4: Report on Racial Disparities and Equity Issues	For	Yes	15.87%	84.12%
Accenture Plc 01.02.23	1a	Elect Director Jaime Ardila	For	No	99.49%	0.50%
	1b	Elect Director Nancy McKinstry	For	No	75.92%	24.07%
	1c	Elect Director Beth E. Mooney	For	No	99.21%	0.78%
	1d	Elect Director Gilles C. Pelisson	For	No	98.97%	1.02%
	1e	Elect Director Paula A. Price	For	No	98.57%	1.42%
	1f	Elect Director Venkata (Murthy) Renduchintala	For	No	99.58%	0.41%
	1g	Elect Director Arun Sarin	For	No	98.68%	1.31%
	1h	Elect Director Julie Sweet	Against	Yes	94.45%	5.54%
	1i	Elect Director Tracey T. Travis	For	No	87.86%	12.13%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.46%	9.53%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	94.97%	5.02%
	5	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	98.51%	1.48%

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	6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	No	98.76%	1.23%
	7	Determine Price Range for Reissuance of Treasury Shares	For	No	99.85%	0.14%
Emerson Electric Co. 07.02.23	1a	Elect Director Martin S. Craighead	For	No	92.19%	7.60%
	1b	Elect Director Gloria A. Flach	For	No	92.53%	7.27%
	1c	Elect Director Matthew S. Levatich	For	No	92.63%	7.15%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.73%	5.05%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.15%	8.32%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Siemens Energy AG 07.02.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Omission of Dividends	For	No	99.86%	0.13%
	3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2021/22	For	No	99.83%	0.16%
	3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2021/22	For	No	99.83%	0.16%
	3.3	Approve Discharge of Management Board Member Karim Amin (from March 1, 2022) for Fiscal Year 2021/22	For	No	99.83%	0.16%
	3.4	Approve Discharge of Management Board Member Jochen Eickholt (until Feb. 28, 2022) for Fiscal Year 2021/22	For	No	99.83%	0.16%
	3.5	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2021/22	For	No	99.83%	0.16%
	4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2021/22	For	No	97.74%	2.25%
	4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2021/22	For	No	99.08%	0.91%
	4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2021/22	For	No	99.08%	0.91%
	4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers (from Sep. 1, 2022) for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	No	99.08%	0.91%
	4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2021/22	For	No	99.08%	0.91%
	4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021/22	For	No	99.06%	0.93%
	4.12	Approve Discharge of Supervisory Board Member Ruediger Gross (until Aug. 31, 2022) for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.15	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2021/22	For	No	99.12%	0.87%

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	4.16	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2021/22	For	No	99.16%	0.83%
	4.17	Approve Discharge of Supervisory Board Member Thomas Pfann (from Sep. 1, 2022) for Fiscal Year 2021/22	For	No	99.17%	0.82%
	4.18	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2021/22	For	No	99.16%	0.83%
	4.19	Approve Discharge of Supervisory Board Member Hagen Reimer (until Aug. 31, 2022) for Fiscal Year 2021/22	For	No	99.16%	0.83%
	4.20	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021/22	For	No	97.71%	2.28%
	4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2021/22	For	No	99.16%	0.83%
	4.22	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2021/22	For	No	99.15%	0.84%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	No	99.65%	0.34%
	6	Approve Remuneration Report	Against	Yes	96.68%	3.31%
	7	Amend Articles Re: Supervisory Board Committees	For	No	99.86%	0.13%
	8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	99.46%	0.53%
	9	Approve Virtual-Only Shareholder Meetings Until 2025	For	No	91.68%	8.31%
	10	Approve Creation of EUR 363.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No	96.75%	3.24%
	11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 72.7 Million Pool of Capital to Guarantee Conversion Rights	For	No	98.34%	1.65%
	12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	96.41%	3.58%
Rockwell Automation, Inc. 07.02.23	A1	Elect Director William P. Gipson	For	No	86.44%	13.55%
	A2	Elect Director Pam Murphy	For	No	97.70%	2.29%
	A3	Elect Director Donald R. Parfet	For	No	89.51%	10.48%
	A4	Elect Director Robert W. Soderbery	For	No	94.65%	5.34%
	B	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	86.54%	13.01%
	C	Advisory Vote on Say on Pay Frequency	One Year	No		
	D	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.28%	4.18%
Siemens AG 09.02.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	No	99.75%	0.24%
	3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For	No	99.72%	0.27%
	3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For	No	99.70%	0.29%
	3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For	No	99.71%	0.28%
	3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For	No	99.71%	0.28%
	3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For	No	99.59%	0.40%
	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For	No	99.20%	0.79%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For	No	99.31%	0.68%
	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	No	99.68%	0.31%
	4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	For	No	99.31%	0.68%
	4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	For	No	99.65%	0.34%
	4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	For	No	99.65%	0.34%
	4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	For	No	99.68%	0.31%
	4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	For	No	99.66%	0.33%
	4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	For	No	99.67%	0.32%
	4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	For	No	99.68%	0.31%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	No	97.57%	2.42%
	6	Approve Remuneration Report	Against	Yes	92.09%	7.90%
	7.1	Elect Werner Brandt to the Supervisory Board	For	No	98.66%	1.33%
	7.2	Elect Regina Dugan to the Supervisory Board	For	No	96.13%	3.86%
	7.3	Elect Keryn Lee James to the Supervisory Board	For	No	99.22%	0.77%
	7.4	Elect Martina Merz to the Supervisory Board	For	No	88.54%	11.45%
	7.5	Elect Benoit Potier to the Supervisory Board	For	No	98.81%	1.18%
	7.6	Elect Nathalie von Siemens to the Supervisory Board	For	No	92.67%	7.32%
	7.7	Elect Matthias Zachert to the Supervisory Board	For	No	98.97%	1.02%
	8	Approve Virtual-Only Shareholder Meetings Until 2025	For	No	83.32%	16.67%
	9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	96.64%	3.35%
	10	Amend Articles Re: Registration in the Share Register	For	No	99.83%	0.16%
Compass Group Plc 09.02.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Remuneration Report	Against	Yes	70.32%	29.67%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Final Dividend	For	No	99.99%	0.00%
	4	Re-elect Ian Meakins as Director	For	No	97.60%	2.39%
	5	Re-elect Dominic Blakemore as Director	For	No	99.12%	0.87%
	6	Re-elect Palmer Brown as Director	For	No	99.38%	0.61%
	7	Re-elect Gary Green as Director	For	No	98.64%	1.35%
	8	Re-elect Carol Arrowsmith as Director	Abstain	Yes	89.33%	10.66%
	9	Re-elect Stefan Bomhard as Director	For	No	97.74%	2.25%
	10	Re-elect John Bryant as Director	For	No	96.22%	3.77%
	11	Re-elect Arlene Isaacs-Lowe as Director	For	No	98.18%	1.81%
	12	Re-elect Anne-Francoise Nesmes as Director	For	No	98.13%	1.86%
	13	Re-elect Sundar Raman as Director	For	No	97.79%	2.20%
	14	Re-elect Nelson Silva as Director	For	No	97.78%	2.21%
	15	Re-elect Ireena Vittal as Director	For	No	87.26%	12.73%
	16	Reappoint KPMG LLP as Auditors	For	No	99.48%	0.51%
	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	95.55%	4.44%
	19	Authorise Issue of Equity	For	No	91.59%	8.40%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	95.93%	4.06%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	95.25%	4.74%
	22	Authorise Market Purchase of Ordinary Shares	For	No	98.89%	1.10%
	23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	No	94.94%	5.05%
Siemens Healthineers AG 15.02.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	No	99.99%	0.00%
	3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	For	No	99.98%	0.01%
	3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	For	No	99.98%	0.01%
	3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	For	No	99.98%	0.01%
	3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	For	No	99.98%	0.01%
	3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	For	No	99.98%	0.01%
	4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	For	No	98.94%	1.05%
	4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	For	No	99.23%	0.76%
	4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	For	No	99.23%	0.76%
	4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	For	No	99.23%	0.76%
	4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	For	No	99.21%	0.78%
	4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	For	No	99.22%	0.77%
	4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	For	No	99.23%	0.76%
	4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	For	No	99.23%	0.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	For	No	99.23%	0.76%
	4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For	No	99.23%	0.76%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	For	No	99.18%	0.81%
	6	Approve Remuneration Report	For	No	98.65%	1.34%
	7.1	Elect Ralf Thomas to the Supervisory Board	Against	Yes	91.14%	8.85%
	7.2	Elect Veronika Bienert to the Supervisory Board	Against	Yes	93.33%	6.66%
	7.3	Elect Marion Helmes to the Supervisory Board	For	No	98.88%	1.11%
	7.4	Elect Peter Koerte to the Supervisory Board	Against	Yes	93.33%	6.66%
	7.5	Elect Sarena Lin to the Supervisory Board	Against	Yes	92.90%	7.09%
	7.6	Elect Nathalie von Siemens to the Supervisory Board	Against	Yes	91.31%	8.68%
	7.7	Elect Karl-Heinz Streibich to the Supervisory Board	For	No	99.87%	0.12%
	7.8	Elect Dow Wilson to the Supervisory Board	Against	Yes	91.54%	8.45%
	8	Approve Remuneration of Supervisory Board	For	No	99.92%	0.07%
	9	Approve Virtual-Only Shareholder Meetings Until 2028	Against	Yes	91.80%	8.19%
	10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	99.27%	0.72%
	10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	For	No	99.33%	0.66%
	11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	For	No	99.99%	0.00%
Infineon Technologies AG 16.02.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	For	No	99.92%	0.07%
	3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	For	No	98.78%	1.21%
	3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	For	No	98.81%	1.18%
	3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	For	No	98.78%	1.21%
	3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	For	No	98.78%	1.21%
	3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	For	No	98.78%	1.21%
	3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	For	No	98.78%	1.21%
	3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	For	No	98.78%	1.21%
	4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	For	No	98.45%	1.54%
	4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	For	No	98.80%	1.19%
	4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	For	No	98.71%	1.28%
	4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	No	98.81%	1.18%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	For	No	98.84%	1.15%
	4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	For	No	98.81%	1.18%
	4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	For	No	98.81%	1.18%
	4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	For	No	98.84%	1.15%
	4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	For	No	98.57%	1.42%
	4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	For	No	98.81%	1.18%
	4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	For	No	98.84%	1.15%
	4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	For	No	98.81%	1.18%
	4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	For	No	98.81%	1.18%
	4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	No	98.83%	1.16%
	4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	For	No	98.84%	1.15%
	4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	For	No	98.84%	1.15%
	4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	For	No	98.84%	1.15%
	5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Against	Yes	89.02%	10.97%
	6.1	Elect Herbert Diess to the Supervisory Board	For	No	99.01%	0.98%
	6.2	Elect Klaus Helmrich to the Supervisory Board	For	No	99.24%	0.75%
	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	91.83%	8.16%
	8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	93.29%	6.70%
	9.1	Amend Article Re: Location of Annual Meeting	For	No	99.92%	0.07%
	9.2	Approve Virtual-Only Shareholder Meetings Until 2028	For	No	76.04%	23.95%
	9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	86.55%	13.44%
	10	Approve Remuneration Policy	For	No	87.69%	12.30%
	11	Approve Remuneration Report	For	No	92.57%	7.42%
Deere & Company 22.02.23	1a	Elect Director Leanne G. Caret	For	No	99.34%	0.65%
	1b	Elect Director Tamra A. Erwin	For	No	98.09%	1.90%
	1c	Elect Director Alan C. Heuberger	For	No	99.29%	0.70%
	1d	Elect Director Charles O. Holliday, Jr.	For	No	97.79%	2.20%
	1e	Elect Director Michael O. Johanns	For	No	97.96%	2.03%
	1f	Elect Director Clayton M. Jones	For	No	94.18%	5.81%
	1g	Elect Director John C. May	Against	Yes	94.97%	5.02%
	1h	Elect Director Gregory R. Page	For	No	93.40%	6.43%
	1i	Elect Director Sherry M. Smith	For	No	96.34%	3.65%
	1j	Elect Director Dmitri L. Stockton	For	No	97.42%	2.57%
	1k	Elect Director Sheila G. Talton	For	No	97.96%	2.03%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.50%	7.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.92%	4.82%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	40.85%	58.34%
Raymond James Financial, Inc. 23.02.23	1a	Elect Director Marlene Debel	For	No	99.57%	0.42%
	1b	Elect Director Robert M. Dutkowsky	For	No	96.93%	3.06%
	1c	Elect Director Jeffrey N. Edwards	For	No	98.03%	1.96%
	1d	Elect Director Benjamin C. Esty	For	No	98.43%	1.56%
	1e	Elect Director Anne Gates	For	No	95.37%	4.62%
	1f	Elect Director Thomas A. James	For	No	99.66%	0.33%
	1g	Elect Director Gordon L. Johnson	For	No	92.95%	7.04%
	1h	Elect Director Roderick C. McGeary	For	No	99.59%	0.40%
	1i	Elect Director Paul C. Reilly	Against	Yes	94.86%	5.13%
	1j	Elect Director Raj Seshadri	For	No	99.02%	0.97%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.84%	8.15%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	92.16%	7.83%
	5	Ratify KPMG LLP as Auditors	Against	Yes	97.21%	2.78%
Bergbahnen Engelberg-Truebsee-Titlis AG 24.02.23	1	Accept Financial Statements and Statutory Reports	For	No	98.67%	1.08%
	2	Approve Discharge of Board and Senior Management	For	No	96.89%	2.39%
	3	Approve Allocation of Income and Omission of Dividends	For	No	97.00%	1.50%
	4.1.1	Reelect Christoph Baumgartner as Director	For	No	91.16%	7.18%
	4.1.2	Reelect Dominique Gisin as Director	For	No	92.99%	5.64%
	4.1.3	Reelect Martin Odermatt as Director	For	No	86.55%	9.45%
	4.1.4	Reelect Markus Thumiger as Director	For	No	89.24%	9.81%
	4.1.5	Reelect Hans Wicki as Director	For	No	81.84%	17.35%
	4.1.6	Reelect Guido Zumbuehl as Director	For	No	86.49%	11.51%
	4.1.7	Reelect Patrick Zwysig as Director	For	No	93.30%	5.75%
	4.2	Elect Hans Wicki as Board Chair	For	No	81.84%	17.06%
	4.3.1	Appoint Markus Thumiger as Member of the Compensation Committee	For	No	88.48%	10.82%
	4.3.2	Appoint Hans Wicki as Member of the Compensation Committee	For	No	81.85%	17.31%
	4.3.3	Appoint Guido Zumbuehl as Member of the Compensation Committee	For	No	88.15%	9.88%
	4.4	Ratify BDO AG as Auditors	For	No	97.59%	1.93%
	4.5	Designate Brigitte Scheuber as Independent Proxy	For	No	97.91%	1.76%
	5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	For	No	81.55%	12.51%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.8 Million	For	No	81.12%	16.36%
	6	Transact Other Business (Voting)	Against	Yes		
Aristocrat Leisure Limited 24.02.23	1	Elect Philippe Etienne as Director	For	No	99.41%	0.58%
	2	Elect Pat Ramsey as Director	For	No	92.63%	7.36%
	3	Elect Kathleen Conlon as Director	For	No	97.03%	2.96%
	4	Elect Bill Lance as Director	For	No	99.80%	0.19%
	5	Elect Stephen Mayne as Director	Against	No	0.32%	99.67%
	6	Approve Grant of Performance Share Rights to Trevor Croker	Against	Yes	82.07%	17.92%
	7	Approve Remuneration Report	For	No	92.83%	7.16%
	8	Approve Reinsertion of Proportional Takeover Approval Provisions	For	No	99.92%	0.07%
Kone Oyj 28.02.23	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	For	No		
	4	Acknowledge Proper Convening of Meeting	For	No		
	5	Prepare and Approve List of Shareholders	For	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 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		
	12	Fix Number of Directors at Nine	For	No		
	13.a	Reelect Matti Alahuhta as Director	Against	Yes		
	13.b	Reelect Susan Duinhoven as Director	For	No		
	13.c	Elect Marika Fredriksson as New Director	For	No		
	13.d	Reelect Antti Herlin as Director	Against	Yes		
	13.e	Reelect Iiris Herlin as Director	For	No		
	13.f	Reelect Jussi Herlin as Director	Against	Yes		
	13.g	Reelect Ravi Kant as Director	For	No		
	13.h	Elect Marcela Manubens as New Director	For	No		
	13.i	Reelect Krishna Mikkilineni as Director	For	No		
	14	Approve Remuneration of Auditors	For	No		
	15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	For	No		
	16	Ratify Ernst & Young as Auditors	For	No		
	17	Amend Articles Re: Company Business; General Meeting Participation	Against	Yes		
	18	Authorize Share Repurchase Program	For	No		
	19	Approve Issuance of Shares and Options without Preemptive Rights	For	No		
	20	Close Meeting	Refer	No		
Fair Isaac Corporation 01.03.23	1a	Elect Director Braden R. Kelly	For	No	95.13%	4.86%
	1b	Elect Director Fabiola R. Arredondo	For	No	98.43%	1.56%
	1c	Elect Director James D. Kirsner	For	No	93.10%	6.89%
	1d	Elect Director William J. Lansing	For	No	98.63%	1.36%
	1e	Elect Director Eva Manolis	For	No	98.34%	1.65%
	1f	Elect Director Marc F. McMorris	For	No	98.83%	1.16%
	1g	Elect Director Joanna Rees	For	No	95.84%	4.15%
	1h	Elect Director David A. Rey	For	No	96.69%	3.30%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	80.01%	15.87%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	98.75%	1.19%
Novozymes A/S 02.03.23	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 Per Share	For	No		
	4	Approve Remuneration Report	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	6	Reelect Cornelis de Jong (Chair) as Director	Abstain	Yes		
	7	Reelect Kim Stratton (Vice Chair) as Director	Abstain	Yes		
	8a	Reelect Heine Dalsgaard as Director	Abstain	Yes		
	8b	Elect Sharon James as Director	For	No		
	8c	Reelect Kasim Kutay as Director	Abstain	Yes		
	8d	Reelect Morten Otto Alexander Sommer as Director	For	No		
	9	Ratify PricewaterhouseCoopers as Auditors	Abstain	Yes		
	10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	For	No		
	10b	Authorize Share Repurchase Program	For	No		
	10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	No		
	10d	Approve Indemnification of Members of the Board of Directors and Executive Management	For	No		
	10e	Amend Remuneration Policy	For	No		
	10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
	11	Other Business	Refer	No		
Novartis AG 07.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.20%	0.11%
	2	Approve Discharge of Board and Senior Management	For	No	97.48%	0.63%
	3	Approve Allocation of Income and Dividends of CHF 3.20 per Share	For	No	99.55%	0.26%
	4	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	No	99.48%	0.25%
	5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	No	98.15%	1.54%
	6.1	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	For	No	85.01%	13.56%
	6.2	Amend Articles of Association	For	No	97.95%	0.61%
	6.3	Amend Articles of Association	For	No	93.82%	4.73%
	7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For	No	97.39%	2.18%
	7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	For	No	90.68%	7.97%
	7.3	Approve Remuneration Report	For	No	80.64%	11.35%
	8.1	Reelect Joerg Reinhardt as Director and Board Chair	For	No	94.91%	4.51%
	8.2	Reelect Nancy Andrews as Director	For	No	99.21%	0.50%
	8.3	Reelect Ton Buechner as Director	For	No	89.84%	9.87%
	8.4	Reelect Patrice Bula as Director	For	No	92.88%	5.93%
	8.5	Reelect Elizabeth Doherty as Director	For	No	96.70%	2.98%
	8.6	Reelect Bridgette Heller as Director	For	No	96.58%	3.10%
	8.7	Reelect Daniel Hochstrasser as Director	For	No	97.11%	2.56%
	8.8	Reelect Frans van Houten as Director	For	No	98.55%	0.97%
	8.9	Reelect Simon Moroney as Director	For	No	99.23%	0.43%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.10	Reelect Ana de Pro Gonzalo as Director	For	No	99.37%	0.30%
	8.11	Reelect Charles Sawyers as Director	For	No	97.88%	1.79%
	8.12	Reelect William Winters as Director	For	No	96.72%	2.94%
	8.13	Elect John Young as Director	For	No	98.97%	0.74%
	9.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	No	92.07%	6.67%
	9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	No	95.15%	4.45%
	9.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	No	96.60%	2.17%
	9.4	Reappoint William Winters as Member of the Compensation Committee	For	No		
	10	Ratify KPMG AG as Auditors	For	No	99.48%	0.22%
	11	Designate Peter Zahn as Independent Proxy	For	No	98.71%	0.14%
	12	Transact Other Business (Voting)	Against	Yes		
Orsted A/S 07.03.23	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.01%
	3	Approve Remuneration Report (Advisory Vote)	For	No	96.73%	2.92%
	4	Approve Discharge of Management and Board	For	No	99.28%	0.49%
	5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	For	No	99.90%	0.09%
	6.1	Fix Number of Directors at Eight	For	No	99.86%	0.00%
	6.2	Reelect Thomas Thune Andersen (Chair) as Director	Abstain	Yes	96.61%	0.00%
	6.3	Reelect Lene Skole (Vice Chair) as Director	For	No	98.41%	0.00%
	6.4a	Reelect Jorgen Kildah as Director	For	No	99.90%	0.00%
	6.4b	Reelect Peter Korsholm as Director	For	No	99.87%	0.00%
	6.4c	Reelect Dieter Wimmer as Director	For	No	99.92%	0.00%
	6.4d	Reelect Julia King as Director	For	No	99.96%	0.00%
	6.4e	Elect Annica Bresky as New Director	For	No	95.86%	0.00%
	6.4f	Elect Andrew Brown as New Director	For	No	99.95%	0.00%
	7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	For	No	99.66%	0.26%
	8	Ratify PricewaterhouseCoopers as Auditor	For	No	97.17%	0.00%
	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No	99.98%	0.00%
	10	Other Business	Refer	No		
Daetwyler Holding AG 07.03.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	99.05%	0.94%
	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	99.98%	0.01%
	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	99.99%	0.00%
	4.1.3	Renominate Judith van Walsum as Candidate at the Special Meeting of Holders of Bearer Shares	For	No	99.99%	0.00%
	4.2	Reelect Paul Haelg as Director and Board Chair	For	No	96.73%	3.26%
	4.3	Reelect Hanspeter Faessler as Director	For	No	94.27%	5.72%
	4.4	Reelect Claude Cornaz as Director	Against	Yes	97.59%	2.40%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.5	Reelect Juerg Fedier as Director	For	No	93.87%	6.12%
	4.6	Reelect Gabi Huber as Director	Against	Yes	92.23%	7.76%
	4.7.1	Reelect Jens Breu as Director	For	No	99.83%	0.16%
	4.7.2	Reelect Martin Hirzel as Director	For	No	99.99%	0.00%
	4.7.3	Reelect Judith van Walsum as Director	For	No	99.99%	0.00%
	5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Against	Yes	90.66%	9.33%
	5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against	Yes	91.76%	8.23%
	5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	For	No	99.48%	0.51%
	6	Ratify KPMG as Auditors	For	No	98.45%	1.54%
	7	Designate Remo Baumann as Independent Proxy	For	No	99.98%	0.01%
	8.1	Approve Remuneration of Directors in the Amount of CHF 2.1 Million	For	No	99.94%	0.05%
	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.9 Million	For	No	98.67%	1.32%
	9	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	94.09%	5.88%
	10	Transact Other Business (Voting)	Against	Yes		
Analog Devices, Inc. 08.03.23	1a	Elect Director Vincent Roche	Against	Yes	94.13%	5.86%
	1b	Elect Director James A. Champy	For	No	92.54%	7.45%
	1c	Elect Director Andre Andonian	For	No	99.49%	0.50%
	1d	Elect Director Anantha P. Chandrakasan	For	No	97.63%	2.36%
	1e	Elect Director Edward H. Frank	For	No	95.41%	4.58%
	1f	Elect Director Laurie H. Glimcher	For	No	97.73%	2.26%
	1g	Elect Director Karen M. Golz	For	No	97.78%	2.21%
	1h	Elect Director Mercedes Johnson	For	No	97.25%	2.74%
	1i	Elect Director Kenton J. Sicchitano	For	No	95.50%	4.49%
	1j	Elect Director Ray Stata	For	No	98.53%	1.46%
	1k	Elect Director Susie Wee	For	No	97.93%	2.06%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	80.66%	19.33%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.68%	7.31%
QUALCOMM Incorporated 08.03.23	1a	Elect Director Sylvia Acevedo	For	No	98.73%	1.26%
	1b	Elect Director Cristiano R. Amon	For	No	99.68%	0.31%
	1c	Elect Director Mark Fields	For	No	99.39%	0.60%
	1d	Elect Director Jeffrey W. Henderson	For	No	92.64%	7.35%
	1e	Elect Director Gregory N. Johnson	For	No	98.94%	1.05%
	1f	Elect Director Ann M. Livermore	For	No	97.99%	2.00%
	1g	Elect Director Mark D. McLaughlin	For	No	99.50%	0.49%
	1h	Elect Director Jamie S. Miller	For	No	99.45%	0.54%
	1i	Elect Director Irene B. Rosenfeld	For	No	97.98%	2.01%
	1j	Elect Director Kornelis (Neil) Smit	For	No	99.16%	0.83%
	1k	Elect Director Jean-Pascal Tricoire	For	No	98.38%	1.61%
	1l	Elect Director Anthony J. Vinciguerra	For	No	96.82%	3.17%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.24%	4.75%
	3	Approve Omnibus Stock Plan	For	No	88.93%	11.06%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.00%	4.99%
Johnson Controls International Plc 08.03.23	1a	Elect Director Jean Blackwell	For	No	97.87%	2.12%
	1b	Elect Director Pierre Cohade	For	No	99.36%	0.63%
	1c	Elect Director Michael E. Daniels	For	No	94.96%	5.03%
	1d	Elect Director W. Roy Dunbar	For	No	97.56%	2.43%
	1e	Elect Director Gretchen R. Haggerty	For	No	98.86%	1.13%
	1f	Elect Director Ayesha Khanna	For	No	99.61%	0.38%
	1g	Elect Director Simone Menne	For	No	99.33%	0.66%
	1h	Elect Director George R. Oliver	Against	Yes	95.65%	4.34%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1i	Elect Director Jurgen Tinggren	For	No	98.04%	1.95%
	1j	Elect Director Mark Vergnano	For	No	97.91%	2.08%
	1k	Elect Director John D. Young	For	No	97.97%	2.02%
	2a	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.80%	5.19%
	2b	Authorize Board to Fix Remuneration of Auditors	For	No	97.72%	2.27%
	3	Authorize Market Purchases of Company Shares	For	No	99.29%	0.70%
	4	Determine Price Range for Reissuance of Treasury Shares	For	No	99.57%	0.42%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.24%	7.75%
	6	Advisory Vote on Say on Pay Frequency	One Year	No		
	7	Approve the Directors' Authority to Allot Shares	For	No	98.19%	1.80%
	8	Approve the Disapplication of Statutory Pre-Emption Rights	For	No	98.98%	1.01%
Demant A/S 08.03.23	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Omission of Dividends	For	No		
	4	Approve Remuneration Report (Advisory Vote)	Against	Yes		
	5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	6.a	Reelect Niels B. Christiansen as Director	Abstain	Yes		
	6.b	Reelect Niels Jacobsen as Director	Abstain	Yes		
	6.c	Reelect Anja Madsen as Director	For	No		
	6.d	Reelect Sisse Fjelsted Rasmussen as Director	For	No		
	6.e	Reelect Kristian Villumsen as Director	For	No		
	7	Ratify PricewaterhouseCoopers as Auditors	For	No		
	8.a	Approve DKK 1.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	For	No		
	8.b	Authorize Share Repurchase Program	For	No		
	8.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
	9	Other Business	Refer	No		
Hologic, Inc. 09.03.23	1a	Elect Director Stephen P. MacMillan	Against	Yes	90.16%	9.83%
	1b	Elect Director Sally W. Crawford	For	No	88.92%	11.07%
	1c	Elect Director Charles J. Dockendorff	For	No	96.69%	3.30%
	1d	Elect Director Scott T. Garrett	For	No	94.03%	5.96%
	1e	Elect Director Ludwig N. Hantson	For	No	96.35%	3.64%
	1f	Elect Director Namal Nawana	For	No	96.36%	3.63%
	1g	Elect Director Christiana Stamoulis	For	No	98.04%	1.95%
	1h	Elect Director Stacey D. Stewart	For	No	99.80%	0.19%
	1i	Elect Director Amy M. Wendell	For	No	99.44%	0.55%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	77.06%	22.93%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	90.89%	9.10%
	5	Amend Qualified Employee Stock Purchase Plan	For	No	99.79%	0.20%
	6	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.54%	6.45%
TransDigm Group Incorporated 09.03.23	1.1	Elect Director David Barr	For	No	95.96%	4.03%
	1.2	Elect Director Jane Cronin	For	No	98.93%	1.06%
	1.3	Elect Director Mervin Dunn	Withhold	Yes	67.33%	32.66%
	1.4	Elect Director Michael Graff	Withhold	Yes	62.99%	37.00%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Director Sean Hennessy	Withhold	Yes	67.02%	32.97%
	1.6	Elect Director W. Nicholas Howley	For	No	88.46%	11.53%
	1.7	Elect Director Gary E. McCullough	For	No	70.89%	29.10%
	1.8	Elect Director Michele Santana	For	No	95.99%	4.00%
	1.9	Elect Director Robert Small	Withhold	Yes	67.60%	32.39%
	1.10	Elect Director John Staer	For	No	95.24%	4.75%
	1.11	Elect Director Kevin Stein	For	No	98.06%	1.93%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.25%	0.74%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	50.99%	49.00%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Applied Materials, Inc. 09.03.23	1a	Elect Director Rani Borkar	For	No	99.64%	0.35%
	1b	Elect Director Judy Bruner	For	No	95.86%	4.13%
	1c	Elect Director Xun (Eric) Chen	For	No	99.48%	0.51%
	1d	Elect Director Aart J. de Geus	For	No	98.47%	1.52%
	1e	Elect Director Gary E. Dickerson	For	No	99.23%	0.76%
	1f	Elect Director Thomas J. Iannotti	For	No	92.84%	7.15%
	1g	Elect Director Alexander A. Karsner	For	No	95.38%	4.61%
	1h	Elect Director Kevin P. March	For	No	99.66%	0.33%
	1i	Elect Director Yvonne McGill	For	No	98.71%	1.28%
	1j	Elect Director Scott A. McGregor	For	No	99.59%	0.40%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.42%	7.25%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	98.00%	1.84%
	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	50.25%	49.51%
	6	Improve Executive Compensation Program and Policy	For	Yes	9.63%	89.45%
AmerisourceBergen Corporation 09.03.23	1a	Elect Director Ornella Barra	For	No	98.25%	1.74%
	1b	Elect Director Steven H. Collis	Against	Yes	94.91%	5.08%
	1c	Elect Director D. Mark Durcan	For	No	99.30%	0.69%
	1d	Elect Director Richard W. Gochner	For	No	95.82%	4.17%
	1e	Elect Director Lon R. Greenberg	For	No	98.28%	1.71%
	1f	Elect Director Kathleen W. Hyle	For	No	96.27%	3.72%
	1g	Elect Director Lorence H. Kim	For	No	99.81%	0.18%
	1h	Elect Director Henry W. McGee	For	No	94.33%	5.66%
	1i	Elect Director Redonda G. Miller	For	No	99.89%	0.10%
	1j	Elect Director Dennis M. Nally	For	No	99.18%	0.81%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.58%	5.29%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.49%	4.21%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	8.56%	91.01%
Apple Inc. 10.03.23	1a	Elect Director James Bell	For	No	99.29%	0.70%
	1b	Elect Director Tim Cook	For	No	98.37%	1.62%
	1c	Elect Director Al Gore	For	No	92.03%	7.96%
	1d	Elect Director Alex Gorsky	For	No	98.05%	1.94%
	1e	Elect Director Andrea Jung	For	No	93.29%	6.70%
	1f	Elect Director Art Levinson	For	No	94.24%	5.75%
	1g	Elect Director Monica Lozano	For	No	99.35%	0.64%
	1h	Elect Director Ron Sugar	For	No	93.75%	6.24%
	1i	Elect Director Sue Wagner	For	No	96.21%	3.78%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.78%	1.21%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.06%	10.93%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Report on Civil Rights and Non-Discrimination Audit	Against	No	1.40%	98.59%
	6	Report on Operations in Communist China	Against	No	4.38%	95.61%
	7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	Against	No	6.45%	93.54%
	8	Report on Median Gender/Racial Pay Gap	For	Yes	33.84%	66.15%
	9	Amend Proxy Access Right	For	Yes	30.98%	69.01%
Meier Tobler Group AG 13.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.78%	0.01%
	2.1	Approve Allocation of Income and Dividends of CHF 0.60 per Share	For	No	99.81%	0.10%
	2.2	Approve Dividends of CHF 0.60 per Share from Capital Contribution Reserves	For	No	99.90%	0.04%
	3	Approve CHF 40,880 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.70%	0.12%
	4.1	Change Location of Registered Office/Headquarters to Schwerzenbach, Switzerland	For	No	99.58%	0.12%
	4.2	Amend Corporate Purpose	For	No	99.67%	0.13%
	4.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	93.19%	6.47%
	4.4	Amend Articles of Association	For	No	99.44%	0.21%
	5	Approve Discharge of Board and Senior Management	For	No	98.30%	0.66%
	6.1	Reelect Silvan Meier as Director	For	No	96.17%	3.74%
	6.2	Reelect Heinz Roth as Director	Against	Yes	90.33%	9.48%
	6.3	Reelect Heinz Wiedmer as Director	For	No	99.17%	0.62%
	6.4	Reelect Alexander Zschokke as Director	For	No	99.15%	0.67%
	7	Reelect Silvan Meier as Board Chair	For	No	92.33%	7.61%
	8.1	Reappoint Silvan Meier as Member of the Compensation Committee	Against	Yes	94.62%	5.20%
	8.2	Reappoint Heinz Roth as Member of the Compensation Committee	Against	Yes	89.96%	9.78%
	8.3	Reappoint Heinz Wiedmer as Member of the Compensation Committee	Against	Yes	97.99%	1.81%
	8.4	Reappoint Alexander Zschokke as Member of the Compensation Committee	Against	Yes	97.96%	1.83%
	9	Designate Keller AG as Independent Proxy	For	No	99.78%	0.14%
	10	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.51%	0.34%
	11	Approve Remuneration Report	Against	Yes	90.16%	9.46%
	12.1	Approve Remuneration of Directors in the Amount of CHF 800,000	For	No	98.62%	0.96%
	12.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2022	For	No	92.09%	7.51%
	12.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2024	For	No	97.75%	1.82%
	13	Transact Other Business (Voting)	Against	Yes		
Roche Holding AG 14.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report	Against	Yes		
	3.1	Approve CHF 10.7 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2022	For	No		
	3.2	Approve CHF 1.8 Million Share Bonus for the Chair of the Board of Directors for Fiscal Year 2022	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Approve Discharge of Board and Senior Management	For	No		
	5	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For	No		
	6.1	Elect Severin Schwan as Director and Board Chair	Against	Yes		
	6.2	Reelect Andre Hoffmann as Director	For	No		
	6.3	Reelect Joerg Duschmale as Director	For	No		
	6.4	Reelect Patrick Frost as Director	For	No		
	6.5	Reelect Anita Hauser as Director	For	No		
	6.6	Reelect Richard Lifton as Director	For	No		
	6.7	Reelect Jemilah Mahmood as Director	For	No		
	6.8	Reelect Bernard Poussot as Director	For	No		
	6.9	Reelect Claudia Dyckerhoff as Director	For	No		
	6.10	Elect Akiko Iwasaki as Director	For	No		
	6.11	Elect Mark Schneider as Director	For	No		
	6.12	Reappoint Andre Hoffmann as Member of the Compensation Committee	Against	Yes		
	6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Against	Yes		
	6.14	Reappoint Bernard Poussot as Member of the Compensation Committee	Against	Yes		
	6.15	Appoint Joerg Duschmale as Member of the Compensation Committee	Against	Yes		
	6.16	Appoint Anita Hauser as Member of the Compensation Committee	For	No		
	7.1	Amend Corporate Purpose	For	No		
	7.2	Amend Articles Re: General Meeting	Against	Yes		
	7.3	Amend Articles of Association	For	No		
	8	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	No		
	9	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	For	No		
	10	Designate Testaris AG as Independent Proxy	For	No		
	11	Ratify KPMG AG as Auditors	For	No		
	12	Transact Other Business (Voting)	Against	Yes		
CPH Chemie + Papier Holding AG 14.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Discharge of Board and Senior Management	For	No	99.98%	0.00%
	3	Approve Allocation of Income and Dividends of CHF 4.50 per Share	For	No	99.99%	0.00%
	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million	For	No	93.36%	2.96%
	4.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024	For	No	96.92%	3.00%
	4.3	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023	For	No	95.41%	3.03%
	4.4	Approve Remuneration Report (Non-Binding)	Against	Yes	95.01%	4.86%
	5.1.1	Reelect Kaspar Kelterborn as Director	For	No	98.80%	1.18%
	5.1.2	Reelect Claudine Mollenkopf as Director	For	No	99.89%	0.06%
	5.1.3	Reelect Peter Schaub as Director	For	No	94.61%	4.06%
	5.1.4	Reelect Tim Talaat as Director	For	No	95.10%	3.57%
	5.1.5	Reelect Manuel Werder as Director	Against	Yes	97.63%	2.33%
	5.1.6	Reelect Christian Wipf as Director	Against	Yes	99.54%	0.43%
	5.2	Reelect Peter Schaub as Board Chair	For	No	95.80%	4.18%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.3.1	Reappoint Claudine Mollenkopf as Member of the Personnel and Compensation Committee	Against	Yes	99.09%	0.85%
	5.3.2	Reappoint Peter Schaub as Member of the Personnel and Compensation Committee	Against	Yes	95.48%	4.49%
	5.3.3	Reappoint Tim Talaat as Member of the Personnel and Compensation Committee	Against	Yes	94.01%	4.81%
	5.3.4	Reappoint Christian Wipf as Member of the Personnel and Compensation Committee	Against	Yes	98.21%	1.71%
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	94.45%	5.19%
	5.5	Designate Adlegem Rechtsanwaelte as Independent Proxy	For	No	99.58%	0.03%
	6.1	Amend Articles of Association	For	No	98.01%	1.63%
	6.2	Approve Virtual-Only Shareholder Meetings	Against	Yes	94.01%	4.55%
	6.3	Amend Corporate Purpose	For	No	96.79%	1.71%
	6.4	Amend Articles Re: Share Register	For	No	97.22%	1.51%
	6.5	Amend Articles Re: Editorial Changes	For	No	99.96%	0.01%
	7	Transact Other Business (Voting)	Against	Yes		
Agilent Technologies, Inc. 15.03.23	1.1	Elect Director Heidi K. Kunz	For	No	80.21%	19.78%
	1.2	Elect Director Susan H. Rataj	For	No	91.34%	8.65%
	1.3	Elect Director George A. Scangos	For	No	85.64%	14.35%
	1.4	Elect Director Dow R. Wilson	For	No	89.41%	10.58%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.08%	10.70%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.36%	6.48%
	4	Provide Right to Call Special Meeting	For	No	83.84%	0.12%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
TE Connectivity Ltd. 15.03.23	1a	Elect Director Jean-Pierre Clamadiou	For	No	99.55%	0.44%
	1b	Elect Director Terrence R. Curtin	For	No	99.68%	0.31%
	1c	Elect Director Carol A. (John) Davidson	For	No	99.57%	0.42%
	1d	Elect Director Lynn A. Dugle	For	No	99.85%	0.14%
	1e	Elect Director William A. Jeffrey	For	No	98.10%	1.89%
	1f	Elect Director Syaru Shirley Lin	For	No	99.28%	0.71%
	1g	Elect Director Thomas J. Lynch	For	No	97.70%	2.29%
	1h	Elect Director Heath A. Mitts	For	No	93.67%	6.32%
	1i	Elect Director Abhijit Y. Talwalkar	For	No	89.35%	10.64%
	1j	Elect Director Mark C. Trudeau	For	No	99.44%	0.55%
	1k	Elect Director Dawn C. Willoughby	For	No	99.54%	0.45%
	1l	Elect Director Laura H. Wright	For	No	95.19%	4.80%
	2	Elect Board Chairman Thomas J. Lynch	For	No	98.58%	1.41%
	3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	No	94.32%	5.67%
	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	99.67%	0.32%
	4	Designate Rene Schwarzenbach as Independent Proxy	For	No	99.94%	0.05%
	5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	For	No	99.94%	0.05%
	5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	For	No	99.94%	0.05%
	5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	For	No	99.94%	0.05%
	6	Approve Discharge of Board and Senior Management	For	No	99.27%	0.72%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	No	98.17%	1.82%
	7.2	Ratify Deloitte AG as Swiss Registered Auditors	For	No	98.36%	1.63%
	7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	For	No	99.91%	0.08%
	8	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.56%	4.43%
	9	Advisory Vote on Say on Pay Frequency	One Year	No		
	10	Approve Remuneration Report	For	No	96.63%	3.36%
	11	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	For	No	98.70%	1.29%
	12	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	For	No	99.80%	0.19%
	13	Approve Allocation of Available Earnings at September 30, 2022	For	No	99.95%	0.04%
	14	Approve Declaration of Dividend	For	No	99.98%	0.01%
	15	Authorize Share Repurchase Program	For	No	99.74%	0.25%
	16	Approve Reduction in Share Capital via Cancellation of Shares	For	No	99.94%	0.05%
	17	Amend Articles to Reflect Changes in Capital	For	No	97.15%	2.84%
Keysight Technologies, Inc. 16.03.23	1.1	Elect Director Satish C. Dhanasekaran	For	No	99.35%	0.64%
	1.2	Elect Director Richard P. Hamada	For	No	88.62%	11.37%
	1.3	Elect Director Paul A. Lacouture	For	No	93.84%	6.15%
	1.4	Elect Director Kevin A. Stephens	For	No	94.11%	5.88%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.21%	0.52%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.17%	10.25%
	4	Declassify the Board of Directors	For	No	79.79%	0.21%
DKSH Holding AG 16.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Allocation of Income and Dividends of CHF 2.15 per Share	For	No	99.99%	0.00%
	3	Approve Discharge of Board and Senior Management	For	No	99.66%	0.33%
	4.1	Amend Corporate Purpose	For	No	99.94%	0.05%
	4.2	Approve Creation of CHF 300,000 Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No	97.38%	2.61%
	4.3	Amend Articles Re: Shares and Share Register	For	No	99.91%	0.08%
	4.4	Amend Articles Re: Share Transfer Restrictions Clause	For	No	99.91%	0.08%
	4.5	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	87.82%	12.17%
	4.6	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.87%	0.12%
	5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	For	No	95.96%	4.03%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	For	No	85.79%	14.20%
	6.1.1	Reelect Wolfgang Baier as Director	For	No	99.26%	0.73%
	6.1.2	Reelect Jack Clemons as Director	For	No	99.77%	0.22%
	6.1.3	Reelect Marco Gadola as Director	For	No	87.50%	12.49%
	6.1.4	Reelect Adrian Keller as Director	For	No	92.74%	7.25%
	6.1.5	Reelect Andreas Keller as Director	For	No	95.87%	4.12%
	6.1.6	Reelect Annette Koehler as Director	For	No	95.54%	4.45%
	6.1.7	Reelect Hans Tanner as Director	For	No	97.05%	2.94%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1.8	Reelect Eunice Zehnder-Lai as Director	For	No	95.81%	4.18%
	6.1.9	Elect Gabriel Baertschi as Director	For	No	98.66%	1.33%
	6.2	Reelect Marco Gadola as Board Chair	For	No	87.58%	12.41%
	6.3.1	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	For	No	81.99%	18.00%
	6.3.2	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	No	86.21%	13.78%
	6.3.3	Appoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	For	No	91.44%	8.55%
	7	Ratify Ernst & Young AG as Auditors	For	No	98.14%	1.85%
	8	Designate Ernst Widmer as Independent Proxy	For	No	99.05%	0.94%
	9	Transact Other Business (Voting)	Against	Yes		
Pandora AS 16.03.23	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No	99.57%	0.14%
	3	Approve Remuneration Report (Advisory Vote)	For	No	96.89%	2.69%
	4	Approve Remuneration of Directors	For	No	99.33%	0.40%
	5	Approve Allocation of Income and Dividends of DKK 16.00 Per Share	For	No	99.99%	0.00%
	6.1	Reelect Peter A. Ruzicka as Director	For	No	85.06%	
	6.2	Reelect Christian Frigast as Director	For	No	87.83%	
	6.3	Reelect Birgitta Stymne Goransson as Director	For	No	96.80%	
	6.4	Reelect Marianne Kirkegaard as Director	For	No	99.80%	
	6.5	Reelect Catherine Spindler as Director	For	No	76.29%	
	6.6	Reelect Jan Zijderveld as Director	For	No	99.20%	
	6.7	Elect Lilian Fossum Biner as New Director	For	No	98.33%	
	7	Ratify Ernst & Young as Auditor	For	No	96.90%	
	8	Approve Discharge of Management and Board	For	No	99.00%	0.57%
	9.1	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	No	99.86%	0.02%
	9.2	Authorize Share Repurchase Program	For	No	97.11%	2.78%
	9.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No	99.99%	0.00%
	10	Other Business	Refer	No		
Banco Bilbao Vizcaya Argentaria SA 16.03.23	1.1	Approve Consolidated and Standalone Financial Statements	For	No	99.04%	0.37%
	1.2	Approve Non-Financial Information Statement	For	No	99.15%	0.31%
	1.3	Approve Allocation of Income and Dividends	For	No	99.20%	0.61%
	1.4	Approve Discharge of Board	For	No	98.39%	0.71%
	2.1	Reelect Raul Catarino Galamba de Oliveira as Director	For	No	98.79%	0.81%
	2.2	Reelect Lourdes Maiz Carro as Director	For	No	98.53%	1.10%
	2.3	Reelect Ana Leonor Revenga Shanklin as Director	For	No	98.89%	0.74%
	2.4	Reelect Carlos Vicente Salazar Lomelin as Director	For	No	93.84%	5.77%
	2.5	Elect Sonia Lilia Dula as Director	For	No	98.56%	1.04%
	3	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.10%	0.69%
	4	Approve Remuneration Policy	For	No	95.04%	4.36%
	5	Fix Maximum Variable Compensation Ratio	For	No	98.05%	1.71%
	6	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.30%	0.47%
	7	Advisory Vote on Remuneration Report	For	No	91.77%	7.45%
DSV A/S 16.03.23	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	For	No		
	4	Approve Remuneration of Directors	For	No		
	5	Approve Remuneration Report	For	No		
	6.1	Reelect Thomas Plenborg as Director	Abstain	Yes		
	6.2	Reelect Jorgen Moller as Director	Abstain	Yes		
	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	For	No		
	6.8	Elect Helle Ostergaard Kristiansen as Director	For	No		
	7	Ratify PricewaterhouseCoopers as Auditor	For	No		
	8	Authorize Share Repurchase Program	For	No		
	9	Other Business	Refer	No		
HEICO Corporation 17.03.23	1.1	Elect Director Thomas M. Culligan	For	No	98.52%	1.47%
	1.2	Elect Director Carol F. Fine	For	No	99.50%	0.49%
	1.3	Elect Director Adolfo Henriques	For	No	98.09%	1.90%
	1.4	Elect Director Mark H. Hildebrandt	Withhold	Yes	60.74%	39.25%
	1.5	Elect Director Eric A. Mendelson	For	No	97.88%	2.11%
	1.6	Elect Director Laurans A. Mendelson	Withhold	Yes	95.72%	4.27%
	1.7	Elect Director Victor H. Mendelson	For	No	97.88%	2.11%
	1.8	Elect Director Julie Neitzel	For	No	98.39%	1.60%
	1.9	Elect Director Alan Schriesheim	Withhold	Yes	71.86%	28.13%
	1.10	Elect Director Frank J. Schwitter	For	No	94.24%	5.75%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.88%	8.11%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.54%	2.45%
ALSO Holding AG 17.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Remuneration Report (Non-Binding)	Against	Yes	76.80%	23.19%
	3	Approve Allocation of Income and Dividends of CHF 4.60 per Share from Foreign Capital Contribution Reserves	For	No	99.98%	0.01%
	4	Approve Discharge of Board and Senior Management	For	No	90.94%	9.05%
	5	Amend Articles of Association	For	No	98.40%	1.59%
	6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	For	No	93.20%	6.79%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.3 Million	For	No	96.48%	3.51%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Against	Yes	77.06%	22.93%
	7.1.1	Reelect Peter Athanas as Director	For	No	87.00%	12.99%
	7.1.2	Reelect Walter Droege as Director	Against	Yes	87.64%	12.35%
	7.1.3	Reelect Frank Tanski as Director	For	No	88.74%	11.25%
	7.1.4	Reelect Ernest-W. Droege as Director	For	No	96.24%	3.75%
	7.1.5	Reelect Thomas Fuerer as Director	For	No	99.92%	0.07%
	7.1.6	Reelect Gustavo Moeller-Hergt as Director	Against	Yes	86.75%	13.24%
	7.2	Reelect Gustavo Moeller-Hergt as Board Chair	Against	Yes	81.51%	18.48%
	7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Against	Yes	78.60%	21.39%
	7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Against	Yes	80.28%	19.71%
	7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Against	Yes	78.27%	21.72%
	7.4	Ratify Ernst & Young AG as Auditors	For	No	99.94%	0.05%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.5	Designate Adrian von Segesser as Independent Proxy	For	No	99.98%	0.01%
	8	Transact Other Business (Voting)	Against	Yes		
Hypothekarbank Lenzburg AG 18.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 115 per Share	For	No		
	3	Receive Financial Statements (Non-Voting)	Refer	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5	Amend Articles of Association	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 600,000	For	No		
	6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 220,000	Against	Yes		
	6.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	For	No		
	7.1.1	Reelect Doris Schmid as Director	For	No		
	7.1.2	Reelect Gerhard Hanhart as Director	For	No		
	7.1.3	Reelect Christoph Kaeppli as Director	For	No		
	7.1.4	Reelect Marco Killer as Director	For	No		
	7.1.5	Reelect Josef Lingg as Director	For	No		
	7.1.6	Reelect Christoph Schwarz as Director	For	No		
	7.1.7	Reelect Therese Suter as Director	For	No		
	7.1.8	Reelect Thomas Wietlisbach as Director	For	No		
	7.1.9	Reelect Susanne Ziegler as Director	For	No		
	7.2	Elect Josianne Magnin as Director	For	No		
	7.3	Reelect Gerhard Hanhart as Board Chair	For	No		
	7.4.1	Reappoint Josef Lingg as Member of the Compensation and Nomination Committee	For	No		
	7.4.2	Reappoint Therese Suter as Member of the Compensation and Nomination Committee	For	No		
	7.4.3	Reappoint Thomas Wietlisbach as Member of the Compensation and Nomination Committee	For	No		
	7.5	Designate Daniela Mueller as Independent Proxy	For	No		
	7.6	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	8	Transact Other Business (Non-Voting)	Refer	No		
OC Oerlikon Corp. AG 21.03.23	1.1	Amend Articles Re: Shares and Share Register	For	No	97.04%	2.77%
	1.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	77.05%	22.77%
	1.3	Amend Articles Re: Board Size; Powers of the Board of Directors; Delegation of Management	For	No	99.14%	0.62%
	1.4	Amend Articles Re: Compensation; Agreements with Members of the Board of Directors and Executive Committee; External Mandates of the Board of Directors and Executive Committee	For	No	99.10%	0.57%
	2	Accept Financial Statements and Statutory Reports	For	No	99.61%	0.09%
	3	Approve Allocation of Income and Dividends of CHF 0.35 per Share	For	No	97.27%	2.60%
	4	Approve Discharge of Board and Senior Management	For	No	98.19%	0.84%
	5.1.1	Reelect Michael Suess as Director and Board Chair	Against	Yes	83.46%	16.25%
	5.1.2	Reelect Paul Adams as Director	For	No	94.96%	4.85%
	5.1.3	Reelect Juerg Fedier as Director	For	No	96.14%	3.67%
	5.1.4	Reelect Irina Matveeva as Director	For	No	95.58%	4.19%
	5.1.5	Reelect Alexey Moskov as Director	For	No	90.15%	9.59%
	5.1.6	Reelect Gerhard Pegam as Director	For	No	88.43%	11.32%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1.7	Reelect Zhenguo Yao as Director	For	No	98.11%	1.66%
	5.2	Elect Inka Koljonen as Director	For	No	96.03%	3.78%
	6.1.1	Reappoint Paul Adams as Member of the Human Resources Committee	Against	Yes	93.46%	6.34%
	6.1.2	Reappoint Alexey Moskov as Member of the Human Resources Committee	Against	Yes	88.74%	11.01%
	6.1.3	Reappoint Gerhard Pegam as Member of the Human Resources Committee	Against	Yes	83.93%	15.83%
	6.1.4	Reappoint Zhenguo Yao as Member of the Human Resources Committee	Against	Yes	97.16%	2.60%
	6.2	Appoint Inka Koljonen as Member of the Human Resources Committee	For	No	95.87%	3.93%
	7	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.66%	0.20%
	8	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.57%	0.32%
	9	Approve Remuneration Report	Against	Yes	72.48%	27.16%
	10	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	For	No	95.14%	4.46%
	11	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	For	No	95.19%	4.17%
	12	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.3 Million	For	No	93.44%	5.89%
	13	Transact Other Business (Voting)	Against	Yes		
Bellevue Group AG 21.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	No		
	3	Approve Remuneration Report (Non-Binding)	Against	Yes		
	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	Elect 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	Against	Yes		
	5.3.2	Reappoint Veit de Maddalena as Member of the Compensation Committee	Against	Yes		
	5.3.3	Appoint 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 Fixed Remuneration of Directors in the Amount of CHF 880,000	For	No		
	6.2	Approve Variable Remuneration of Directors in the Amount of CHF 181,226	For	No		
	6.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No		
	6.4	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	No		
	7.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	For	No		
	7.2	Amend Articles Re: Remuneration of Board and Senior Management	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.3	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes		
	7.4	Amend Articles Re: Board of Directors; Editorial Changes	For	No		
	8	Transact Other Business (Voting)	Against	Yes		
Swiss Prime Site AG 21.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report (Non-Binding)	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	For	No		
	5.1	Amend Corporate Purpose	For	No		
	5.2	Amend Articles Re: Share Transfer Restrictions Clause	For	No		
	5.3	Amend Articles Re: Annual General Meeting	For	No		
	5.4	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	5.5	Amend Articles Re: Board of Directors and Compensation	For	No		
	6.1	Approve Cancellation of Authorized Capital	For	No		
	6.2	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	For	No		
	6.3	Amend Articles Re: Conditional Capital	For	No		
	7.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For	No		
	8.1.1	Reelect Ton Buechner as Director	For	No		
	8.1.2	Reelect Christopher Chambers as Director	For	No		
	8.1.3	Reelect Barbara Knoflach as Director	For	No		
	8.1.4	Reelect Gabrielle Nater-Bass as Director	For	No		
	8.1.5	Reelect Thomas Studhalter as Director	For	No		
	8.1.6	Reelect Brigitte Walter as Director	For	No		
	8.1.7	Elect Reto Conrad as Director	For	No		
	8.2	Reelect Ton Buechner as Board Chair	For	No		
	8.3.1	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	For	No		
	8.3.2	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	For	No		
	8.3.3	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	For	No		
	8.4	Designate Paul Wiesli as Independent Proxy	For	No		
	8.5	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Novavest Real Estate AG 22.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report (Non-Binding)	For	No		
	3	Approve Allocation of Income	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1.1	Reelect Gian Lazzarini as Director	For	No		
	5.1.2	Reelect Markus Neff as Director	For	No		
	5.1.3	Reelect Stefan Hiestand as Director	For	No		
	5.1.4	Reelect Daniel Menard as Director	For	No		
	5.1.5	Reelect Floriana Scarlato as Director	For	No		
	5.2	Reelect Gian Lazzarini as Board Chair	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.3.1	Reappoint Markus Neff as Member of the Compensation Committee	For	No		
	5.3.2	Reappoint Daniel Menard as Member of the Compensation Committee	For	No		
	5.4	Designate jermann kuenzli rechtsanwaelte as Independent Proxy	For	No		
	5.5	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 250,000	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 800,000	For	No		
	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		
	8	Approve Cancellation of Capital Authorization	For	No		
	9.1	Amend Articles Re: Annulment of Opting Out Clause	For	No		
	9.2	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	9.3	Amend Articles of Association	For	No		
	10.1	Approve Creation of CHF 35.2 Million Capital Band with Preemptive Rights, if Item 7 is Approved	For	No		
	10.2	Approve Creation of CHF 37 Million Capital Band with Preemptive Rights, if Item 7 is Rejected	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Yamaha Motor Co., Ltd. 22.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 67.5	For	No		
	2.1	Elect Director Watanabe, Katsuaki	For	No		
	2.2	Elect Director Hidaka, Yoshihiro	For	No		
	2.3	Elect Director Maruyama, Heiji	For	No		
	2.4	Elect Director Matsuyama, Satohiko	For	No		
	2.5	Elect Director Shitara, Motofumi	For	No		
	2.6	Elect Director Nakata, Takuya	For	No		
	2.7	Elect Director Kamigama, Takehiro	For	No		
	2.8	Elect Director Tashiro, Yuko	For	No		
	2.9	Elect Director Ohashi, Tetsuji	For	No		
	2.10	Elect Director Jin Song Montesano	For	No		
	3.1	Appoint Statutory Auditor Saito, Junzo	For	No		
	3.2	Appoint Statutory Auditor Tsumabuki, Tadashi	For	No		
	3.3	Appoint Statutory Auditor Yone, Masatake	For	No		
	3.4	Appoint Statutory Auditor Ujihara, Ayumi	For	No		
ABB Ltd. 23.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report (Non-Binding)	For	No		
	3	Approve Discharge of Board and Senior Management	Against	Yes		
	4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	For	No		
	5.1	Amend Articles Re: Shares and Share Register	For	No		
	5.2	Amend Articles Re: Restriction on Registration	For	No		
	5.3	Amend Articles Re: General Meeting	For	No		
	5.4	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	5.5	Amend Articles Re: Board of Directors and Compensation	For	No		
	6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	For	No		
	8.1	Reelect Gunnar Brock as Director	For	No		
	8.2	Reelect David Constable as Director	For	No		
	8.3	Reelect Frederico Curado as Director	For	No		
	8.4	Reelect Lars Foerberg as Director	For	No		
	8.5	Elect Denise Johnson as Director	For	No		
	8.6	Reelect Jennifer Xin-Zhe Li as Director	For	No		
	8.7	Reelect Geraldine Matchett as Director	For	No		
	8.8	Reelect David Meline as Director	For	No		
	8.9	Reelect Jacob Wallenberg as Director	For	No		
	8.10	Reelect Peter Voser as Director and Board Chair	For	No		
	9.1	Reappoint David Constable as Member of the Compensation Committee	For	No		
	9.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	No		
	9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	No		
	10	Designate Zehnder Bolliger & Partner as Independent Proxy	For	No		
	11	Ratify KPMG AG as Auditors	For	No		
	12	Transact Other Business (Voting)	Against	Yes		
Starbucks Corporation 23.03.23	1a	Elect Director Richard E. Allison, Jr.	For	No	94.02%	5.97%
	1b	Elect Director Andrew Campion	For	No	97.33%	2.66%
	1c	Elect Director Beth Ford	For	No	99.63%	0.36%
	1d	Elect Director Mellody Hobson	For	No	92.20%	7.79%
	1e	Elect Director Jorgen Vig Knudstorp	For	No	84.41%	15.58%
	1f	Elect Director Satya Nadella	For	No	95.70%	4.29%
	1g	Elect Director Laxman Narasimhan	For	No	99.17%	0.82%
	1h	Elect Director Howard Schultz	For	No	98.48%	1.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	85.34%	14.65%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.51%	3.48%
	5	Report on Plant-Based Milk Pricing	Against	No	5.29%	94.70%
	6	Adopt Policy on Succession Planning	Against	No	20.98%	79.01%
	7	Report on Operations in Communist China	Against	No	4.50%	95.49%
	8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For	Yes	52.03%	47.96%
	9	Establish Committee on Corporate Sustainability	For	Yes	2.69%	97.30%
Givaudan SA 23.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.77%	0.07%
	2	Approve Remuneration Report	For	No	94.75%	4.62%
	3	Approve Allocation of Income and Dividends of CHF 67 per Share	For	No	99.87%	0.06%
	4	Approve Discharge of Board of Directors	For	No	99.42%	0.34%
	5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	For	No	99.82%	0.05%
	5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No	86.82%	13.04%
	5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	95.14%	4.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	For	No	96.71%	3.12%
	6.1.1	Reelect Victor Balli as Director	For	No	95.36%	4.49%
	6.1.2	Reelect Ingrid Deltenre as Director	For	No	97.55%	2.27%
	6.1.3	Reelect Olivier Filliol as Director	For	No	99.56%	0.34%
	6.1.4	Reelect Sophie Gasperment as Director	For	No	97.67%	2.23%
	6.1.5	Reelect Calvin Grieder as Director and Board Chair	For	No	91.79%	8.01%
	6.1.6	Reelect Tom Knutzen as Director	Against	Yes	67.21%	32.67%
	6.2	Elect Roberto Guidetti as Director	For	No	78.87%	20.96%
	6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No	95.21%	4.59%
	6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	For	No	94.99%	4.83%
	6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	For	No	98.79%	1.06%
	6.4	Designate Manuel Isler as Independent Proxy	For	No	98.37%	1.52%
	6.5	Ratify KPMG AG as Auditors	For	No	99.70%	0.18%
	7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No	98.63%	1.08%
	7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Against	Yes		
	7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	For	No	93.99%	5.63%
	8	Transact Other Business (Voting)	Against	Yes		
Nordea Bank Abp 23.03.23	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	Refer	No		
	7	Accept Financial Statements and Statutory Reports	For	No		
	8	Approve Allocation of Income and Dividends	For	No		
	9	Approve Discharge of Board and President	For	No		
	10	Approve Remuneration Report (Advisory Vote)	For	No		
	11	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	For	No		
	12	Determine Number of Members (10) and Deputy Members (1) of Board	For	No		
	13.a	Reelect Stephen Hester as Director (Chair)	For	No		
	13.b	Reelect Petra van Hoeken as Director	For	No		
	13.c	Reelect John Maltby as Director	For	No		
	13.d	Reelect Lene Skole as Director	For	No		
	13.e	Reelect Birger Steen as Director	For	No		
	13.f	Reelect Jonas Synnergren as Director	For	No		
	13.g	Reelect Arja Talma as Director	For	No		
	13.h	Reelect Kjersti Wiklund as Director	For	No		
	13.i	Elect Risto Murto as Director	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13.j	Elect Per Stromberg as Director	For	No		
	14	Approve Remuneration of Auditors	For	No		
	15	Ratify PricewaterhouseCoopers as Auditors	For	No		
	16	Amend Articles Re: General Meeting Participation; General Meeting	Against	Yes		
	17	Approve Issuance of Convertible Instruments without Preemptive Rights	For	No		
	18	Authorize Share Repurchase Program in the Securities Trading Business	For	No		
	19	Authorize Reissuance of Repurchased Shares	For	No		
	20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No		
	21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	For	No		
	22	Close Meeting	Refer	No		
Novo Nordisk A/S 23.03.23	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 8.15 Per Share	For	No		
	4	Approve Remuneration Report (Advisory Vote)	For	No		
	5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For	No		
	5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	No		
	6.1	Reelect Helge Lund as Board Chairman	For	No		
	6.2	Reelect Henrik Poulsen as Vice Chairman	For	No		
	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	Abstain	Yes		
	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 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	No		
	8.2	Authorize Share Repurchase Program	For	No		
	8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	For	No		
	8.4	Product Pricing Proposal	Against	No		
9	Other Business	Refer	No			
BB Biotech AG 23.03.23	1	Accept Financial Statements and Statutory Reports	For	No	98.72%	0.29%
	2	Approve Allocation of Income and Dividends of CHF 2.85 per Registered Share	For	No	98.60%	0.38%
	3	Approve Discharge of Board of Directors	For	No	96.96%	1.68%
	4.1	Reelect Erich Hunziker as Director and Board Chair	For	No	97.39%	1.48%
	4.2	Reelect Clive Meanwell as Director	For	No	82.60%	16.19%
	4.3	Reelect Laura Hamill as Director	For	No	89.43%	8.79%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.4	Reelect Pearl Huang as Director	For	No	97.20%	1.40%
	4.5	Reelect Mads Thomsen as Director	For	No	97.84%	1.05%
	4.6	Reelect Thomas von Planta as Director	For	No	98.11%	0.72%
	5.1	Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	For	No	81.79%	16.55%
	5.2	Reappoint Mads Thomsen as Member of the Compensation and Nomination Committee	For	No	96.84%	1.67%
	6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	For	No	84.94%	10.67%
	7	Designate Walder Wyss AG as Independent Proxy	For	No	98.66%	0.36%
	8	Ratify Deloitte AG as Auditors	For	No	97.60%	1.31%
	9.1	Amend Articles Re: Shares and Share Register	For	No	98.15%	0.51%
	9.2	Amend Articles Re: Shareholder Rights; General Meeting; Publication and Notices	For	No	98.15%	0.51%
	9.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	80.56%	17.99%
	9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	97.03%	1.24%
	10	Transact Other Business (Voting)	Against	Yes		
Zehnder Group AG 23.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Discharge of Board and Senior Management	For	No	98.99%	1.00%
	3	Approve Allocation of Income and Dividends of CHF 1.80 per Share	For	No	99.81%	0.18%
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	No	95.77%	4.22%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	For	No	99.47%	0.52%
	4.3	Approve Remuneration Report (Non-Binding)	For	No	97.21%	2.78%
	5.1	Amend Corporate Purpose	For	No	99.88%	0.03%
	5.2	Amend Articles of Association	For	No	99.96%	0.03%
	5.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	93.81%	6.18%
	5.4	Amend Articles Re: Electronic Communication	For	No	99.92%	0.07%
	5.5	Amend Articles Re: External Mandates for Members of the Board of Directors	For	No	99.97%	0.02%
	5.6	Amend Articles Re: Place of Jurisdiction	For	No	99.89%	0.10%
	6.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	For	No	99.50%	0.49%
	6.1.2	Reelect Urs Buchmann as Director	For	No	98.02%	1.97%
	6.1.3	Reelect Riet Cadonau as Director	For	No	97.26%	2.73%
	6.1.4	Reelect Sandra Emme as Director	For	No	99.81%	0.18%
	6.1.5	Reelect Milva Inderbitzin-Zehnder as Director	For	No	97.68%	2.31%
	6.1.6	Reelect Joerg Walther as Director	For	No		
	6.1.7	Reelect Ivo Wechsler as Director	For	No	99.91%	0.08%
	6.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	For	No	90.65%	9.34%
	6.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	For	No	98.57%	1.42%
	6.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	For	No	95.91%	4.08%
	6.3	Designate Werner Schib as Independent Proxy	For	No	99.95%	0.04%
	6.4	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.89%	0.10%
	7	Transact Other Business (Voting)	Against	Yes		
Autoneum Holding AG 23.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Omission of Dividends	For	No		

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	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Reelect Hans-Peter Schwald as Director	Against	Yes		
	4.2	Reelect Liane Hirner as Director	For	No		
	4.3	Reelect Norbert Indlekofer as Director	For	No		
	4.4	Reelect Michael Pieper as Director	For	No		
	4.5	Reelect Oliver Streuli as Director	For	No		
	4.6	Reelect Ferdinand Stutz as Director	Against	Yes		
	5	Reelect Hans-Peter Schwald as Board Chair	Against	Yes		
	6.1	Reappoint Norbert Indlekofer as Member of the Compensation Committee	Against	Yes		
	6.2	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against	Yes		
	6.3	Reappoint Oliver Streuli as Member of the Compensation Committee	Against	Yes		
	6.4	Reappoint Ferdinand Stutz as Member of the Compensation Committee	Against	Yes		
	7	Ratify KPMG AG as Auditors	Against	Yes		
	8	Designate Ulrich Mayer as Independent Proxy	For	No		
	9	Approve Remuneration Report (Non-Binding)	Against	Yes		
	10	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No		
	11	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	No		
	12.1	Amend Articles Re: Sustainability Clause	For	No		
	12.2	Approve Creation of CHF 350,427.20 Capital Band with Preemptive Rights in Connection with Acquisition of Borgers Group	For	No		
	12.3	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Against	Yes		
	12.4	Amend Articles Re: Shareholder Rights; Remuneration of Executive Board	For	No		
	12.5	Amend Articles Re: Annulment of the Contribution in Kind and Intended Acquisition of Assets Clauses	For	No		
	13	Transact Other Business (Voting)	Against	Yes		
Japan Tobacco, Inc. 24.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 113	For	No		
	2.1	Elect Director Iwai, Mutsuo	For	No		
	2.2	Elect Director Okamoto, Shigeaki	For	No		
	2.3	Elect Director Terabatake, Masamichi	For	No		
	2.4	Elect Director Hirowatari, Kiyohide	For	No		
	2.5	Elect Director Nakano, Kei	For	No		
	2.6	Elect Director Koda, Main	For	No		
	2.7	Elect Director Nagashima, Yukiko	For	No		
	2.8	Elect Director Kitera, Masato	For	No		
	2.9	Elect Director Shoji, Tetsuya	For	No		
	3.1	Appoint Statutory Auditor Kashiwakura, Hideaki	For	No		
	3.2	Appoint Statutory Auditor Hashimoto, Tsutomu	For	No		
	3.3	Appoint Statutory Auditor Taniuchi, Shigeru	Against	Yes		
	3.4	Appoint Statutory Auditor Inada, Nobuo	For	No		
	3.5	Appoint Statutory Auditor Yamashina, Hiroko	For	No		
	4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors, Restricted Stock Plan and Performance Share Plan	For	No		
	5	Amend Articles to Introduce Provision on Management of Subsidiaries	For	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Amend Articles to Prohibit Appointments of Officials of Japan Tobacco or its Affiliated Companies to the Board of Japan Tobacco's Listed Subsidiary	Against	No		
	7	Amend Articles to Ban Borrowing and Lending with Japan Tobacco's Listed Subsidiary via Cash Management System	Against	No		
	8	Initiate Share Repurchase Program	Against	No		
Kao Corp. 24.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 74	For	No		
	2.1	Elect Director Sawada, Michitaka	For	No		
	2.2	Elect Director Hasebe, Yoshihiro	For	No		
	2.3	Elect Director Negoro, Masakazu	For	No		
	2.4	Elect Director Nishiguchi, Toru	For	No		
	2.5	Elect Director David J. Muenz	For	No		
	2.6	Elect Director Shinobe, Osamu	For	No		
	2.7	Elect Director Mukai, Chiaki	For	No		
	2.8	Elect Director Hayashi, Nobuhide	For	No		
	2.9	Elect Director Sakurai, Eriko	For	No		
	2.10	Elect Director Nishii, Takaaki	For	No		
	3	Appoint Statutory Auditor Wada, Yasushi	For	No		
Kubota Corp. 24.03.23	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 Ina, Koichi	For	No		
	1.9	Elect Director Shintaku, Yutaro	For	No		
	1.10	Elect Director Arakane, Kumi	For	No		
	1.11	Elect Director Kawana, Koichi	For	No		
	2	Appoint Alternate Statutory Auditor Iwamoto, Hogara	For	No		
Shiseido Co., Ltd. 24.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 75	For	No		
	2.1	Elect Director Uotani, Masahiko	For	No		
	2.2	Elect Director Fujiwara, Kentaro	For	No		
	2.3	Elect Director Suzuki, Yukari	For	No		
	2.4	Elect Director Tadakawa, Norio	For	No		
	2.5	Elect Director Yokota, Takayuki	For	No		
	2.6	Elect Director Oishi, Kanoko	For	No		
	2.7	Elect Director Iwahara, Shinsaku	For	No		
	2.8	Elect Director Charles D. Lake II	For	No		
	2.9	Elect Director Tokuno, Mariko	For	No		
	2.10	Elect Director Hatanaka, Yoshihiko	For	No		
	3.1	Appoint Statutory Auditor Anno, Hiromi	For	No		
	3.2	Appoint Statutory Auditor Goto, Yasuko	For	No		
	4	Approve Performance Share Plan	For	No		
Suntory Beverage & Food Ltd. 24.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 41	For	No		
	2.1	Elect Director Ono, Makiko	For	No		
	2.2	Elect Director Shekhar Mundlay	For	No		
	2.3	Elect Director Naiki, Hachiro	For	No		
	2.4	Elect Director Peter Harding	For	No		
	2.5	Elect Director Miyamori, Hiroshi	For	No		
	2.6	Elect Director Inoue, Yukari	For	No		
	3.1	Elect Director and Audit Committee Member Yamazaki, Yuji	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.2	Elect Director and Audit Committee Member Masuyama, Mika	For	No		
	3.3	Elect Director and Audit Committee Member Mimura, Mariko	For	No		
	4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	For	No		
Unicharm Corp. 24.03.23	1.1	Elect Director Takahara, Takahisa	For	No		
	1.2	Elect Director Hikosaka, Toshifumi	For	No		
	1.3	Elect Director Takaku, Kenji	For	No		
	2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	For	No		
	2.2	Elect Director and Audit Committee Member Noriko Rzonca	For	No		
	2.3	Elect Director and Audit Committee Member Asada, Shigeru	For	No		
	3	Appoint KPMG AZSA LLC as New External Audit Firm	For	No		
BELIMO Holding AG 27.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.72%	0.02%
	2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	For	No	99.36%	0.56%
	3	Approve Remuneration Report (Non-Binding)	For	No	94.89%	4.87%
	4	Approve Discharge of Board of Directors	For	No	98.44%	1.11%
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For	No	98.46%	1.28%
	5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.1 Million	For	No	96.19%	3.57%
	6.1.1	Reelect Adrian Altenburger as Director	For	No	99.31%	0.60%
	6.1.2	Reelect Patrick Burkhalter as Director	For	No	94.17%	4.34%
	6.1.3	Reelect Sandra Emme as Director	For	No	95.39%	3.97%
	6.1.4	Reelect Urban Linsi as Director	For	No	96.99%	2.84%
	6.1.5	Reelect Stefan Ranstrand as Director	For	No	98.21%	1.70%
	6.1.6	Reelect Martin Zwysig as Director	For	No	98.49%	1.41%
	6.2	Elect Ines Poeschel as Director	For	No	96.88%	3.00%
	6.3.1	Reelect Patrick Burkhalter as Board Chair	For	No	95.77%	4.14%
	6.3.2	Reelect Martin Zwysig as Deputy Chair	For	No	98.69%	1.22%
	6.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	For	No	91.65%	7.71%
	6.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	For	No	96.36%	3.54%
	6.4.3	Appoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	For	No	98.09%	1.80%
	6.4.4	Appoint Ines Poeschel as Member of the Nomination and Compensation Committee	For	No	94.25%	3.89%
	6.5	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.70%	0.18%
	6.6	Ratify Ernst & Young AG as Auditors	For	No	99.20%	0.42%
	7	Transact Other Business (Voting)	Against	Yes		
Implenia AG 28.03.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Allocation of Income and Dividends of CHF 0.40 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	For	No		
	5.1.1	Reelect Hans Meister as Director and Board Chair	For	No		
	5.1.2	Reelect Henner Mahlstedt as Director	For	No		
	5.1.3	Reelect Kyrre Johansen as Director	For	No		
	5.1.4	Reelect Martin Fischer as Director	For	No		
	5.1.5	Reelect Barbara Lambert as Director	For	No		
	5.1.6	Reelect Judith Bischof as Director	For	No		
	5.1.7	Elect Raymond Cron as Director	For	No		
	5.2.1	Reappoint Kyrre Johansen as Member of the Compensation Committee	For	No		
	5.2.2	Reappoint Martin Fischer as Member of the Compensation Committee	For	No		
	5.2.3	Appoint Raymond Cron as Member of the Compensation Committee	For	No		
	5.3	Designate Keller AG as Independent Proxy	For	No		
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	6.1	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	6.2	Amend Articles Re: Shareholder Rights; Remuneration of Executive Board; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	6.3	Amend Articles of Association	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Bridgestone Corp. 28.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 90	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		
	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		
	3	Appoint KPMG AZSA LLC as New External Audit Firm	For	No		
INPEX Corp. 28.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 32	For	No		
	2	Approve Accounting Transfers	For	No		
	3.1	Elect Director Kitamura, Toshiaki	For	No		
	3.2	Elect Director Ueda, Takayuki	For	No		
	3.3	Elect Director Kawano, Kenji	For	No		
	3.4	Elect Director Kittaka, Kimihisa	For	No		
	3.5	Elect Director Sase, Nobuharu	For	No		
	3.6	Elect Director Yamada, Daisuke	For	No		
	3.7	Elect Director Takimoto, Toshiaki	For	No		
	3.8	Elect Director Yanai, Jun	For	No		
	3.9	Elect Director Iio, Norinao	For	No		
	3.10	Elect Director Nishimura, Atsuko	For	No		
	3.11	Elect Director Nishikawa, Tomo	For	No		
	3.12	Elect Director Morimoto, Hideka	For	No		
	4.1	Appoint Statutory Auditor Kawamura, Akio	For	No		
	4.2	Appoint Statutory Auditor Tone, Toshiya	For	No		
	4.3	Appoint Statutory Auditor Aso, Kenichi	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.4	Appoint Statutory Auditor Akiyoshi, Mitsuru	For	No		
	4.5	Appoint Statutory Auditor Kiba, Hiroko	For	No		
Neste Corp. 28.03.23	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 Board's Report; Receive Auditor's Report	Refer	No		
	7	Accept Financial Statements and Statutory Reports	For	No		
	8	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	For	No		
	9	Approve Discharge of Board and President	For	No		
	10	Approve Remuneration Report (Advisory Vote)	For	No		
	11	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	No		
	12	Fix Number of Directors at Nine	For	No		
	13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Against	Yes		
	14	Approve Remuneration of Auditors	For	No		
	15	Ratify KPMG as Auditors	For	No		
	16	Authorize Share Repurchase Program	For	No		
	17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	For	No		
	18	Amend Articles Re: Book-Entry System	Against	Yes		
	19	Close Meeting	Refer	No		
Asahi Group Holdings Ltd. 28.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 58	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		
	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		
	3.1	Appoint Statutory Auditor Fukuda, Yukitaka	For	No		
	3.2	Appoint Statutory Auditor Tanaka, Sanae	For	No		
Swisscom AG 28.03.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	96.12%	3.87%
	2	Approve Allocation of Income and Dividends of CHF 22 per Share	For	No	99.97%	0.02%
	3	Approve Discharge of Board and Senior Management	For	No	99.89%	0.10%
	4.1	Reelect Roland Abt as Director	For	No	99.36%	0.63%
	4.2	Elect Monique Bourquin as Director	For	No	99.59%	0.40%
	4.3	Reelect Alain Carrupt as Director	For	No	99.89%	0.10%
	4.4	Reelect Guus Dekkers as Director	For	No	99.33%	0.66%
	4.5	Reelect Frank Esser as Director	For	No	98.90%	1.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.6	Reelect Sandra Lathion-Zweifel as Director	For	No	97.78%	2.21%
	4.7	Reelect Anna Mossberg as Director	For	No	99.28%	0.71%
	4.8	Reelect Michael Rechsteiner as Director	For	No	96.49%	3.50%
	4.9	Reelect Michael Rechsteiner as Board Chair	For	No	96.95%	3.04%
	5.1	Reappoint Roland Abt as Member of the Compensation Committee	For	No	99.58%	0.41%
	5.2	Appoint Monique Bourquin as Member of the Compensation Committee	For	No	98.92%	1.07%
	5.3	Reappoint Frank Esser as Member of the Compensation Committee	For	No	99.11%	0.88%
	5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	No	96.87%	3.12%
	6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	For	No	99.35%	0.64%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	For	No	97.79%	2.20%
	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	For	No	97.81%	2.18%
	7	Designate Reber Rechtsanwaelte as Independent Proxy	For	No	99.98%	0.01%
	8	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.90%	0.09%
	9.1	Amend Articles Re: Sustainability Clause	For	No	99.78%	0.09%
	9.2	Amend Articles Re: Shares and Share Register	For	No	99.92%	0.07%
	9.3	Amend Articles Re: General Meeting	For	No	93.33%	6.66%
	9.4	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	For	No	99.77%	0.08%
	9.5	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	98.98%	1.01%
	9.6	Amend Articles of Association	For	No	99.82%	0.17%
	10	Transact Other Business (Voting)	Against	Yes		
SGS SA 28.03.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	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 Shelby du Pasquier as Director	For	No		
	4.1.7	Reelect Kory Sorenson as Director	For	No		
	4.1.8	Reelect Janet Vergis as Director	For	No		
	4.1.9	Elect Jens Riedel 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		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.5	Designate Notaires a 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 12.5 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	No		
	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	For	No		
	6.1	Approve 1:25 Stock Split	For	No		
	6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	6.3	Amend Corporate Purpose	For	No		
	6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Against	Yes		
	6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	For	No		
	6.6	Amend Articles Re: Rules on Remuneration	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Schindler Holding AG 28.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.59%	0.01%
	2	Approve Allocation of Income and Dividends of CHF 4.00 per Share and Participation Certificate	For	No	99.58%	0.04%
	3	Approve Discharge of Board and Senior Management	For	No	98.17%	0.59%
	4.1	Approve Variable Remuneration of Directors in the Amount of CHF 5.2 Million	Against	Yes	86.02%	13.08%
	4.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.2 Million	Against	Yes	85.97%	13.12%
	4.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7 Million	For	No	94.65%	4.44%
	4.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 7.5 Million	For	No	97.57%	1.54%
	5.1	Reelect Silvio Napoli as Director and Board Chair	For	No	89.44%	10.16%
	5.2.a	Reelect Alfred Schindler as Director	For	No	88.40%	11.20%
	5.2.b	Reelect Patrice Bula as Director	For	No	99.17%	0.42%
	5.2.c	Reelect Erich Ammann as Director	For	No	86.57%	13.02%
	5.2.d	Reelect Luc Bonnard as Director	For	No	87.14%	12.46%
	5.2.e	Reelect Monika Buetler as Director	For	No	97.69%	1.70%
	5.2.f	Reelect Adam Keswick as Director	For	No	85.70%	13.02%
	5.2.g	Reelect Guenter Schaeuble as Director	Against	Yes	85.23%	14.34%
	5.2.h	Reelect Tobias Staehelin as Director	For	No	92.38%	6.47%
	5.2.i	Reelect Carole Vischer as Director	For	No	88.60%	11.00%
	5.2.j	Reelect Petra Winkler as Director	For	No	93.23%	6.27%
	5.3	Appoint Monika Buetler as Member of the Compensation Committee	For	No	97.99%	0.69%
	5.4.1	Reappoint Patrice Bula as Member of the Compensation Committee	Against	Yes	94.66%	4.19%
	5.4.2	Reappoint Adam Keswick as Member of the Compensation Committee	Against	Yes	85.35%	13.40%
	5.5	Designate Adrian von Segesser as Independent Proxy	For	No	98.82%	0.02%
	5.6	Ratify PricewaterhouseCoopers AG as Auditors	For	No	97.99%	1.61%
	6.1	Amend Corporate Purpose	For	No	98.62%	0.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2	Amend Articles of Association	For	No	98.55%	0.29%
	7	Transact Other Business (Voting)	Against	Yes		
A.P. Moller-Maersk A/S 28.03.23	1	Open Meeting; Meeting to be held in English with Simultaneous Interpretation	For	No		
	2	Receive Report of Board	Refer	No		
	3	Accept Financial Statements and Statutory Reports	For	No		
	4	Approve Discharge of Management and Board	For	No		
	5	Approve Allocation of Income and Dividends of DKK 4,300 Per Share	For	No		
	6	Approve Remuneration Report (Advisory Vote)	Against	Yes		
	7	Authorize Share Repurchase Program	Against	Yes		
	8.1	Reelect Bernard Bot as Director	For	No		
	8.2	Reelect Marc Engel as Director	Abstain	Yes		
	8.3	Reelect Arne Karlsson as Director	Abstain	Yes		
	8.4	Reelect Amparo Moraleda as Director	For	No		
	8.5	Elect Kasper Rorsted as Director	For	No		
	9	Ratify PricewaterhouseCoopers as Auditor	For	No		
	10.1	Authorize Board to Declare Extraordinary Dividend	For	No		
	10.2	Amend Remuneration Policy	For	No		
	10.3	Approve DKK 1.1 Billion Reduction in Share Capital via Share Cancellation	For	No		
	10.4	Amend Articles Re: Number of Directors	For	No		
	10.5	Approve Company Announcements in English	For	No		
	10.6	Report on Efforts and Risks Related to Human Rights	For	Yes		
	10.7	Inclusion of the Shipping Companies to the OECD Agreement	For	Yes		
	10.8	Approve Introduction of a Solidarity Contribution	Against	No		
	10.9	Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	For	Yes		
Sika AG 28.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	For	No	99.93%	0.06%
	3	Approve Discharge of Board of Directors	For	No	99.23%	0.76%
	4.1.1	Reelect Paul Haelg as Director	For	No	97.83%	2.16%
	4.1.2	Reelect Viktor Balli as Director	For	No	96.19%	3.80%
	4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	For	No	95.92%	4.07%
	4.1.4	Reelect Justin Howell as Director	For	No	95.47%	4.52%
	4.1.5	Reelect Gordana Landen as Director	For	No	99.76%	0.23%
	4.1.6	Reelect Monika Ribar as Director	Against	Yes	83.51%	16.48%
	4.1.7	Reelect Paul Schuler as Director	For	No	99.43%	0.56%
	4.1.8	Reelect Thierry Vanlancker as Director	For	No	98.93%	1.06%
	4.2	Reelect Paul Haelg as Board Chair	For	No	96.85%	3.14%
	4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	No	92.59%	7.40%
	4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	No	99.53%	0.46%
	4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	No	98.81%	1.18%
	4.4	Ratify KPMG AG as Auditors	For	No	99.47%	0.52%
	4.5	Designate Jost Windlin as Independent Proxy	For	No	99.60%	0.39%
	5.1	Approve Remuneration Report (Non-Binding)	For	No	95.26%	4.73%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	No	98.52%	1.47%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	For	No	99.03%	0.96%
	6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	For	No	98.00%	1.99%
	7.1	Amend Articles of Association	For	No	99.66%	0.33%
	7.2	Amend Articles Re: Editorial Changes	For	No	99.96%	0.03%
	7.3	Amend Articles Re: Share Register	For	No	99.94%	0.05%
	7.4	Approve Virtual-Only Shareholder Meetings	Against	Yes	88.38%	11.61%
	7.5	Amend Articles Re: Board Meetings; Electronic Communication	For	No	99.84%	0.15%
	7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	For	No	99.85%	0.14%
	8	Transact Other Business (Voting)	Against	Yes		
Ina Invest Holding Ltd. 29.03.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.90%	0.02%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	96.46%	3.21%
	2	Approve Allocation of Income and Omission of Dividends	For	No	99.71%	0.18%
	3	Approve Discharge of Board and Senior Management	For	No	99.70%	0.15%
	4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	For	No	96.66%	3.33%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.6 Million	For	No	98.05%	1.94%
	5.1.1	Reelect Stefan Maechler as Director and Board Chair	For	No	97.06%	2.89%
	5.1.2	Reelect Christoph Caviezel as Director	For	No	99.79%	0.14%
	5.1.3	Reelect Hans Meister as Director	For	No	94.52%	5.40%
	5.1.4	Reelect Andre Wyss as Director	For	No	99.63%	0.31%
	5.1.5	Reelect Marie-Noelle Zen-Ruffinen as Director	For	No	98.65%	1.28%
	5.2.1	Reappoint Marie-Noelle Zen-Ruffinen as Member of the Nomination and Compensation Committee	For	No	98.36%	1.53%
	5.2.2	Reappoint Christoph Caviezel as Member of the Nomination and Compensation Committee	For	No	99.51%	0.39%
	5.2.3	Reappoint Andre Wyss as Member of the Nomination and Compensation Committee	For	No	99.35%	0.54%
	5.3	Designate Keller AG as Independent Proxy	For	No	99.87%	0.09%
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	For	No	98.37%	1.58%
	6.1	Approve Virtual-Only Shareholder Meetings	Against	Yes	95.82%	4.05%
	6.2	Approve Creation of Capital Band within the Upper Limit of CHF 380,375.40 and the Lower Limit of 292,596.48 with Preemptive Rights	For	No	98.62%	1.20%
	6.3	Amend Corporate Purpose	For	No	99.65%	0.17%
	6.4	Amend Articles Re: Shareholder Rights; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.70%	0.14%
	6.5	Amend Articles of Association	For	No	97.10%	2.69%
	7	Transact Other Business (Voting)	Against	Yes		
Shimano, Inc. 29.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	For	No		
	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	No		
	3.1	Elect Director Chia Chin Seng	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.2	Elect Director Ichijo, Kazuo	For	No		
	3.3	Elect Director Katsumaru, Mitsuhiro	For	No		
	3.4	Elect Director Sakakibara, Sadayuki	For	No		
	3.5	Elect Director Wada, Hiromi	For	No		
	4	Approve Restricted Stock Plan	For	No		
Genmab A/S 29.03.23	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 PricewaterhouseCoopers as Auditors	Abstain	Yes		
	7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Against	Yes		
	7.b	Amend Remuneration Policy	Against	Yes		
	7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Against	Yes		
	7.d	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		
Telefonaktiebolaget LM Ericsson 29.03.23	1	Elect Chairman of Meeting	For	No		
	2	Prepare and Approve List of Shareholders	For	No		
	3	Approve Agenda of Meeting	For	No		
	4	Acknowledge Proper Convening of Meeting	For	No		
	5	Designate Inspector(s) of Minutes of Meeting	Refer	No		
	6	Receive Financial Statements and Statutory Reports	Refer	No		
	7	Receive President's Report	Refer	No		
	8.1	Accept Financial Statements and Statutory Reports	For	No		
	8.2	Approve Remuneration Report	Against	Yes		
	8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Against	Yes		
	8.3.b	Approve Discharge of Board Member Helena Stjernholm	Against	Yes		
	8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Against	Yes		
	8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Against	Yes		
	8.3.e	Approve Discharge of Board Member Jan Carlson	Against	Yes		
	8.3.f	Approve Discharge of Board Member Nora Denzel	Against	Yes		
	8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	For	No		
	8.3.h	Approve Discharge of Board Member Borje Ekholm	Against	Yes		
	8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Against	Yes		
	8.3.j	Approve Discharge of Board Member Kurt Jofs	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Against	Yes		
	8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Against	Yes		
	8.3.m	Approve Discharge of Employee Representative Anders Ripa	Against	Yes		
	8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Against	Yes		
	8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Against	Yes		
	8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Against	Yes		
	8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	For	No		
	8.3.r	Approve Discharge of President Borje Ekholm	Against	Yes		
	8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	For	No		
	9	Determine Number Directors (10) and Deputy Directors (0) of Board	For	No		
	10	Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	For	No		
	11.1	Reelect Jon Fredrik Baksaas as Director	For	No		
	11.2	Reelect Jan Carlson as Director	For	No		
	11.3	Reelect Carolina Dybeck Happe as Director	For	No		
	11.4	Reelect Borje Ekholm as Director	For	No		
	11.5	Reelect Eric A. Elzvik as Director	For	No		
	11.6	Reelect Kristin S. Rinne as Director	For	No		
	11.7	Reelect Helena Stjernholm as Director	For	No		
	11.8	Reelect Jacob Wallenberg as Director	For	No		
	11.9	Elect Jonas Synnergren as New Director	For	No		
	11.10	Elect Christy Wyatt as New Director	For	No		
	12	Elect Jan Carlson as Board Chairman	For	No		
	13	Determine Number of Auditors (1)	For	No		
	14	Approve Remuneration of Auditors	For	No		
	15	Ratify Deloitte AB as Auditors	For	No		
	16.1	Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	For	No		
	16.2	Approve Equity Plan Financing LTV I 2023	For	No		
	16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Against	Yes		
	17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	For	No		
	17.2	Approve Equity Plan Financing of LTV II 2023	For	No		
	17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Against	Yes		
	18	Approve Equity Plan Financing of LTV 2022	For	No		
	19	Approve Equity Plan Financing of LTV 2021	For	No		
	20.1	Approve Equity Plan Financing of LTV 2019 and 2020	For	No		
	20.2	Approve Equity Plan Financing of LTV 2019 and 2020	For	No		
	21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	22	Close Meeting	Refer	No		
HUBER+SUHNER AG 29.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Allocation of Income and Dividends of CHF 2.10 per Share	For	No	99.95%	0.04%
	3	Approve Discharge of Board and Senior Management	For	No	99.68%	0.31%
	4.1	Reelect Urs Kaufmann as Director and Board Chair	For	No	97.88%	2.11%
	4.2	Reelect Beat Kaelin as Director	For	No	92.66%	7.33%
	4.3	Reelect Monika Buetler as Director	For	No	87.82%	12.17%
	4.4	Reelect Rolf Seiffert as Director	For	No	98.91%	1.08%
	4.5	Reelect Franz Studer as Director	For	No	98.60%	1.39%
	4.6	Reelect Joerg Walther as Director	For	No	99.67%	0.32%
	4.7	Elect Marina Bill as Director	For	No		
	4.8	Elect Kerstin Guenther as Director	For	No	99.63%	0.36%
	5.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Against	Yes	80.33%	19.66%
	5.2	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Against	Yes	85.02%	14.97%
	5.3	Appoint Marina Bill as Member of the Nomination and Compensation Committee	For	No	99.64%	0.35%
	6	Approve Remuneration Report (Non-Binding)	Against	Yes	67.92%	32.07%
	7.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million from 2023 AGM until 2024 AGM	For	No	95.09%	4.90%
	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for the Period July 1, 2023 - June 30, 2024	For	No	99.06%	0.93%
	7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 650,000 from 2022 AGM until 2023 AGM	For	No	98.96%	1.03%
	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2022	For	No	93.71%	6.28%
	8	Ratify Ernst & Young AG as Auditors	For	No	99.68%	0.31%
	9	Designate Bratschi AG as Independent Proxy	For	No		
	10.1	Amend Corporate Purpose	For	No	99.89%	0.10%
	10.2	Amend Articles of Association	For	No	98.98%	1.01%
	10.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	85.59%	14.40%
	10.4	Amend Articles Re: Board Meetings; Electronic Communication	For	No	97.68%	2.31%
	10.5	Amend Articles Re: Editorial Changes	For	No	99.85%	0.14%
	11	Transact Other Business (Voting)	Against	Yes		
Inficon Holding AG 30.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Board of Directors	For	No		
	3	Approve Allocation of Income and Dividends of CHF 18 per Share	For	No		
	4.1	Reelect Beat Luethi as Director and Board Chair	For	No		
	4.2	Reelect Vanessa Frey as Director	For	No		
	4.3	Reelect Beat Siegrist as Director	For	No		
	4.4	Reelect Reto Suter as Director	For	No		
	4.5	Elect Lukas Winkler as Director	Against	Yes		
	5.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	For	No		
	5.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	For	No		
	5.3	Appoint Lukas Winkler as Member of the Compensation and HR Committee	Against	Yes		
	6	Designate Baur Huerlimann AG as Independent Proxy	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Ratify KPMG AG as Auditors	For	No		
	8	Approve Remuneration Report	For	No		
	9	Approve Remuneration of Directors in the Amount of CHF 800,000	For	No		
	10	Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	For	No		
	11.1	Approve Creation of Capital Band within the Lower Limit of 95 Percent and the Upper Limit of 105 Percent of Existing Share Capital with or without Exclusion of Preemptive Rights	For	No		
	11.2	Amend Articles Re: Tokenized Shares	For	No		
	11.3	Amend Articles Re: Shareholder Rights; General Meeting; Publications and Notices	For	No		
	11.4	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	11.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	11.6	Amend Articles Re: Editorial Changes	For	No		
	12	Transact Other Business (Voting)	Against	Yes		
Banco Santander SA 30.03.23	1.A	Approve Consolidated and Standalone Financial Statements	For	No	99.41%	0.31%
	1.B	Approve Non-Financial Information Statement	For	No	99.57%	0.20%
	1.C	Approve Discharge of Board	For	No	99.14%	0.27%
	2	Approve Allocation of Income and Dividends	For	No	99.54%	0.24%
	3.A	Fix Number of Directors at 15	For	No	99.32%	0.40%
	3.B	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	For	No	99.23%	0.45%
	3.C	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	For	No	98.56%	1.12%
	3.D	Reelect Pamela Ann Walkden as Director	For	No	99.19%	0.50%
	3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	For	No	97.73%	1.84%
	3.F	Reelect Sol Daurella Comadran as Director	For	No	96.74%	2.96%
	3.G	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	For	No	98.27%	1.41%
	3.H	Reelect Homaira Akbari as Director	For	No	99.19%	0.50%
	4	Ratify Appointment of PricewaterhouseCoopers as Auditor	For	No	99.04%	0.68%
	5.A	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.10%	0.67%
	5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.08%	0.72%
	5.C	Authorize Share Repurchase Program	For	No	98.53%	1.27%
	5.D	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	No	96.44%	3.33%
	6.A	Approve Remuneration Policy	For	No	90.53%	9.19%
	6.B	Approve Remuneration of Directors	For	No	97.39%	2.33%
	6.C	Fix Maximum Variable Compensation Ratio	For	No	98.21%	1.47%
	6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	No	95.29%	3.23%
	6.E	Approve Buy-out Policy	For	No	98.05%	1.61%
	6.F	Advisory Vote on Remuneration Report	Against	Yes	88.98%	10.74%
	7	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.51%	0.26%
Canon, Inc. 30.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 60	For	No		
	2.1	Elect Director Mitarai, Fujio	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.2	Elect Director Tanaka, Toshizo	Against	Yes		
	2.3	Elect Director Homma, Toshio	Against	Yes		
	2.4	Elect Director Saida, Kunitaro	For	No		
	2.5	Elect Director Kawamura, Yusuke	For	No		
	3.1	Appoint Statutory Auditor Hatamochi, Hideya	For	No		
	3.2	Appoint Statutory Auditor Tanaka, Yutaka	For	No		
	4	Approve Annual Bonus	For	No		
Chugai Pharmaceutical Co., Ltd. 30.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 40	For	No		
	2.1	Elect Director Tateishi, Fumio	For	No		
	2.2	Elect Director Teramoto, Hideo	For	No		
	2.3	Elect Director Christoph Franz	For	No		
	2.4	Elect Director James H. Sabry	For	No		
	2.5	Elect Director Teresa A. Graham	For	No		
	3.1	Appoint Statutory Auditor Yamada, Shigehiro	For	No		
	3.2	Appoint Statutory Auditor Waseda, Yumiko	For	No		
Kirin Holdings Co., Ltd. 30.03.23	1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	For	No		
	2	Amend Articles to Allow Virtual Only Shareholder Meetings	Against	Yes		
	3.1	Elect Director Isozaki, Yoshinori	For	No		
	3.2	Elect Director Nishimura, Keisuke	For	No		
	3.3	Elect Director Miyoshi, Toshiya	For	No		
	3.4	Elect Director Minakata, Takeshi	For	No		
	3.5	Elect Director Tsuboi, Junko	For	No		
	3.6	Elect Director Mori, Masakatsu	For	No		
	3.7	Elect Director Yanagi, Hiroyuki	For	No		
	3.8	Elect Director Matsuda, Chieko	For	No		
	3.9	Elect Director Shiono, Noriko	For	No		
	3.10	Elect Director Rod Eddington	For	No		
	3.11	Elect Director George Olcott	For	No		
	3.12	Elect Director Katanozaka, Shinya	For	No		
	4.1	Appoint Statutory Auditor Ishikura, Toru	For	No		
	4.2	Appoint Statutory Auditor Ando, Yoshiko	For	No		
Renesas Electronics Corp. 30.03.23	1.1	Elect Director Shibata, Hidetoshi	For	No		
	1.2	Elect Director Iwasaki, Jiro	For	No		
	1.3	Elect Director Selena Loh Lacroix	For	No		
	1.4	Elect Director Yamamoto, Noboru	For	No		
	1.5	Elect Director Hirano, Takuya	For	No		
	2	Approve Qualified Employee Stock Purchase Plan	For	No		
Leonteq AG 30.03.23	1	Accept Financial Statements and Statutory Reports	For	No	99.47%	0.06%
	2	Approve Discharge of Board and Senior Management	For	No	99.12%	0.29%
	3.1	Approve Creation of Capital Band within the Upper Limit of CHF 20.8 Million and the Lower Limit of CHF 9.5 Million with or without Exclusion of Preemptive Rights	For	No	51.82%	47.88%
	3.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	94.16%	5.70%
	3.3	Amend Articles of Association	For	No	99.39%	0.17%
	4	Approve Allocation of Income and Dividends of CHF 2.00 per Share and CHF 2.00 per Share from Capital Contribution Reserves	For	No	99.95%	0.01%
	5.1.1	Reelect Christopher Chambers as Director	For	No	99.86%	0.06%
	5.1.2	Reelect Sylvie Davidson as Director	For	No	99.56%	0.37%
	5.1.3	Reelect Susana Smith as Director	For	No	99.26%	0.62%
	5.1.4	Reelect Richard Laxer as Director	For	No	97.99%	1.86%
	5.1.5	Reelect Philippe Le Baquer as Director	For	No	99.00%	0.86%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1.6	Reelect Thomas Meier as Director	For	No	90.99%	8.91%
	5.1.7	Reelect Dominik Schaerer as Director	For	No	88.04%	11.87%
	5.1.8	Reelect Philippe Weber as Director	For	No	97.81%	2.13%
	5.2	Reelect Christopher Chambers as Board Chair	For	No	99.73%	0.20%
	5.3.1	Reappoint Susana Smith as Member of the Nomination and Compensation Committee	For	No	96.14%	3.62%
	5.3.2	Reappoint Richard Laxer as Member of the Nomination and Compensation Committee	For	No	93.04%	6.81%
	5.3.3	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee	For	No	96.54%	3.33%
	6	Ratify Deloitte AG as Auditors	For	No	99.04%	0.86%
	7	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.61%	0.30%
	8.1	Approve Remuneration Report	For	No	94.96%	4.71%
	8.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	No	95.85%	3.62%
	8.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	No	97.47%	2.04%
	8.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million	For	No	93.32%	6.19%
	8.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.2 Million	For	No	94.04%	5.45%
	9	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
	10	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
Swedbank AB 30.03.23	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 9.75 Per Share	For	No		
	10.a	Approve Discharge of Bo Bengtsson	For	No		
	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 Bo Magnusson	For	No		
	10.n	Approve Discharge of Jens Henriksson	For	No		
	10.o	Approve Discharge of Roger Ljung	For	No		
	10.p	Approve Discharge of Ake Skoglund	For	No		
	10.q	Approve Discharge of Henrik Joelsson	For	No		
	10.r	Approve Discharge of Camilla Linder	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	11	Determine Number of Members (11) and Deputy Members of Board (0)	For	No		
	12	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 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	Against	Yes		
	13.d	Reelect Kerstin Hermansson as Director	For	No		
	13.e	Reelect Helena Liljedahl as Director	For	No		
	13.f	Reelect Bengt Erik Lindgren as Director	For	No		
	13.g	Reelect Anna Mossberg as Director	For	No		
	13.h	Reelect Per Olof Nyman as Director	For	No		
	13.i	Reelect Biljana Pehrsson as Director	For	No		
	13.j	Reelect Goran Persson as Director	For	No		
	13.k	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	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	18	Authorize Repurchase Authorization for Trading in Own Shares	For	No		
	19	Authorize Share Repurchase Program	For	No		
	20	Approve Issuance of Convertibles without Preemptive Rights	For	No		
	21.a	Approve Common Deferred Share Bonus Plan (Eken 2023)	For	No		
	21.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	For	No		
	21.c	Approve Equity Plan Financing	For	No		
	22	Approve Remuneration Report	For	No		
	23	Change Bank Software	Against	No		
	24	Allocation of funds	Against	No		
	25	Establishment of a Chamber of Commerce	Against	No		
	26	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	Against	No		
Novozymes A/S 30.03.23	1	Approve Merger Agreement with Chr. Hansen Holding A/S	For	No		
	2	Amend Articles Re: Number of Directors	For	No		
	3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	For	No		
	3.b	Amend Articles Re: Indemnification	For	No		
	3.c	Amend Remuneration Policy	For	No		
	4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
Forbo Holding AG 30.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Allocation of Income and Dividends of CHF 23.00 per Share	For	No		
	4	Authorize Repurchase of up to Ten Percent of Issued Share Capital	For	No		
	5.1	Approve Remuneration Report	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	No		
	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2024	For	No		
	5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 680,000 for Fiscal Year 2022	For	No		
	5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	For	No		
	6.1	Reelect This Schneider as Director and Board Chair	For	No		
	6.2	Reelect Peter Altorfer as Director	For	No		
	6.3	Reelect Michael Pieper as Director	For	No		
	6.4	Reelect Claudia Coninx-Kaczynski as Director	For	No		
	6.5	Reelect Eveline Saupper as Director	For	No		
	6.6	Reelect Vincent Studer as Director	Against	Yes		
	7.1	Reappoint Peter Altorfer as Member of the Compensation Committee	For	No		
	7.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	For	No		
	7.3	Reappoint Michael Pieper as Member of the Compensation Committee	For	No		
	8	Ratify KPMG AG as Auditors	For	No		
	9	Designate Rene Peyer as Independent Proxy	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Intershop Holding AG 30.03.23	1.1	Accept Consolidated Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	1.2	Accept Annual Financial Statements	For	No	99.99%	0.00%
	1.3	Approve Allocation of Income and Ordinary Dividends of CHF 25 per Share and a Special Dividend of CHF 25 per Share	For	No	99.99%	
	1.4	Approve Remuneration Report	For	No	84.61%	15.35%
	2	Approve Discharge of Board and Senior Management	For	No	93.67%	6.31%
	3.1	Approve Remuneration of Directors in the Amount of CHF 400,000	For	No	94.08%	5.87%
	3.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	No	86.86%	12.86%
	4.1.1	Reelect Ernst Schaufelberger as Director	For	No	91.89%	8.05%
	4.1.2	Reelect Kurt Ritz as Director	For	No	95.54%	4.41%
	4.1.3	Reelect Christoph Nater as Director	For	No	99.29%	0.66%
	4.2	Reelect Ernst Schaufelberger as Board Chair	For	No	90.77%	9.17%
	4.3.1	Reappoint Ernst Schaufelberger as Member of the Compensation Committee	For	No	91.43%	8.51%
	4.3.2	Reappoint Kurt Ritz as Member of the Compensation Committee	For	No	95.08%	4.88%
	4.3.3	Reappoint Christoph Nater as Member of the Compensation Committee	For	No	98.81%	1.13%
	4.4	Designate BFMS Rechtsanwaelte as Independent Proxy	For	No	99.99%	
	4.5	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	89.66%	10.30%
	5	Transact Other Business (Voting)	Against	Yes		
UniCredit SpA 31.03.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income	For	No		
	3	Approve Elimination of Negative Reserves	For	No		
	4	Authorize Share Repurchase Program	For	No		

Company / Meeting Date	Item Proposal No.	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Remuneration Policy	Against	Yes	
	6	Approve Second Section of the Remuneration Report	Against	Yes	
	7	Approve 2023 Group Incentive System	Against	Yes	
	8	Approve Fixed-Variable Compensation Ratio	For	No	
	9	Approve Decrease in Size of Board from 13 to 12	For	No	
	1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	For	No	
	2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For	No	
	3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	No	
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	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.