

# Proxy Voting Report

2nd Quarter 2023

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
The Walt Disney Company 03.04.23	1a	Elect Director Mary T. Barra	For	No	96.41%	3.58%
	1b	Elect Director Safra A. Catz	For	No	98.09%	1.90%
	1c	Elect Director Amy L. Chang	For	No	98.15%	1.84%
	1d	Elect Director Francis A. deSouza	For	No	97.29%	2.70%
	1e	Elect Director Carolyn N. Everson	For	No	98.22%	1.77%
	1f	Elect Director Michael B.G. Froman	For	No	97.21%	2.78%
	1g	Elect Director Robert A. Iger	For	No	96.69%	3.30%
	1h	Elect Director Maria Elena Lagomasino	For	No	93.12%	6.87%
	1i	Elect Director Calvin R. McDonald	For	No	97.21%	2.78%
	1j	Elect Director Mark G. Parker	For	No	93.16%	6.83%
	1k	Elect Director Derica W. Rice	For	No	94.53%	5.46%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.76%	4.08%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.32%	10.88%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
5	Report on Risks Related to Operations in China	Against	No	7.11%	88.89%	
6	Report on Charitable Contributions	Against	No	7.40%	92.24%	
7	Report on Political Expenditures	For	Yes	36.23%	63.50%	
Broadcom Inc. 03.04.23	1a	Elect Director Diane M. Bryant	For	No	90.26%	9.73%
	1b	Elect Director Gayla J. Delly	For	No	98.90%	1.09%
	1c	Elect Director Raul J. Fernandez	For	No	98.85%	1.14%
	1d	Elect Director Eddy W. Hartenstein	For	No	79.80%	20.19%
	1e	Elect Director Check Kian Low	For	No	89.35%	10.64%
	1f	Elect Director Justine F. Page	For	No	99.46%	0.53%
	1g	Elect Director Henry Samuelli	For	No	97.76%	2.23%
	1h	Elect Director Hock E. Tan	For	No	99.80%	0.19%
	1i	Elect Director Harry L. You	For	No	60.81%	39.18%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.67%	1.25%
	3	Amend Omnibus Stock Plan	Against	Yes	71.92%	27.61%
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	32.17%	67.34%	
5	Advisory Vote on Say on Pay Frequency	One Year	No			
The Bank of Nova Scotia 04.04.23	1.1	Elect Director Nora A. Aufreiter	For	No	97.49%	2.50%
	1.2	Elect Director Guillermo E. Babatz	For	No	98.15%	1.84%
	1.3	Elect Director Scott B. Bonham	For	No	97.12%	2.87%
	1.4	Elect Director Daniel (Don) H. Callahan	For	No	97.20%	2.79%
	1.5	Elect Director W. Dave Dowrich	For	No	97.51%	2.48%
	1.6	Elect Director Lynn K. Patterson	For	No	98.16%	1.83%
	1.7	Elect Director Michael D. Penner	For	No	96.95%	3.04%
	1.8	Elect Director Una M. Power	For	No	97.98%	2.01%
	1.9	Elect Director Aaron W. Regent	For	No	95.76%	4.23%
	1.10	Elect Director Calin Rovinescu	For	No	97.22%	2.77%
	1.11	Elect Director L. Scott Thomson	For	No	98.57%	1.42%
	1.12	Elect Director Benita M. Warmbold	For	No	95.28%	4.71%
	2	Ratify KPMG LLP as Auditors	Withhold	Yes	86.36%	13.63%
3	Advisory Vote on Executive Compensation Approach	Against	Yes	91.61%	8.38%	
4	SP 1: Advisory Vote on Environmental Policies	For	Yes	17.48%	82.51%	
5	SP 2: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	For	Yes	24.95%	75.04%	
Clariant AG 04.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	94.65%	5.34%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	89.09%	10.90%
	2	Approve Discharge of Board and Senior Management	For	No	90.86%	9.13%
	3.1	Approve Allocation of Income	For	No	94.77%	5.22%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	For	No	94.74%	5.25%
	4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	73.53%	26.46%
	4.2	Amend Articles Re: Duties of the Board of Directors	For	No	94.61%	5.38%
	4.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No	94.62%	5.37%
	4.4	Amend Articles Re: Compensation of Board and Senior Management	For	No	90.82%	9.17%
	4.5	Amend Articles Re: Editorial Changes	For	No	94.59%	5.40%
	5.1.a	Reelect Ahmed Al Umar as Director	For	No	93.28%	6.71%
	5.1.b	Reelect Guenter von Au as Director	For	No	90.08%	9.91%
	5.1.c	Reelect Roberto Gualdoni as Director	For	No	93.76%	6.23%
	5.1.d	Reelect Thilo Mannhardt as Director	For	No	94.58%	5.41%
	5.1.e	Reelect Geoffery Merszei as Director	For	No	91.85%	8.14%
	5.1.f	Reelect Eveline Saupper as Director	For	No	94.17%	5.82%
	5.1.g	Reelect Naveena Shastri as Director	For	No	94.18%	5.81%
	5.1.h	Reelect Peter Steiner as Director	For	No	83.54%	16.45%
	5.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	For	No	94.31%	5.68%
	5.1.j	Reelect Susanne Wamsler as Director	For	No	90.33%	9.66%
	5.1.k	Reelect Konstantin Winterstein as Director	For	No	92.95%	7.04%
	5.2	Reelect Guenter von Au as Board Chair	For	No	89.50%	10.49%
	5.3.1	Reappoint Eveline Saupper as Member of the Compensation Committee	For	No	92.95%	7.04%
	5.3.2	Reappoint Naveena Shastri as Member of the Compensation Committee	For	No	92.33%	7.66%
	5.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	For	No	93.31%	6.68%
	5.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	For	No	92.01%	7.98%
	5.4	Designate Balthasar Settelen as Independent Proxy	For	No	94.83%	5.16%
	5.5	Ratify KPMG AG as Auditors	For	No	94.70%	5.29%
	6.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	For	No	92.03%	7.96%
	6.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	For	No	89.40%	10.59%
	7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
	7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
PLAZZA AG 04.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Allocation of Income and Dividends of CHF 7.00 per Category A Registered Share and of CHF 1.40 per Category B Registered Share	For	No	99.99%	0.00%
	3	Approve Discharge of Board and Senior Management	For	No	99.98%	0.01%
	4.1	Reelect Peter Lehmann as Director and Board Chair	For	No	98.90%	1.09%
	4.2	Reelect Lauric Barbier as Director	For	No	99.99%	0.00%
	4.3	Reelect Martin Byland as Director	For	No	95.72%	4.27%
	4.4	Reelect Dominik Weber as Director	For	No	96.78%	3.21%
	4.5	Reelect Felix Schmidheiny as Director	For	No	97.34%	2.65%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1	Reappoint Martin Byland as Member of the Nomination and Compensation Committee	For	No	94.99%	5.00%
	5.2	Reappoint Dominik Weber as Member of the Nomination and Compensation Committee	For	No	96.07%	3.92%
	6	Ratify KPMG AG as Auditors	For	No		
	7	Designate SILK Rechtsanwaelte as Independent Proxy	For	No	99.87%	0.12%
	8.1	Approve Remuneration Report (Non-Binding)	For	No	95.89%	4.10%
	8.2	Approve Remuneration of Board of Directors in the Amount of CHF 600,000	For	No	98.80%	1.19%
	8.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	No	98.82%	1.17%
	9.1	Approve Virtual-Only Shareholder Meetings	Against	Yes	96.37%	3.62%
	9.2	Amend Articles Re: Electronic Communication	For	No	99.83%	0.16%
	9.3	Amend Articles of Association	For	No	99.99%	0.00%
	10.1	Additional Voting Instructions - New/Amended Proposals (Voting)	Against	No		
	10.2	Additional Voting Instructions - Counter-Proposals (Voting)	Against	No		
Credit Suisse Group AG 04.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	61.41%	37.79%
	1.2	Approve Remuneration Report	For	No	50.05%	49.37%
	2	Approve Discharge of Board and Senior Management, excluding the Supply Chain Finance Matter	Against	Yes		
	3	Approve Allocation of Income and Dividends of CHF 0.05 per Share from Capital Contribution Reserves	For	No	79.81%	19.52%
	4	Approve Cancellation of Conditional and Conversion Capital Authorizations	For	No	62.44%	36.61%
	5.1	Amend Corporate Purpose	For	No	58.97%	15.02%
	5.2	Amend Articles Re: Shares; Share Register; Transfer of Shares	For	No		
	5.3	Approve Creation of Capital Band within the Upper Limit of CHF 165.1 Million and the Lower Limit of CHF 155.1 Million with or without Exclusion of Preemptive Rights	For	No	57.49%	16.40%
	5.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	51.96%	21.89%
	5.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	52.61%	21.45%
	6	Approve Climate Strategy Report	For	No	53.06%	15.31%
	7.1.a	Reelect Axel Lehmann as Director and Board Chair	For	No	55.67%	43.65%
	7.1.b	Reelect Mirko Bianchi as Director	Against	Yes	52.38%	46.88%
	7.1.c	Reelect Iris Bohnet as Director	For	No	51.76%	47.62%
	7.1.d	Reelect Clare Brady as Director	Against	Yes	54.63%	44.75%
	7.1.e	Reelect Christian Gellerstad as Director	Against	Yes	50.04%	49.35%
	7.1.f	Reelect Keyu Jin as Director	For	No	52.05%	47.34%
	7.1.g	Reelect Shan Li as Director	For	No		
	7.1.h	Reelect Seraina Macia as Director	Against	Yes		
	7.1.i	Reelect Blythe Masters as Director	Against	Yes		
	7.1.j	Reelect Richard Meddings as Director	Against	Yes		
	7.1.k	Reelect Amanda Norton as Director	For	No	56.03%	43.33%
	7.1.l	Reelect Ana Pessoa as Director	Against	Yes		
	7.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	For	No	51.04%	48.32%

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	7.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Against	Yes	51.16%	48.20%
	7.2.3	Reappoint Shan Li as Member of the Compensation Committee	For	No		
	7.2.4	Reappoint Amanda Norton as Member of the Compensation Committee	For	No	56.03%	43.33%
	8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	For	No	50.42%	49.12%
	8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million	For	No	48.43%	48.20%
	8.2.2	Approve Share-Based Transformation Awards for Members of the Executive Committee in the Amount of CHF 30.1 Million	Against	Yes		
	9.1	Ratify PricewaterhouseCoopers AG as Auditors	For	No	63.98%	10.23%
	9.2	Designate Keller AG as Independent Proxy	For	No	63.51%	10.62%
	10.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
	10.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
Schweiter Technologies AG 04.04.23	1	Open Meeting	Refer	No		
	2	Receive Report on Fiscal Year 2022 (Non-Voting)	Refer	No		
	3	Accept Financial Statements and Statutory Reports	For	No	99.99%	
	4	Approve Remuneration Report (Non-Binding)	Against	Yes	86.67%	13.32%
	5	Approve Discharge of Board and Senior Management	For	No	99.85%	0.14%
	6	Approve Allocation of Income and Dividends of CHF 20.00 per Share	For	No	99.96%	0.03%
	7.1.1	Reelect Daniel Bossard as Director	For	No	99.31%	0.68%
	7.1.2	Reelect Vanessa Frey as Director	For	No	96.55%	3.44%
	7.1.3	Reelect Jacques Sanche as Director	For	No	93.19%	6.80%
	7.1.4	Reelect Lars van der Haegen as Director	For	No	99.85%	0.14%
	7.1.5	Reelect Beat Siegrist as Director	For	No	96.47%	3.51%
	7.1.6	Reelect Stephan Widrig as Director	For	No	99.92%	0.06%
	7.1.7	Reelect Heinz Baumgartner as Director and Board Chair	Against	Yes	91.11%	8.87%
	7.2.1	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Against	Yes	84.69%	15.30%
	7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	Against	Yes	91.55%	8.44%
	7.2.3	Reappoint Daniel Bossard as Member of the Nomination and Compensation Committee	Against	Yes	96.75%	3.02%
	7.3	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.99%	
	7.4	Ratify KPMG AG as Auditors	For	No	99.94%	0.05%
	8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	For	No	99.86%	0.07%
	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	For	No	98.48%	1.45%
	9.1	Approve Conversion of Bearer Shares into Registered Shares	For	No	99.99%	0.00%
	9.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	10.05%	76.73%
	10	Transact Other Business (Voting)	Against	Yes		
Canadian Imperial Bank of Commerce 04.04.23	1a	Elect Director Ammar Aljoundi	For	No	99.46%	0.53%
	1b	Elect Director Charles J. G. Brindamour	For	No	99.57%	0.42%
	1c	Elect Director Nanci E. Caldwell	For	No	98.61%	1.38%
	1d	Elect Director Michelle L. Collins	For	No	99.24%	0.75%
	1e	Elect Director Luc Desjardins	For	No	97.75%	2.24%

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	1f	Elect Director Victor G. Dodig	For	No	99.62%	0.37%
	1g	Elect Director Kevin J. Kelly	For	No	98.21%	1.78%
	1h	Elect Director Christine E. Larsen	For	No	99.65%	0.34%
	1i	Elect Director Mary Lou Maher	For	No	98.76%	1.23%
	1j	Elect Director William F. Morneau	For	No	99.53%	0.46%
	1k	Elect Director Katharine B. Stevenson	For	No	99.27%	0.72%
	1l	Elect Director Martine Turcotte	For	No	98.51%	1.48%
	1m	Elect Director Barry L. Zubrow	For	No	98.88%	1.11%
	2	Ratify Ernst & Young LLP as Auditors	Withhold	Yes	88.08%	11.91%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	95.81%	4.18%
	4	SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against	No	10.37%	89.63%
	5	SP 2: Advisory Vote on Environmental Policies	For	Yes	16.81%	83.19%
	6	SP 3: Invest in and Finance the Canadian Oil and Gas Sector	Against	No	0.87%	99.13%
Nokia Oyj 04.04.23	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	99.22%	0.03%
	8	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	For	No	99.92%	
	9	Approve Discharge of Board and President	For	No	97.46%	1.41%
	10	Approve Remuneration Report (Advisory Vote)	For	No	92.28%	6.65%
	11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	No	96.48%	
	12	Fix Number of Directors at Ten	For	No	99.19%	
	13.1	Reelect Sari Baldauf (Chair) as Director	For	No	97.34%	
	13.2	Reelect Thomas Dannenfeldt as Director	For	No	98.60%	
	13.3	Reelect Lisa Hook as Director	For	No	97.63%	
	13.4	Reelect Jeanette Horan as Director	For	No	98.68%	
	13.5	Reelect Thomas Saueressig as Director	For	No	98.69%	
	13.6	Reelect Soren Skou (Vice Chair) as Director	For	No	97.24%	
	13.7	Reelect Carla Smits-Nusteling as Director	For	No	98.68%	
	13.8	Reelect Kai Oistamo as Director	For	No	98.65%	
	13.9	Elect Timo Ahopelto as Director	For	No	99.11%	
	13.10	Elect Elizabeth Crain as Director	For	No	97.79%	
	14	Approve Remuneration of Auditor	For	No	99.24%	
	15	Ratify Deloitte as Auditor	For	No	99.25%	
	16	Authorize Share Repurchase Program	For	No	98.55%	1.37%
	17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	For	No	98.91%	1.01%
	18	Close Meeting	Refer	No		
Skandinaviska Enskilda Banken AB 04.04.23	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		
	5.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	For	No		

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	5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive Financial Statements and Statutory Reports	Refer	No		
	8	Receive President's Report	Refer	No		
	9	Accept Financial Statements and Statutory Reports	For	No		
	10	Approve Allocation of Income and Dividends of SEK 6.75 Per Share	For	No		
	11.1	Approve Discharge of Jacob Aarup-Andersen	For	No		
	11.2	Approve Discharge of Signhild Arnegard Hansen	For	No		
	11.3	Approve Discharge of Anne-Catherine Berner	For	No		
	11.4	Approve Discharge of John Flint	For	No		
	11.5	Approve Discharge of Winnie Fok	For	No		
	11.6	Approve Discharge of Anna-Karin Glimstrom	For	No		
	11.7	Approve Discharge of Annika Dahlberg	For	No		
	11.8	Approve Discharge of Charlotta Lindholm	For	No		
	11.9	Approve Discharge of Sven Nyman	For	No		
	11.10	Approve Discharge of Magnus Olsson	For	No		
	11.11	Approve Discharge of Marika Ottander	For	No		
	11.12	Approve Discharge of Lars Ottersgard	For	No		
	11.13	Approve Discharge of Jesper Ovesen	For	No		
	11.14	Approve Discharge of Helena Saxon	For	No		
	11.15	Approve Discharge of Johan Torgeby (as Board Member)	For	No		
	11.16	Approve Discharge of Marcus Wallenberg	For	No		
	11.17	Approve Discharge of Johan Torgeby (as President)	For	No		
	12.1	Determine Number of Members (11) and Deputy Members (0) of Board	For	No		
	12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No		
	13.1	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 880,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	13.2	Approve Remuneration of Auditors	For	No		
	14.a1	Reelect Jacob Aarup Andersen as Director	For	No		
	14.a2	Reelect Signhild Arnegard Hansen as Director	Against	Yes		
	14.a3	Reelect Anne-Catherine Berner as Director	For	No		
	14.a4	Reelect John Flint as Director	For	No		
	14.a5	Reelect Winnie Fok as Director	For	No		
	14.a6	Reelect Sven Nyman as Director	For	No		
	14.a7	Reelect Lars Ottersgard as Director	For	No		
	14.a8	Reelect Helena Saxon as Director	Against	Yes		
	14.a9	Reelect Johan Torgeby as Director	For	No		
	14.10	Elect Marcus Wallenberg as Director	Against	Yes		
	14.11	Elect Svein Tore Holsether as Director	For	No		
	14.b	Reelect Marcus Wallenberg as Board Chair	Against	Yes		
	15	Ratify Ernst & Young as Auditors	For	No		
	16	Approve Remuneration Report	For	No		
	17.a	Approve SEB All Employee Program 2023 for All Employees in Most of the Countries where SEB Operates	For	No		
	17.b	Approve SEB Share Deferral Program 2023 for Group Executive Committee, Senior Managers and Key Employees	For	No		



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	17.c	Approve SEB Restricted Share Program 2023 for Some Employees in Certain Business Units	For	No		
	18.a	Authorize Share Repurchase Program	For	No		
	18.b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	For	No		
	18.c	Approve Transfer of Class A Shares to Participants in 2023 Long-Term Equity Programs	For	No		
	19	Approve Issuance of Convertibles without Preemptive Rights	For	No		
	20.a	Approve SEK 390 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	For	No		
	20.b	Approve Capitalization of Reserves of SEK 390 Million for a Bonus Issue	For	No		
	21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For	No		
	22	Change Bank Software	Against	No		
	23	Simplified Renewal for BankID	Against	No		
	24	Stop Financing Fossil Companies that Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	Against	No		
	25	Conduct Study on Compliance with the Rule of Law for Bank Customers	Against	No		
	26	Establish Swedish/Danish Chamber of Commerce	Against	No		
	27	Close Meeting	Refer	No		
Molecular Partners AG 04.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report	Against	Yes		
	3	Approve Allocation of Income and Omission of Dividends	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Amend Corporate Purpose	For	No		
	5.2	Amend Articles Re: Shares and Share Register	For	No		
	5.3	Amend Articles Re: Shareholder Rights; General Meetings (incl. Hybrid and Virtual Meetings); Publication and Notices	For	No		
	5.4	Amend Articles of Association	For	No		
	6.1.1	Reelect William Burns as Director	For	No		
	6.1.2	Reelect Agnete redriksen as Director	For	No		
	6.1.3	Reelect Dominik Hoechli as Director	For	No		
	6.1.4	Reelect Steven Holtzman as Director	For	No		
	6.1.5	Reelect Sandip Kapadia as Director	Against	Yes		
	6.1.6	Reelect Vito Palombella as Director	For	No		
	6.1.7	Reelect Michael Vasconcelles as Director	For	No		
	6.1.8	Reelect Patrick Amstutz as Director	For	No		
	6.2	Reelect William Burns as Board Chair	For	No		
	6.3.1	Reappoint William Burns as Member of the Nomination and Compensation Committee	For	No		
	6.3.2	Reappoint Steven Holtzman as Member of the Nomination and Compensation Committee	For	No		
	6.3.3	Reappoint Michael Vasconcelles as Member of the Nomination and Compensation Committee	For	No		
	7	Ratify KPMG AG as Auditors	For	No		
	8	Designate Keller AG as Independent Proxy	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	No		
	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for the Period July 1, 2023 - June 30, 2024	For	No		
	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Volvo AB 04.04.23	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 Inspector(s) of Minutes of Meeting	Refer	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive President's Report	Refer	No		
	8	Receive Financial Statements and Statutory Reports	Refer	No		
	9	Accept Financial Statements and Statutory Reports	For	No		
	10	Approve Allocation of Income and Dividends of SEK 7.00 Per Share and an Extra Dividend of SEK 7.00 Per Share	For	No		
	11.1	Approve Discharge of Matti Alahuhta	For	No		
	11.2	Approve Discharge of Jan Carlson	For	No		
	11.3	Approve Discharge of Eckhard Cordes	For	No		
	11.4	Approve Discharge of Eric Elzvik	For	No		
	11.5	Approve Discharge of Martha Finn Brooks	For	No		
	11.6	Approve Discharge of Kurt Jofs	For	No		
	11.7	Approve Discharge of Martin Lundstedt (Board Member)	For	No		
	11.8	Approve Discharge of Kathryn V. Marinello	For	No		
	11.9	Approve Discharge of Martina Merz	For	No		
	11.10	Approve Discharge of Hanne de Mora	For	No		
	11.11	Approve Discharge of Helena Stjernholm	For	No		
	11.12	Approve Discharge of Carl-Henric Svanberg	For	No		
	11.13	Approve Discharge of Lars Ask (Employee Representative)	For	No		
	11.14	Approve Discharge of Mats Henning (Employee Representative)	For	No		
	11.15	Approve Discharge of Mikael Sallstrom (Employee Representative)	For	No		
	11.16	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	For	No		
	11.17	Approve Discharge of Mari Larsson (Deputy Employee Representative)	For	No		
	11.18	Approve Discharge of Martin Lundstedt (as CEO)	For	No		
	12.1	Determine Number of Members (11) of Board	For	No		
	12.2	Determine Number Deputy Members (0) of Board	For	No		
	13	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chairman and SEK 1.18 Million for Other Directors except CEO; Approve Remuneration for Committee Work	For	No		
	14.1	Reelect Matti Alahuhta as Director	For	No		
	14.2	Elect Bo Anvik as New Director	For	No		
	14.3	Reelect Jan Carlson as Director	For	No		
	14.4	Reelect Eric Elzvik as Director	For	No		
	14.5	Reelect Martha Finn Brooks as Director	For	No		
	14.6	Reelect Kurt Jofs as Director	For	No		
	14.7	Reelect Martin Lundstedt as Director	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14.8	Reelect Kathryn V. Marinello as Director	For	No		
	14.9	Reelect Martina Merz as Director	For	No		
	14.10	Reelect Helena Stjernholm as Director	For	No		
	14.11	Reelect Carl-Henric Svanberg as Director	Against	Yes		
	15	Reelect Carl-Henric Svanberg as Board Chair	Against	Yes		
	16	Approve Remuneration of Auditors	For	No		
	17	Ratify Deloitte AB as Auditors	For	No		
	18.1	Elect Par Boman to Serve on Nominating Committee	For	No		
	18.2	Elect Anders Oscarsson to Serve on Nominating Committee	For	No		
	18.3	Elect Magnus Billing to Serve on Nominating Committee	For	No		
	18.4	Elect Anders Algotsson to Serve on Nominating Committee	For	No		
	18.5	Elect Chairman of the Board to Serve on Nomination Committee	Against	Yes		
	19	Approve Remuneration Report	Against	Yes		
	20.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	20.2	Approve Long-Term Performance Based Incentive Program	For	No		
Vontobel Holding AG 04.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.86%	0.01%
	2	Approve Discharge of Board and Senior Management	For	No	99.20%	0.11%
	3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	No	99.84%	0.05%
	4.1	Reelect Andreas Utermann as Director	For	No	95.36%	4.52%
	4.2	Reelect Bruno Basler as Director	For	No	94.36%	5.48%
	4.3	Reelect Maja Baumann as Director	For	No	99.37%	0.53%
	4.4	Reelect Elisabeth Bourqui as Director	For	No	99.55%	0.33%
	4.5	Reelect David Cole as Director	For	No	99.64%	0.11%
	4.6	Reelect Michael Halbherr as Director	For	No	97.19%	2.55%
	4.7	Reelect Stefan Loacker as Director	For	No	99.71%	0.08%
	4.8	Reelect Clara Streit as Director	For	No	97.05%	2.80%
	4.9	Reelect Bjoern Wettergren as Director	For	No	94.28%	5.51%
	5	Reelect Andreas Utermann as Board Chair	For	No	96.14%	3.73%
	6.1	Reappoint Bruno Basler as Member of the Nomination and Compensation Committee	Against	Yes	86.52%	13.34%
	6.2	Reappoint Michael Halbherr as Member of the Nomination and Compensation Committee	Against	Yes	93.94%	5.76%
	6.3	Reappoint Clara Streit as Member of the Nomination and Compensation Committee	Against	Yes	88.00%	11.82%
	6.4	Appoint Andreas Utermann as Member of the Nomination and Compensation Committee	Against	Yes	89.62%	10.21%
	6.5	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	Against	Yes	85.82%	13.95%
	7	Designate VISCHER AG as Independent Proxy	For	No	99.83%	0.06%
	8	Ratify Ernst & Young AG as Auditors	Against	Yes	93.40%	6.54%
	9.1	Approve Remuneration Report (Non-binding)	Against	Yes	82.62%	17.09%
	9.2	Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million	For	No	94.54%	5.19%
	9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.9 Million for the Period July 1, 2023 - June 30, 2024	For	No	95.81%	3.79%
	9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022	For	No	94.52%	5.23%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 3.8 Million	For	No	97.95%	1.77%
	10.1	Amend Articles Re: Shares and Share Register	For	No	99.87%	0.03%
	10.2	Amend Articles Re: General Meeting	For	No	99.84%	0.06%
	10.3	Amend Articles of Association	For	No	99.79%	0.09%
	10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	96.74%	3.13%
	11	Transact Other Business (Voting)	Against	Yes		
SF Urban Properties AG 05.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income	For	No		
	3	Approve Dividends of CHF 0.72 per Share with Par Value of CHF 1.80 and CHF 3.60 per Share with Par Value of CHF 9.00 from Capital Contribution Reserves	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Reelect Hans-Peter Bauer as Director	For	No		
	5.2	Reelect Andreas Haemmerli as Director	For	No		
	5.3	Reelect Carolin Schmueser as Director	For	No		
	5.4	Reelect Alexander Voegele as Director	For	No		
	5.5	Elect Anja Roemer as Director	For	No		
	6.1	Reappoint Andreas Haemmerli as Member of the Compensation Committee	Against	Yes		
	6.2	Appoint Anja Roemer as Member of the Compensation Committee	For	No		
	7	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	8	Designate Pablo Buenger as Independent Proxy	For	No		
	9.1	Approve Remuneration of Directors in the Amount of CHF 300,000	For	No		
	9.2	Approve Remuneration of Executive Committee in the Amount of CHF 200,000	Against	Yes		
	10.1	Approve Cancellation of Capital Authorization	For	No		
	10.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No		
	10.3	Amend Articles Re: Board Meeting Resolutions; Board Quorum	For	No		
	10.4	Amend Articles Re: Compensation of Board and Senior Management	For	No		
	10.5	Amend Articles of Association	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Straumann Holding AG 05.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report	For	No	95.58%	4.41%
	2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	For	No	99.92%	0.07%
	3	Approve Discharge of Board and Senior Management	For	No	99.31%	0.68%
	4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	For	No	93.79%	6.20%
	5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	For	No	99.24%	0.75%
	5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	No	95.16%	4.83%
	5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	No	98.76%	1.23%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Reelect Gilbert Achermann as Director and Board Chair	For	No	86.37%	13.62%
	6.2	Reelect Marco Gadola as Director	For	No	65.13%	34.86%
	6.3	Reelect Juan Gonzalez as Director	For	No	95.86%	4.13%
	6.4	Reelect Petra Rumpf as Director	For	No	98.89%	1.10%
	6.5	Reelect Thomas Straumann as Director	For	No	98.18%	1.81%
	6.6	Reelect Nadia Schmidt as Director	For	No	95.72%	4.27%
	6.7	Reelect Regula Wallimann as Director	For	No	95.85%	4.14%
	6.8	Elect Olivier Filliol as Director	For	No	99.75%	0.24%
	7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	For	No	64.50%	35.49%
	7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	For	No	95.65%	4.34%
	7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	For	No	94.93%	5.06%
	8	Designate Neovius AG as Independent Proxy	For	No	99.97%	0.02%
	9	Ratify Ernst & Young AG as Auditors	For	No	99.46%	0.53%
	10.1	Amend Corporate Purpose	For	No	99.70%	0.04%
	10.2	Amend Articles Re: Shares and Share Register	For	No	98.28%	1.37%
	10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	93.17%	6.82%
	10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	For	No	99.89%	0.10%
	10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.39%	0.60%
	10.6	Amend Articles Re: Editorial Changes	For	No	99.83%	0.16%
	11	Transact Other Business (Voting)	Against	Yes		
Fundamenta Real Estate AG 05.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.79%	
	2	Approve Allocation of Income	For	No	99.65%	
	3	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	For	No	99.67%	
	4	Approve Discharge of Board and Senior Management	For	No	99.61%	0.02%
	5.1.1	Reelect Andreas Spahni as Director and Board Chair	Against	Yes	87.01%	12.61%
	5.1.2	Reelect Frederic de Boer as Director	For	No	96.64%	2.98%
	5.1.3	Reelect Niels Roefs as Director	For	No	99.54%	0.08%
	5.1.4	Reelect Hadrian Rosenberg as Director	For	No	99.54%	0.08%
	5.1.5	Reelect Herbert Stoop as Director	For	No	96.32%	0.10%
	5.2.1	Reappoint Niels Roefs as Member of the Compensation Committee	For	No	99.49%	0.12%
	5.2.2	Reappoint Hadrian Rosenberg as Member of the Compensation Committee	For	No	99.48%	0.12%
	5.3	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.72%	0.03%
	5.4	Designate Stephan Huber as Independent Proxy	For	No	99.76%	0.00%
	6.1	Approve Remuneration of Directors in the Amount of CHF 300,000	For	No	96.30%	3.14%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 250,000	For	No	96.33%	3.13%
	6.3	Approve Remuneration Report	For	No	96.39%	3.14%
	7.1	Amend Articles of Association	For	No	99.64%	0.00%
	7.2	Approve Virtual-Only Shareholder Meetings	Against	Yes	71.20%	28.41%
	7.3	Amend Articles Re: Share Register	For	No	99.60%	0.03%
	7.4	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No	99.58%	0.06%
	8	Transact Other Business (Voting)	Against	Yes		
Royal Bank of Canada	1.1	Elect Director Mirko Bibic	For	No	99.28%	0.71%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
05.04.23	1.2	Elect Director Andrew A. Chisholm	For	No	99.56%	0.43%
	1.3	Elect Director Jacynthe Cote	For	No	98.12%	1.87%
	1.4	Elect Director Toos N. Daruvala	For	No	99.48%	0.51%
	1.5	Elect Director Cynthia Devine	For	No	99.48%	0.51%
	1.6	Elect Director Roberta L. Jamieson	For	No	99.51%	0.48%
	1.7	Elect Director David McKay	For	No	99.56%	0.43%
	1.8	Elect Director Maryann Turcke	For	No	94.83%	5.16%
	1.9	Elect Director Thierry Vandal	For	No	98.52%	1.47%
	1.10	Elect Director Bridget A. van Kralingen	For	No	98.93%	1.06%
	1.11	Elect Director Frank Vettese	For	No	99.55%	0.44%
	1.12	Elect Director Jeffery Yabuki	For	No	99.21%	0.78%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.42%	0.57%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	95.68%	4.31%
	4	Amend Stock Option Plan	For	No	97.21%	2.78%
	5	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	For	No	97.63%	2.36%
	A	SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against	No	7.15%	<b>92.84%</b>
	B	SP 2: Revise the Bank's Human Rights Position Statement	For	Yes	26.67%	<b>73.32%</b>
	C	SP 3: Publish a Third-Party Racial Equity Audit	For	Yes	42.23%	<b>57.76%</b>
	D	SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	For	Yes	17.17%	<b>82.82%</b>
	E	SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	Against	No	6.75%	<b>93.24%</b>
F	SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against	No	12.98%	<b>87.01%</b>	
G	SP 7: Advisory Vote on Environmental Policies	For	Yes	18.76%	<b>81.23%</b>	
H	SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	For	Yes	10.80%	<b>89.19%</b>	
Deutsche Telekom AG 05.04.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	No	99.87%	0.12%
	3	Approve Discharge of Management Board for Fiscal Year 2022	Against	Yes	99.65%	0.34%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Against	Yes	90.53%	9.46%
	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	No	99.78%	0.21%
	6.1	Elect Harald Krueger to the Supervisory Board	For	No	99.53%	0.46%
	6.2	Elect Reinhard Ploss to the Supervisory Board	For	No	99.62%	0.37%
	6.3	Elect Margret Suckale to the Supervisory Board	For	No	98.65%	1.34%
	7	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	88.90%	<b>11.09%</b>
Scentre Group 05.04.23	8	Approve Remuneration Report	Against	Yes	84.46%	<b>15.53%</b>
	2	Approve Remuneration Report	Against	Yes	95.78%	4.21%
	3	Elect Michael Wilkins as Director	For	No	93.02%	6.97%
	4	Elect Stephen McCann as Director	For	No	94.43%	5.56%
	5	Approve Grant of Performance Rights to Elliott Rusanow	For	No	86.27%	<b>13.72%</b>
UBS Group AG 05.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.21%	0.36%
	2	Approve Remuneration Report	For	No	85.58%	<b>11.90%</b>

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Sustainability Report	Against	Yes	81.29%	14.87%
	4	Approve Allocation of Income and Dividends of USD 0.55 per Share	For	No	99.71%	0.14%
	5.1	Amend Articles Re: General Meeting	For	No	97.47%	0.41%
	5.2	Approve Virtual-Only Shareholder Meetings	Against	Yes	77.71%	19.77%
	5.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee; Editorial Changes	For	No	96.64%	1.17%
	5.4	Amend Articles Re: Shares and Share Register	For	No	97.61%	0.26%
	6	Approve Discharge of Board and Senior Management, excluding French Cross-Border Matter	For	No	93.76%	2.70%
	7.1	Reelect Colm Kelleher as Director and Board Chair	For	No	89.85%	9.65%
	7.2	Reelect Lukas Gaehwiler as Director	For	No	97.20%	2.49%
	7.3	Reelect Jeremy Anderson as Director	For	No	94.38%	4.06%
	7.4	Reelect Claudia Boeckstiegel as Director	For	No	97.10%	2.56%
	7.5	Reelect William Dudley as Director	For	No	97.07%	2.59%
	7.6	Reelect Patrick Firmenich as Director	For	No	96.73%	2.92%
	7.7	Reelect Fred Hu as Director	For	No	95.01%	4.62%
	7.8	Reelect Mark Hughes as Director	For	No	97.06%	2.59%
	7.9	Reelect Nathalie Rachou as Director	For	No	95.97%	3.69%
	7.10	Reelect Julie Richardson as Director	For	No	95.58%	4.08%
	7.11	Reelect Dieter Wemmer as Director	For	No	96.63%	3.02%
	7.12	Reelect Jeanette Wong as Director	For	No	96.27%	3.38%
	8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	For	No	91.21%	8.34%
	8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	For	No	95.17%	4.39%
	8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	For	No	94.81%	4.74%
	9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	For	No	88.01%	9.70%
	9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million	For	No	87.09%	10.55%
	9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	For	No	89.26%	8.45%
	10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	No	99.73%	0.07%
	10.2	Ratify Ernst & Young AG as Auditors	For	No	94.66%	5.16%
	11	Approve CHF 6.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.60%	0.20%
	12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	For	No	94.99%	4.72%
	13.1	Approve CHF 25.9 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	For	No	98.95%	0.76%
	13.2	Approve Conversion of Currency of the Share Capital from CHF to USD	For	No	98.19%	1.47%
	14	Transact Other Business (Voting)	Against	No		
mobilezone holding ag 05.04.23	1.1	Accept Consolidated Financial Statements and Statutory Reports	For	No	99.87%	0.12%
	1.2	Accept Financial Statements and Statutory Reports	For	No	99.87%	0.12%
	2	Approve Discharge of Board and Senior Management	For	No	99.62%	0.37%
	3.1	Approve Allocation of Income and Dividends of CHF 0.45 per Share	For	No	99.98%	0.01%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.2	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	For	No	99.99%	0.00%
	4	Approve CHF 7,708.65 Reduction in Share Capital via Cancellation of Repurchased Shares	For	No	99.87%	0.12%
	5.1	Approve Remuneration Report (Non-Binding)	Against	Yes	49.26%	<b>50.73%</b>
	5.2	Approve Remuneration of Directors in the Amount of CHF 550,000	For	No	98.23%	1.76%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	No	90.82%	9.17%
	6.1.1	Reelect Olaf Swantee as Director	For	No	99.79%	0.20%
	6.1.2	Reelect Gabriela Theus as Director	For	No	99.87%	0.12%
	6.1.3	Reelect Michael Haubrich as Director	For	No	99.80%	0.19%
	6.1.4	Reelect Lea Sonderegger as Director	For	No	99.86%	0.13%
	6.1.5	Elect Markus Bernhard as Director	Against	Yes	88.48%	<b>11.51%</b>
	6.2	Reelect Olaf Swantee as Board Chair	For	No	99.79%	0.20%
	6.3.1	Reappoint Olaf Swantee as Member of the Nomination and Compensation Committee	For	No	94.24%	5.75%
	6.3.2	Reappoint Michael Haubrich as Member of the Nomination and Compensation Committee	For	No	94.37%	5.62%
	6.3.3	Appoint Lea Sonderegger as Member of the Nomination and Compensation Committee	For	No	94.46%	5.53%
	6.4	Designate Hodgskin Rechtsanwaelte as Independent Proxy	For	No	97.88%	2.11%
	6.5	Ratify BDO AG as Auditors	For	No	99.83%	0.16%
	7	Transact Other Business (Voting)	Against	Yes		
Hewlett Packard Enterprise Company 05.04.23	1a	Elect Director Daniel Ammann	For	No	98.07%	1.92%
	1b	Elect Director Pamela L. Carter	For	No	96.45%	3.54%
	1c	Elect Director Frank A. D'Amelio	For	No	99.63%	0.36%
	1d	Elect Director Regina E. Dugan	For	No	99.65%	0.34%
	1e	Elect Director Jean M. Hobby	For	No	98.63%	1.36%
	1f	Elect Director Raymond J. Lane	For	No	93.45%	6.54%
	1g	Elect Director Ann M. Livermore	For	No	96.80%	3.19%
	1h	Elect Director Antonio F. Neri	For	No	99.60%	0.39%
	1i	Elect Director Charles H. Noski	For	No	99.60%	0.39%
	1j	Elect Director Raymond E. Ozzie	For	No	99.60%	0.39%
	1k	Elect Director Gary M. Reiner	For	No	96.08%	3.91%
	1l	Elect Director Patricia F. Russo	For	No	94.43%	5.56%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.09%	0.70%
	3	Amend Omnibus Stock Plan	For	No	91.96%	7.81%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.58%	<b>10.10%</b>
	5	Report on Lobbying Payments and Policy	For	Yes	25.43%	<b>73.85%</b>
Telia Co. AB 05.04.23	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 (2) of Minutes of Meeting	Refer	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive Financial Statements and Statutory Reports	Refer	No		
	8	Accept Financial Statements and Statutory Reports	For	No		
	9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	For	No		
	10.1	Approve Discharge of Johannes Ametsreiter	For	No		
	10.2	Approve Discharge of Ingrid Bonde	For	No		
	10.3	Approve Discharge of Luisa Delgado	For	No		
	10.4	Approve Discharge of Tomas Eliasson	For	No		
	10.5	Approve Discharge of Rickard Gustafson	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.6	Approve Discharge of Lars-Johan Jarnheimer	For	No		
	10.7	Approve Discharge of Jeanette Jager	For	No		
	10.8	Approve Discharge of Nina Linander	For	No		
	10.9	Approve Discharge of Jimmy Maymann	For	No		
	10.10	Approve Discharge of Martin Tiveus	For	No		
	10.11	Approve Discharge of Stefan Carlsson	For	No		
	10.12	Approve Discharge of Martin Saaf	For	No		
	10.13	Approve Discharge of Rickard Wast	For	No		
	10.14	Approve Discharge of Agneta Ahlstrom	For	No		
	10.15	Approve Discharge of Allison Kirkby (CEO)	For	No		
	11	Approve Remuneration Report	Against	Yes		
	12	Determine Number of Members (9) and Deputy Members of Board (0)	For	No		
	13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 940,000 for Vice Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	Against	Yes		
	14.1	Reelect Johannes Ametsreiter as Director	For	No		
	14.2	Reelect Ingrid Bonde as Director	For	No		
	14.3	Reelect Luisa Delgado as Director	For	No		
	14.4	Reelect Tomas Eliasson as Director	For	No		
	14.5	Reelect Rickard Gustafson as Director	For	No		
	14.6	Reelect Lars-Johan Jarnheimer as Director	For	No		
	14.7	Reelect Jeanette Jager as Director	For	No		
	14.8	Reelect Jimmy Maymann as Director	For	No		
	14.9	Elect Sarah Eccleston as Director	For	No		
	15.1	Reelect Lars-Johan Jarnheimer as Board Chair	For	No		
	15.2	Reelect Ingrid Bonde as Vice Chairman	For	No		
	16	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No		
	17	Approve Remuneration of Auditors	For	No		
	18	Ratify Deloitte as Auditors	For	No		
	19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No		
	21.a	Approve Performance Share Program 2023/2026 for Key Employees	For	No		
	21.b	Approve Equity Plan Financing Through Transfer of Shares	For	No		
	22.a	Approve SEK 5.4 Million Reduction in Share Capital via Share Cancellation	For	No		
	22.b	Approve Capitalization of Reserves of SEK 533 Million for a Bonus Issue	For	No		
	23	Close Meeting	Refer	No		
PSP Swiss Property AG 05.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.61%	0.18%
	2	Approve Remuneration Report (Non-Binding)	For	No	66.28%	33.46%
	3	Approve Allocation of Income and Dividends of CHF 3.80 per Share	For	No	99.95%	0.00%
	4	Approve Discharge of Board and Senior Management	For	No	98.94%	0.73%
	5.1	Reelect Luciano Gabriel as Director	For	No	96.09%	3.81%
	5.2	Reelect Henrik Saxborn as Director	For	No	64.90%	34.67%
	5.3	Reelect Mark Abramson as Director	For	No	98.40%	1.49%
	5.4	Reelect Corinne Denzler as Director	For	No	93.21%	6.13%
	5.5	Reelect Adrian Dudle as Director	For	No	92.36%	7.53%
	6	Reelect Luciano Gabriel as Board Chair	For	No	94.36%	5.43%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	For	No	63.84%	36.02%
	7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	For	No	93.70%	5.62%
	7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	For	No	91.73%	8.14%
	8	Approve Remuneration of Directors in the Amount of CHF 800,000	For	No	88.74%	11.10%
	9	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	No	86.04%	13.79%
	10	Ratify Ernst & Young AG as Auditors	For	No	99.04%	0.84%
	11	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.91%	0.05%
	12.1	Approve Cancellation of Capital Authorization; Editorial Amendments	For	No	99.83%	0.03%
	12.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No	77.19%	22.04%
	12.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	88.44%	11.38%
	13.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
	13.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
Tornos Holding AG 05.04.23	1	Open Meeting	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No	98.54%	0.00%
	3.1	Approve Treatment of Net Loss	For	No	98.45%	0.00%
	3.2	Approve Allocation of Income	For	No	98.43%	0.03%
	3.3	Approve Dividends of CHF 0.30 per Share from Capital Contribution Reserves	For	No	98.49%	0.06%
	4.1	Amend Articles Re: Editorial Changes	For	No	98.29%	0.16%
	4.2	Amend Articles Re: Threshold for Convening Extraordinary General Meeting	For	No	98.32%	0.14%
	4.3	Amend Articles Re: Threshold to Submit Items to the Agenda	For	No	98.31%	0.15%
	4.4	Amend Articles Re: Qualified Majority for Adoption of Resolutions	For	No	98.25%	0.22%
	4.5	Amend Articles Re: General Meeting Procedures and Minutes	For	No	98.32%	0.15%
	4.6	Amend Articles Re: Editorial Changes	For	No	98.29%	0.17%
	5.1	Approve Discharge of Board of Directors	For	No	74.49%	19.73%
	5.2	Approve Discharge of Senior Management	For	No	85.75%	0.70%
	6.1	Reelect Francois Frote as Director	For	No	94.64%	3.93%
	6.2	Reelect Michel Rollier as Director	For	No	98.44%	0.12%
	6.3	Reelect Walter Fust as Director	For	No	93.03%	3.99%
	6.4	Reelect Till Fust as Director	For	No	96.86%	0.20%
	7	Reelect Francois Frote as Board Chair	Against	Yes	94.22%	4.33%
	8.1	Reappoint Francois Frote as Member of the Compensation Committee	Against	Yes	93.98%	4.57%
	8.2	Reappoint Michel Rollier as Member of the Compensation Committee	Against	Yes	97.73%	0.80%
	8.3	Reappoint Walter Fust as Member of the Compensation Committee	Against	Yes	92.46%	4.51%
	8.4	Reappoint Till Fust as Member of the Compensation Committee	Against	Yes	96.26%	0.75%
	9	Designate Roland Schweizer as Independent Proxy	For	No	97.07%	0.02%
	10	Ratify PricewaterhouseCoopers SA as Auditors	For	No	98.46%	0.15%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	11.1	Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options	Against	Yes	93.46%	4.70%
	11.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options	Against	Yes	91.94%	6.20%
	12	Transact Other Business (Voting)	Against	Yes		
Rio Tinto Plc 06.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.72%	0.27%
	2	Approve Remuneration Report for UK Law Purposes	For	No	96.03%	3.96%
	3	Approve Remuneration Report for Australian Law Purposes	For	No	95.99%	4.00%
	4	Approve the Potential Termination of Benefits for Australian Law Purposes	For	No	98.91%	1.08%
	5	Elect Kaisa Hietala as Director	For	No	99.66%	0.33%
	6	Re-elect Dominic Barton as Director	For	No	97.44%	2.55%
	7	Re-elect Megan Clark as Director	Against	Yes	93.97%	6.02%
	8	Re-elect Peter Cunningham as Director	For	No	99.71%	0.28%
	9	Re-elect Simon Henry as Director	For	No	98.43%	1.56%
	10	Re-elect Sam Laidlaw as Director	For	No	97.66%	2.33%
	11	Re-elect Simon McKeon as Director	For	No	98.44%	1.55%
	12	Re-elect Jennifer Nason as Director	For	No	98.45%	1.54%
	13	Re-elect Jakob Stausholm as Director	For	No	99.52%	0.47%
	14	Re-elect Ngaire Woods as Director	For	No	98.35%	1.64%
	15	Re-elect Ben Wyatt as Director	For	No	98.75%	1.24%
	16	Reappoint KPMG LLP as Auditors	For	No	99.32%	0.67%
	17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No	99.81%	0.18%
	18	Authorise UK Political Donations and Expenditure	For	No	98.29%	1.70%
	19	Authorise Issue of Equity	For	No	98.63%	1.36%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.41%	0.58%
	21	Authorise Market Purchase of Ordinary Shares	For	No	79.26%	20.73%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.00%	3.99%
Zug Estates Holding AG 06.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	1.2	Approve Remuneration Report	Against	Yes	90.03%	9.96%
	2	Approve Allocation of Income and Dividends of CHF 4.10 per Category A Registered Share and CHF 41.00 per Category B Registered Share	For	No	99.99%	0.00%
	3.1	Approve Remuneration of Directors in the Amount of CHF 800,000	For	No	94.88%	5.11%
	3.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	No	99.31%	0.68%
	4	Approve Discharge of Board and Senior Management	For	No	99.84%	0.15%
	5.1	Amend Articles Re: Sustainability Clause	For	No	99.96%	0.03%
	5.2	Amend Articles Re: Electronic Communication	For	No	99.96%	0.03%
	5.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	95.69%	4.30%
	5.4	Amend Articles Re: Additional Remuneration for New Members of the Executive Committee	For	No	99.87%	0.12%
	5.5	Amend Articles Re: External Mandates for Members of the Board of Directors	For	No	97.31%	2.68%
	5.6	Amend Articles of Association	For	No	99.97%	0.02%
	6.1	Elect Martin Wipfli as Shareholder Representative of Series B Registered Shares	Against	Yes	85.36%	14.63%
	6.2.1	Reelect Beat Schwab as Director	For	No	99.96%	0.03%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2.2	Reelect Annelies Buhofer as Director	For	No	98.09%	1.90%
	6.2.3	Reelect Johannes Stoeckli as Director	For	No	99.68%	0.31%
	6.2.4	Reelect Martin Wipfli as Director	Against	Yes	93.66%	6.33%
	6.2.5	Elect Joelle Zimmerli as Director	For	No	99.46%	0.53%
	6.3	Reelect Beat Schwab as Board Chair	For	No	99.84%	0.15%
	6.4.1	Appoint Annelies Buhofer as Member of the Nomination and Compensation Committee	For	No	94.22%	5.77%
	6.4.2	Reappoint Johannes Stoeckli as Member of the Nomination and Compensation Committee	Against	Yes	97.72%	2.27%
	6.5	Designate Blum & Partner AG as Independent Proxy	For	No	94.99%	5.00%
	6.6	Ratify Ernst & Young AG as Auditors	For	No	99.06%	0.93%
	7	Transact Other Business (Voting)	Against	Yes		
Zurich Insurance Group AG 06.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.38%	0.23%
	1.2	Approve Remuneration Report	For	No	82.12%	17.36%
	2	Approve Allocation of Income and Dividends of CHF 24.00 per Share	For	No	99.81%	0.09%
	3	Approve Discharge of Board and Senior Management	For	No	98.53%	0.82%
	4.1a	Reelect Michel Lies as Director and Board Chair	For	No	99.54%	0.28%
	4.1b	Reelect Joan Amble as Director	For	No	98.75%	1.04%
	4.1c	Reelect Catherine Bessant as Director	For	No	99.49%	0.30%
	4.1d	Reelect Dame Carnwath as Director	For	No	98.16%	1.62%
	4.1e	Reelect Christoph Franz as Director	For	No	99.19%	0.56%
	4.1f	Reelect Michael Halbherr as Director	For	No	99.42%	0.32%
	4.1g	Reelect Sabine Keller-Busse as Director	For	No	99.16%	0.56%
	4.1h	Reelect Monica Maechler as Director	For	No	98.99%	0.76%
	4.1i	Reelect Kishore Mahbubani as Director	For	No	90.82%	8.93%
	4.1j	Reelect Peter Maurer as Director	For	No	99.58%	0.21%
	4.1k	Reelect Jasmin Staiblin as Director	For	No	99.04%	0.71%
	4.1l	Reelect Barry Stowe as Director	For	No	99.46%	0.28%
	4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	For	No	97.44%	2.20%
	4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	For	No	97.42%	2.24%
	4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	For	No	94.83%	4.89%
	4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	No	97.19%	2.45%
	4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	No	88.80%	10.82%
	4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For	No	97.17%	2.47%
	4.3	Designate Keller AG as Independent Proxy	For	No	98.71%	1.13%
	4.4	Ratify Ernst & Young AG as Auditors	For	No	99.42%	0.39%
	5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	For	No	96.81%	2.58%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	For	No	89.38%	10.02%
	6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	For	No	87.85%	11.82%
	6.2	Amend Articles Re: Share Register	For	No	99.51%	0.16%
	6.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	83.99%	15.56%
	6.4	Amend Articles of Association	For	No	93.38%	6.22%
	7	Transact Other Business (Voting)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Mobimo Holding AG 11.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	1.2	Approve Remuneration Report	For	No	62.35%	37.64%
	2.1	Approve Allocation of Income and Dividends of CHF 5.00 per Share	For	No	99.19%	0.80%
	2.2	Approve Dividends of CHF 5.00 per Share from Capital Contribution Reserves	For	No	98.50%	1.49%
	3	Approve Discharge of Board and Senior Management	For	No	99.58%	0.41%
	4.1.1	Reelect Sabrina Contratto as Director	For	No	99.59%	0.40%
	4.1.2	Reelect Daniel Crausaz as Director	For	No	97.65%	2.34%
	4.1.3	Reelect Brian Fischer as Director	For	No	80.01%	19.98%
	4.1.4	Reelect Bernadette Koch as Director	For	No	96.65%	3.34%
	4.1.5	Reelect Stephane Maye as Director	For	No	99.48%	0.51%
	4.1.6	Reelect Peter Schaub as Director and as Board Chair	For	No	87.57%	12.42%
	4.1.7	Reelect Martha Scheiber as Director	For	No	98.70%	1.29%
	4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	For	No	94.24%	5.75%
	4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	For	No	75.34%	24.65%
	4.2.3	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	For	No	95.65%	4.34%
	4.3	Ratify Ernst & Young AG as Auditors	For	No	98.16%	1.83%
	4.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	For	No	88.10%	11.89%
	5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	For	No	96.02%	3.97%
	6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	No	97.54%	2.45%
	6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	No	95.77%	4.22%
	7.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	72.38%	27.61%
	7.2	Amend Articles Re: Publication and Notices to Shareholders	For	No	99.52%	0.47%
	7.3	Amend Articles of Association	For	No	99.91%	0.08%
	7.4	Amend Articles of Association	For	No	80.50%	19.49%
8	Transact Other Business (Voting)	Against	Yes			
Synopsis, Inc. 12.04.23	1a	Elect Director Aart J. de Geus	Against	Yes	93.05%	6.94%
	1b	Elect Director Luis Borgen	For	No	99.83%	0.16%
	1c	Elect Director Marc N. Casper	For	No	99.15%	0.84%
	1d	Elect Director Janice D. Chaffin	For	No	94.96%	5.03%
	1e	Elect Director Bruce R. Chizen	For	No	77.10%	22.89%
	1f	Elect Director Mercedes Johnson	For	No	96.56%	3.43%
	1g	Elect Director Jeannine P. Sargent	For	No	99.15%	0.84%
	1h	Elect Director John G. Schwarz	For	No	92.07%	7.92%
	1i	Elect Director Roy Vallee	For	No	96.08%	3.91%
	2	Amend Omnibus Stock Plan	For	No	91.40%	8.59%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.48%	6.51%
	5	Ratify KPMG LLP as Auditors	Against	Yes	95.34%	4.65%
	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	50.00%	49.99%
The Bank of New York Mellon Corporation 12.04.23	1a	Elect Director Linda Z. Cook	For	No	96.15%	3.84%
	1b	Elect Director Joseph J. Echevarria	For	No	95.39%	4.60%
	1c	Elect Director M. Amy Gilliland	For	No	98.65%	1.34%
	1d	Elect Director Jeffrey A. Goldstein	For	No	98.67%	1.32%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1e	Elect Director K. Guru Gowrappan	For	No	99.20%	0.79%
	1f	Elect Director Ralph Izzo	For	No	97.10%	2.89%
	1g	Elect Director Sandra E. "Sandie" O'Connor	For	No	99.22%	0.77%
	1h	Elect Director Elizabeth E. Robinson	For	No	99.22%	0.77%
	1i	Elect Director Frederick O. Terrell	For	No	98.60%	1.39%
	1j	Elect Director Robin A. Vince	For	No	99.32%	0.67%
	1k	Elect Director Alfred W. "Al" Zollar	For	No	98.69%	1.30%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.07%	4.92%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	98.22%	1.77%
	5	Approve Omnibus Stock Plan	For	No	95.71%	4.28%
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	17.73%	<b>82.26%</b>
Trifork Holding AG 12.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	
	2.1	Approve Allocation of Income	For	No	99.99%	
	2.2	Approve Dividends of EUR 0.14 per Share from Capital Contribution Reserves	For	No	99.99%	0.00%
	3	Approve Discharge of Board and Senior Management	For	No	99.97%	0.01%
	4.1.1	Reelect Julie Galbo as Director and Board Chair	For	No	98.98%	0.82%
	4.1.2	Reelect Maria Hjorth as Director	For	No	99.80%	
	4.1.3	Reelect Olivier Jaquet as Director	For	No	98.76%	1.03%
	4.1.4	Reelect Casey Rosenthal as Director	For	No	99.80%	
	4.1.5	Reelect Anne Templeman-Jones as Director	For	No	99.80%	
	4.1.6	Elect Erik Jakobsen as Director	For	No	99.80%	
	4.2.1	Reappoint Julie Galbo as Member of the Nomination and Compensation Committee	For	No	99.79%	0.01%
	4.2.2	Reappoint Olivier Jaquet as Member of the Nomination and Compensation Committee	For	No	99.57%	0.23%
	4.2.3	Reappoint Casey Rosenthal as Member of the Nomination and Compensation Committee	For	No	99.79%	0.01%
	4.3	Ratify Ernst & Young AG as Auditors	For	No	99.28%	0.52%
	4.4	Designate Andre Weber as Independent Proxy	For	No	99.99%	
	5.1	Approve Remuneration Report	Against	Yes	99.17%	0.81%
	5.2	Approve Remuneration of Directors in the Amount of EUR 600,000	For	No	99.97%	0.01%
	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 1.9 Million	For	No	99.97%	0.01%
	5.4	Approve Variable Remuneration of Executive Committee in the Amount of EUR 3.2 Million	For	No	99.97%	0.01%
	6.1	Amend Corporate Purpose	For	No	99.98%	0.00%
	6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	99.98%	0.00%
	6.3	Amend Articles Re: Editorial Changes	For	No	99.98%	0.00%
	7	Approve Creation of Capital Band within the Upper Limit of CHF 2.1 Million and the Lower Limit of CHF 1.9 Million with or without Exclusion of Preemptive Rights	For	No	99.98%	0.00%
	8	Transact Other Business (Voting)	Against	Yes		
VZ Holding AG 12.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.57%	0.42%
	2	Approve Discharge of Board and Senior Management	For	No	98.53%	1.46%
	3	Approve Allocation of Income and Dividends of CHF 1.74 per Share	For	No	99.99%	0.00%
	4.1.1	Reelect Roland Iff as Director	For	No	88.60%	<b>11.39%</b>
	4.1.2	Reelect Albrecht Langhart as Director	For	No	86.60%	<b>13.39%</b>



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.1.3	Reelect Roland Ledergerber as Director	For	No	98.83%	1.16%
	4.1.4	Reelect Olivier de Perregaux as Director	For	No	98.83%	1.16%
	4.2	Elect Matthias Reinhart as Director and Board Chair	For	No	95.36%	4.63%
	4.3.1	Reappoint Roland Ledergerber as Member of the Compensation Committee	For	No	98.14%	1.85%
	4.3.2	Appoint Matthias Reinhart as Member of the Compensation Committee	For	No	89.38%	10.61%
	4.3.3	Appoint Roland Iff as Member of the Compensation Committee	For	No	88.62%	11.37%
	5	Designate Keller AG as Independent Proxy	For	No	99.97%	0.02%
	6	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.38%	0.61%
	7.1	Amend Articles of Association	For	No	99.99%	0.00%
	7.2	Approve Virtual-Only Shareholder Meetings	Against	Yes	96.09%	3.90%
	7.3	Amend Articles Re: Delegation of Management	For	No	99.99%	0.00%
	7.4	Amend Articles Re: Share Register	For	No	99.99%	0.00%
	7.5	Amend Articles Re: Annulment of the Provision on Universal Meetings	For	No	99.94%	0.05%
	8.1	Approve Remuneration of Directors in the Amount of CHF 570,000	For	No	98.39%	1.60%
	8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	No	98.62%	1.37%
	8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against	Yes	87.77%	12.22%
	9	Transact Other Business (Voting)	Against	Yes		
Adecco Group AG 12.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.63%	0.07%
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	56.58%	23.76%
	2.1	Approve Allocation of Income and Dividends of CHF 1.85 per Share	For	No	99.77%	0.18%
	2.2	Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	For	No	99.84%	0.12%
	3	Approve Discharge of Board and Senior Management	For	No	98.79%	0.85%
	4.1	Approve Remuneration of Directors in the Amount of CHF 5.3 Million	For	No	91.32%	8.67%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	For	No	90.40%	9.59%
	5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	For	No	92.60%	7.27%
	5.1.2	Reelect Rachel Duan as Director	For	No	79.35%	1.10%
	5.1.3	Reelect Ariane Gorin as Director	For	No	99.07%	0.78%
	5.1.4	Reelect Alexander Gut as Director	For	No	71.15%	9.29%
	5.1.5	Reelect Didier Lamouche as Director	For	No	64.97%	15.48%
	5.1.6	Reelect David Prince as Director	For	No	63.74%	16.69%
	5.1.7	Reelect Kathleen Taylor as Director	For	No	97.59%	2.28%
	5.1.8	Reelect Regula Wallimann as Director	For	No	98.74%	1.12%
	5.1.9	Elect Sandhya Venugopal as Director	For	No	99.02%	0.79%
	5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Against	Yes	70.65%	9.79%
	5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Against	Yes	54.15%	26.29%
	5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Against	Yes	69.39%	11.00%
	5.3	Designate Keller AG as Independent Proxy	For	No	98.48%	1.42%
	5.4	Ratify Ernst & Young AG as Auditors	Against	Yes	92.49%	7.44%
	6	Transact Other Business (Voting)	Against	Yes		
Ferrovial SA 12.04.23	1.1	Approve Consolidated and Standalone Financial Statements	For	No	99.92%	0.02%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.2	Approve Non-Financial Information Statement	For	No	99.60%	0.01%
	2	Approve Allocation of Income	For	No	99.97%	0.00%
	3	Approve Discharge of Board	For	No	93.37%	6.27%
	4	Renew Appointment of Ernst & Young as Auditor	For	No	99.95%	0.03%
	5.1	Reelect Ignacio Madrideo Fernandez as Director	For	No	94.13%	5.84%
	5.2	Reelect Philip Bowman as Director	For	No	94.12%	5.84%
	5.3	Reelect Hanne Birgitte Breinbjerg Sorensen as Director	Against	Yes	87.63%	12.16%
	5.4	Reelect Juan Hoyos Martinez de Irujo as Director	For	No	94.12%	5.84%
	5.5	Reelect Gonzalo Urquijo Fernandez de Araoz as Director	Against	Yes	74.91%	25.05%
	6	Approve Scrip Dividends	For	No	99.94%	0.04%
	7	Approve Scrip Dividends	For	No	99.94%	0.04%
	8	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.91%	0.08%
	9	Approve Restricted Stock Plan	For	No	99.53%	0.41%
	10.1	Approve Cross-Border Merger between Ferrovial SA and Ferrovial International SE	For	No	93.30%	5.79%
	10.2	Approve Remuneration Policy Applicable to Ferrovial International SE	For	No	88.99%	10.17%
	11	Advisory Vote on Remuneration Report	For	No	95.46%	4.27%
	12	Reporting on Climate Transition Plan	For	No	90.75%	7.53%
	13	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%	0.00%
Koninklijke Ahold Delhaize NV 12.04.23	1	Open Meeting	Refer	No		
	2	Receive Report of Management Board (Non-Voting)	Refer	No		
	3	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	4	Adopt Financial Statements	For	No	99.97%	0.02%
	5	Approve Dividends	For	No	99.85%	0.14%
	6	Approve Remuneration Report	For	No	94.42%	5.57%
	7	Approve Discharge of Management Board	For	No	98.40%	1.59%
	8	Approve Discharge of Supervisory Board	For	No	98.40%	1.59%
	9	Reelect Peter Agnefjall to Supervisory Board	For	No	99.52%	0.47%
	10	Reelect Bill McEwan to Supervisory Board	For	No	95.97%	4.02%
	11	Reelect Katie Doyle to Supervisory Board	For	No	99.65%	0.34%
	12	Elect Julia Vander Ploeg to Supervisory Board	For	No	99.83%	0.16%
	13	Reelect Frans Muller to Management Board	For	No	99.95%	0.04%
	14	Elect JJ Fleeman to Management Board	For	No	99.95%	0.04%
	15	Ratify KPMG Accountants N.V. as Auditors	For	No		
	16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.44%	1.55%
	17	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	96.99%	3.00%
	18	Authorize Board to Acquire Common Shares	For	No	97.72%	2.27%
	19	Approve Cancellation of Repurchased Shares	For	No	99.80%	0.19%
	20	Close Meeting	Refer	No		
Royal KPN NV 12.04.23	1	Open Meeting and Announcements	Refer	No		
	2	Receive Report of Management Board (Non-Voting)	Refer	No		
	3	Adopt Financial Statements	For	No	99.98%	0.01%
	4	Approve Remuneration Report	For	No	96.55%	3.44%
	5	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	6	Approve Dividends	For	No	99.99%	0.00%
	7	Approve Discharge of Management Board	For	No	98.13%	1.86%
	8	Approve Discharge of Supervisory Board	For	No	98.13%	1.86%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.85%	0.14%
	10	Opportunity to Make Recommendations	Refer	No		
	11	Reelect Jolande Sap to Supervisory Board	Against	Yes	93.47%	6.52%
	12	Elect Ben Noteboom to Supervisory Board	For	No	97.21%	2.78%
	13	Elect Frank Heemskerk to Supervisory Board	For	No	97.29%	2.70%
	14	Elect Herman Dijkhuizen to Supervisory Board	For	No	97.26%	2.73%
	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.63%	0.36%
	16	Approve Reduction in Share Capital through Cancellation of Shares	For	No	99.90%	0.09%
	17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.61%	1.38%
	18	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	75.40%	24.59%
	19	Other Business (Non-Voting)	Refer	No		
	20	Close Meeting	Refer	No		
Swiss Re AG 12.04.23	1.1	Approve Remuneration Report	For	No	89.34%	9.72%
	1.2	Accept Financial Statements and Statutory Reports	For	No	98.83%	0.66%
	2	Approve Allocation of Income and Dividends of USD 6.40 per Share	For	No	98.11%	1.51%
	3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	For	No	94.53%	4.65%
	4	Approve Discharge of Board of Directors	For	No	97.64%	1.31%
	5.1.a	Reelect Sergio Ermotti as Director and Board Chair	For	No	86.97%	12.52%
	5.1.b	Reelect Karen Gavan as Director	For	No	98.70%	0.78%
	5.1.c	Reelect Joachim Oechslin as Director	For	No	98.05%	1.37%
	5.1.d	Reelect Deanna Ong as Director	For	No	98.56%	0.91%
	5.1.e	Reelect Jay Ralph as Director	For	No	98.46%	1.00%
	5.1.f	Reelect Joerg Reinhardt as Director	For	No	97.10%	2.42%
	5.1.g	Reelect Philip Ryan as Director	For	No	98.23%	1.22%
	5.1.h	Reelect Paul Tucker as Director	For	No	98.46%	1.02%
	5.1.i	Reelect Jacques de Vaucleroy as Director	For	No	96.71%	2.79%
	5.1.j	Reelect Larry Zimpleman as Director	For	No	98.15%	1.29%
	5.1.k	Elect Vanessa Lau as Director	For	No	98.55%	0.90%
	5.1.l	Elect Pia Tischhauser as Director	For	No	98.80%	0.71%
	5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	For	No	95.76%	3.65%
	5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	For	No	95.66%	3.71%
	5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For	No	94.47%	4.97%
	5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	For	No	92.60%	6.80%
	5.2.5	Appoint Jay Ralph as Member of the Compensation Committee	For	No	97.60%	1.71%
	5.3	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.35%	0.27%
	5.4	Ratify KPMG as Auditors	For	No	99.08%	0.49%
	6.1	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	For	No	86.68%	12.45%
	6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	For	No	88.34%	10.79%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	For	No	96.47%	2.90%
	7.2	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	82.57%	16.39%
	7.3	Amend Articles of Association	For	No	98.63%	0.60%
	8	Transact Other Business (Voting)	Against	Yes		
UPM-Kymmene Oyj 12.04.23	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 of EUR 1.50 Per Share	For	No		
	9	Approve Discharge of Board and President	For	No		
	10	Approve Remuneration Report	Against	Yes		
	11	Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	For	No		
	12	Fix Number of Directors at Nine	For	No		
	13	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Pii-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Pia Aaltonen-Forsell as New Director	Against	Yes		
	14	Approve Remuneration of Auditors	For	No		
	15	Ratify PricewaterhouseCoopers as Auditor for FY 2023	Against	Yes		
	16	Ratify Ernst & Young Oy as Auditor for FY 2024	For	No		
	17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	No		
	18	Authorize Share Repurchase Program	For	No		
	19	Allow Shareholder Meetings to be Held by Electronic Means Only	Against	Yes		
	20	Authorize Charitable Donations	For	No		
	21	Close Meeting	Refer	No		
Komax Holding AG 12.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.66%	0.04%
	2	Approve Discharge of Board and Senior Management	For	No	99.50%	0.14%
	3	Approve Allocation of Income and Dividends of CHF 5.50 per Share	For	No	99.92%	0.00%
	4.1.1	Reelect Beat Kaelin as Director and Board Chair	For	No	94.48%	5.43%
	4.1.2	Reelect David Dean as Director	For	No	99.22%	0.57%
	4.1.3	Reelect Andreas Haerberli as Director	For	No	92.29%	7.59%
	4.1.4	Reelect Kurt Haerri as Director	For	No	99.67%	0.13%
	4.1.5	Reelect Mariel Hoch as Director	For	No	99.31%	0.29%
	4.1.6	Reelect Roland Siegwart as Director	For	No	85.19%	14.64%
	4.1.7	Reelect Juerg Werner as Director	For	No	98.32%	0.24%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.2.1	Reappoint Andreas Haerberli as Member of the Compensation Committee	For	No	91.80%	7.89%
	4.2.2	Reappoint Beat Kaelin as Member of the Compensation Committee	For	No	91.88%	7.92%
	4.2.3	Reappoint Roland Siegwart as Member of the Compensation Committee	For	No	86.83%	12.96%
	4.3	Designate Tschuempferlin Loetscher Schwarz AG as Independent Proxy	For	No	99.68%	0.13%
	4.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	80.71%	19.12%
	5.1	Approve Remuneration Report (Non-Binding)	For	No	90.23%	9.19%
	5.2	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	For	No	98.53%	1.07%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	No	95.07%	3.98%
	6.1	Approve Creation of Capital Band within the Upper Limit of CHF 564,666.60 and the Lower Limit of CHF 513,333.30 with or without Exclusion of Preemptive Rights	For	No	97.53%	2.15%
	6.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	88.77%	10.98%
	6.3	Amend Corporate Purpose	For	No	97.34%	2.30%
	6.4	Amend Articles Re: Place of Jurisdiction	For	No	99.82%	0.03%
	6.5	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No	99.47%	0.16%
	7	Transact Other Business (Voting)	Against	Yes		
PolyPeptide Group AG 12.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.78%	0.21%
	1.2	Approve Remuneration Report	For	No	95.77%	4.22%
	2	Approve Discharge of Board and Senior Management	For	No	99.72%	0.27%
	3	Approve Treatment of Net Loss	For	No	99.89%	0.10%
	4.1	Amend Corporate Purpose	For	No	99.85%	0.09%
	4.2	Amend Articles Re: Cancellation of Capital Authorization; Share Register	For	No	99.87%	0.12%
	4.3.1	Amend Article Re: Location of General Meeting	For	No	99.55%	0.39%
	4.3.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	85.71%	14.28%
	4.3.3	Amend Articles Re: General Meeting	For	No	99.66%	0.13%
	4.4	Amend Articles of Association	For	No	98.26%	1.67%
	4.5.1	Amend Articles Re: Editorial Changes	For	No	99.74%	0.19%
	4.5.2	Amend Articles Re: Editorial Changes to the Opting-Out Clause	For	No	99.75%	0.18%
	5.1.1	Reelect Peter Wilden as Director	For	No	94.26%	5.59%
	5.1.2	Reelect Patrick Aebischer as Director	For	No	98.18%	1.72%
	5.1.3	Reelect Beat In-Albon as Director	For	No	99.74%	0.15%
	5.1.4	Reelect Jane Salik as Director	For	No	97.07%	2.83%
	5.1.5	Reelect Erik Schropp as Director	For	No	98.39%	1.51%
	5.1.6	Reelect Philippe Weber as Director	Against	Yes	91.43%	8.47%
	5.2	Elect Dorothee Deuring as Director	For	No	99.81%	0.11%
	5.3	Reelect Peter Wilden as Board Chair	For	No	94.31%	5.55%
	5.4.1	Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	Against	Yes	79.39%	20.51%
	5.4.2	Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	For	No	80.90%	18.96%
	5.5	Ratify BDO AG as Auditors	For	No	99.80%	0.15%
	5.6	Designate ADROIT Attorneys as Independent Proxy	For	No	99.91%	0.04%
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For	No	95.89%	4.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2	Approve Remuneration of Directors in the Amount of CHF 200,000 for Consulting Services to the Company	Against	Yes	76.90%	23.00%
	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	No	95.94%	3.96%
	7	Transact Other Business (Voting)	Against	Yes		
Vestas Wind Systems A/S 12.04.23	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No	99.21%	0.04%
	3	Approve Allocation of Income and Omission of Dividends	For	No	99.97%	0.00%
	4	Approve Remuneration Report (Advisory Vote)	For	No	94.45%	4.67%
	5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	For	No	99.32%	0.56%
	6.a	Reelect Anders Runevad as Director	For	No	90.53%	
	6.b	Reelect Bruce Grant as Director	For	No	99.61%	
	6.c	Reelect Eva Merete Sofelde Berneke as Director	For	No	96.61%	
	6.d	Reelect Helle Thorning-Schmidt as Director	For	No	97.71%	
	6.e	Reelect Karl-Henrik Sundstrom as Director	For	No	90.06%	
	6.f	Reelect Kentaro Hosomi as Director	For	No	99.61%	
	6.g	Reelect Lena Olving as Director	For	No	98.70%	
	7	Ratify PricewaterhouseCoopers as Auditor	Abstain	Yes	76.89%	
	8.1	Authorize Share Repurchase Program	For	No	95.31%	4.59%
	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No	99.97%	0.00%
	10	Other Business	Refer	No		
Dow Inc. 13.04.23	1a	Elect Director Samuel R. Allen	For	No	95.72%	4.27%
	1b	Elect Director Gaurdie E. Banister, Jr.	For	No	97.28%	2.71%
	1c	Elect Director Wesley G. Bush	For	No	97.80%	2.19%
	1d	Elect Director Richard K. Davis	For	No	97.30%	2.69%
	1e	Elect Director Jerri DeVard	For	No	97.97%	2.02%
	1f	Elect Director Debra L. Dial	For	No	98.32%	1.67%
	1g	Elect Director Jeff M. Fettig	For	No	93.14%	6.85%
	1h	Elect Director Jim Fitterling	Against	Yes	94.29%	5.70%
	1i	Elect Director Jacqueline C. Hinman	Against	Yes	93.81%	6.18%
	1j	Elect Director Luis Alberto Moreno	For	No	97.04%	2.95%
	1k	Elect Director Jill S. Wyant	For	No	97.31%	2.68%
	1l	Elect Director Daniel W. Yohannes	For	No	98.09%	1.90%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.87%	9.12%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.31%	4.68%
	4	Require Independent Board Chair	For	Yes	26.30%	73.69%
	5	Commission Audited Report on Reduced Plastics Demand	For	Yes	30.23%	69.76%
Julius Baer Gruppe AG 13.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.45%	0.09%
	1.2	Approve Remuneration Report	For	No	88.42%	11.46%
	2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	For	No	99.77%	0.01%
	3	Approve Discharge of Board and Senior Management	For	No	98.46%	0.79%
	4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.6 Million from 2023 AGM Until 2024 AGM	For	No	99.14%	0.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2022	For	No	96.52%	3.28%
	4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023	For	No	91.33%	8.49%
	4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.1 Million for Fiscal Year 2024	For	No	99.19%	0.63%
	5.1.1	Reelect Romeo Lacher as Director	For	No	98.53%	1.45%
	5.1.2	Reelect Gilbert Achermann as Director	For	No	93.03%	6.94%
	5.1.3	Reelect Richard Campbell-Breeden as Director	For	No	93.01%	6.96%
	5.1.4	Reelect David Nicol as Director	For	No	99.65%	0.15%
	5.1.5	Reelect Kathryn Shih as Director	For	No	98.57%	1.40%
	5.1.6	Reelect Tomas Muina as Director	For	No	99.62%	0.16%
	5.1.7	Reelect Eunice Zehnder-Lai as Director	For	No	98.57%	1.39%
	5.1.8	Reelect Olga Zoutendijk as Director	For	No	99.54%	0.17%
	5.2	Elect Juerg Hunziker as Director	For	No	99.84%	0.11%
	5.3	Reelect Romeo Lacher as Board Chair	For	No	98.53%	1.44%
	5.4.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	For	No	91.64%	8.15%
	5.4.2	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	For	No	90.11%	9.49%
	5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	For	No	97.43%	2.53%
	5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	No	97.41%	2.55%
	6	Ratify KPMG AG as Auditors	For	No	93.53%	6.44%
	7	Designate Marc Nater as Independent Proxy	For	No	99.90%	0.00%
	8	Approve CHF 155,989.20 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.95%	0.02%
	9.1	Amend Articles Re: Shares and Share Register	For	No	99.85%	0.03%
	9.2	Amend Articles Re: Restriction on Share Transferability	For	No	99.84%	0.02%
	9.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	For	No	99.85%	0.03%
	9.4	Approve Virtual-Only Shareholder Meetings	Against	Yes	83.23%	16.76%
	9.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.31%	0.68%
	10	Transact Other Business (Voting)	Against	Yes		
VINCI SA 13.04.23	1	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Allocation of Income and Dividends of EUR 4 per Share	For	No	99.93%	0.06%
	4	Reelect Caroline Gregoire Sainte Marie as Director	For	No	99.69%	0.30%
	5	Elect Carlos Aguilar as Director	For	No	99.92%	0.07%
	6	Elect Annette Messemer as Director	For	No	99.10%	0.89%
	7	Elect Dominique Muller as Representative of Employee Shareholders to the Board	For	No	98.64%	1.35%
	8	Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Against	Yes		
	9	Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Against	Yes		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.89%	1.10%
	11	Approve Remuneration Policy of Directors	For	No	99.94%	0.05%
	12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	For	No	88.40%	11.59%
	13	Approve Compensation Report	For	No	96.17%	3.82%
	14	Approve Compensation of Xavier Huillard, Chairman and CEO	For	No	86.20%	13.79%
	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.93%	0.06%
	16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	No	99.70%	0.29%
	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	For	No	95.79%	4.20%
	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	For	No	94.50%	5.49%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	For	No	92.84%	7.15%
	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For	No	91.29%	8.70%
	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	97.39%	2.60%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.57%	0.42%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	99.38%	0.61%
	24	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	For	No	93.80%	6.19%
	25	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Stellantis NV 13.04.23	1	Open Meeting	Refer	No		
	2.a	Receive Report of Board of Directors (Non-Voting)	Refer	No		
	2.b	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	2.c	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	For	No	80.43%	19.56%
	2.d	Approve Remuneration Report on the Pre-Merger Legacy Matters	Against	Yes	51.85%	48.14%
	2.e	Adopt Financial Statements and Statutory Reports	For	No	99.51%	0.48%
	2.f	Approve Dividends of EUR 1.34 Per Share	For	No	99.99%	0.00%
	2g	Approve Discharge of Directors	For	No	89.14%	10.85%
	3	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Against	Yes	81.14%	18.85%
	4.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	For	No	99.84%	0.15%
	4.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	For	No	99.94%	0.05%
	5	Amend Remuneration Policy	For	No	93.44%	6.55%
	6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	97.33%	2.66%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	96.78%	3.21%
	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	97.52%	2.47%
	8	Approve Cancellation of Common Shares	For	No	99.77%	0.22%
	9	Close Meeting	Refer	No		
Teleperformance SE 13.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Allocation of Income and Dividends of EUR 3.85 per Share	For	No	99.99%	0.00%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.99%	0.00%
	5	Approve Compensation Report of Corporate Officers	For	No	90.38%	9.61%
	6	Approve Compensation of Daniel Julien, Chairman and CEO	Against	Yes	74.63%	25.36%
	7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Against	Yes	76.82%	23.17%
	8	Approve Remuneration Policy of Directors	For	No	99.68%	0.31%
	9	Approve Remuneration Policy of Chairman and CEO	For	No	80.11%	19.88%
	10	Approve Remuneration Policy of Vice-CEO	For	No	80.06%	19.93%
	11	Reelect Christobel Selecky as Director	For	No	98.71%	1.28%
	12	Reelect Angela Maria Sierra-Moreno as Director	For	No	98.71%	1.28%
	13	Reelect Jean Guez as Director	For	No	82.22%	17.77%
	14	Elect Varun Bery as Director	For	No	99.94%	0.05%
	15	Elect Bhupender Singh as Director	For	No	99.66%	0.33%
	16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	For	No	99.95%	0.04%
	17	Renew Appointment of Deloitte & Associes SA as Auditor	Against	Yes	84.68%	15.31%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.48%	1.51%
	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.98%	0.01%
	20	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	For	No	99.90%	0.09%
	21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	For	No	96.40%	3.59%
	22	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Elma Electronic AG 13.04.23	1.1	Approve Virtual-Only Shareholder Meetings, if Item 1.3 is Accepted	Against	Yes		
	1.2	Amend Articles Re: Electronic Communication, if Item 1.3 is Accepted	For	No		
	1.3	Amend Articles of Association	For	No		
	2.1	Accept Financial Statements and Statutory Reports	For	No		
	2.2	Approve Remuneration Report (Non-Binding)	For	No		
	3	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Approve Remuneration of Directors in the Amount of CHF 350,000	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	No		
	6.1	Reelect Martin Wipfli as Director	For	No		
	6.2	Reelect Walter Haeusermann as Director	Against	Yes		
	6.3	Reelect Peter Hotz as Director	Against	Yes		
	6.4	Reelect Fred Ruegg as Director	For	No		
	6.5	Reelect Bruno Cathomen as Director	For	No		
	6.6	Reelect Martin Wipfli as Board Chair	For	No		
	7.1	Reappoint Fred Ruegg as Member of the Nomination and Compensation Committee	For	No		
	7.2	Appoint Bruno Cathomen as Member of the Nomination and Compensation Committee	For	No		
	8	Designate MLL Meyerlustenberger Lachenal Froriep AG as Independent Proxy	For	No		
	9	Ratify BDO AG as Auditors	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Emmi AG 13.04.23	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 14.50 per Share	For	No		
	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	For	No		
	4.2	Approve Fixed Remuneration of the Agricultural Council in the Amount of CHF 40,000	For	No		
	4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.2 Million	For	No		
	4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against	Yes		
	5.1.1	Reelect Monique Bourquin as Director	For	No		
	5.1.2	Reelect Dominik Buergy as Director	For	No		
	5.1.3	Reelect Thomas Grueter as Director	For	No		
	5.1.4	Reelect Christina Johansson as Director	For	No		
	5.1.5	Reelect Hubert Muff as Director	For	No		
	5.1.6	Reelect Diana Strelbel as Director	For	No		
	5.1.7	Reelect Werner Weiss as Director	For	No		
	5.2.1	Elect Urs Riedener as Director and Board Chair	Against	Yes		
	5.2.2	Elect Nadja Lang as Director	For	No		
	5.3.1	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	For	No		
	5.3.2	Reappoint Thomas Grueter as Member of the Personnel and Compensation Committee	For	No		
	5.3.3	Appoint Urs Riedener as Member of the Personnel and Compensation Committee	Against	Yes		
	6	Ratify KPMG AG as Auditors	For	No		
	7	Designate Pascal Engelberger as Independent Proxy	For	No		
	8.1	Amend Articles of Association	For	No		
	8.2	Approve Virtual-Only Shareholder Meetings, if Item 8.1 is Accepted	Against	Yes		
	8.3	Amend Articles Re: Variable Remuneration of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee, if Item 8.1 is Accepted	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Aker BP ASA 14.04.23	1	Open Meeting; Registration of Attending Shareholders and Proxies	Refer	No		
	2	Elect Chairman of Meeting; Designate Inspector of Minutes of Meeting	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Notice of Meeting and Agenda	For	No		
	4	Accept Financial Statements and Statutory Reports	For	No		
	5	Approve Remuneration Statement	Against	Yes		
	6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Yes		
	7	Approve Remuneration of Auditors	For	No		
	8	Approve Remuneration of Directors in the Amount of NOK 905,000 for Chairman, NOK 485,000 for Deputy Chair and NOK 425,000 for Other Directors	Against	Yes		
	9	Approve Remuneration of Nomination Committee	Against	Yes		
	10	Reelect Kjell Inge Rokke, Anne Marie Cannon and Kate Thomson as Directors	Against	Yes		
	11	Elect Members of Nominating Committee	For	No		
	12	Approve Creation of Pool of Capital without Preemptive Rights	Against	Yes		
	13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes		
	14	Authorize Board to Distribute Dividends	For	No		
	15	Amend Articles Re: General Meeting; Nomination Committee	For	No		
Ferrari NV 14.04.23	1	Open Meeting	Refer	No		
	2.a	Receive Director's Board Report (Non-Voting)	Refer	No		
	2.b	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	2.c	Approve Remuneration Report	For	No	99.27%	0.72%
	2.d	Adopt Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2.e	Approve Dividends of EUR 1.810 Per Share	For	No	99.97%	0.02%
	2.f	Approve Discharge of Directors	For	No	99.76%	0.23%
	3.a	Reelect John Elkann as Executive Director	For	No	88.43%	11.56%
	3.b	Reelect Benedetto Vigna as Executive Director	For	No	99.83%	0.16%
	3.c	Reelect Piero Ferrari as Non-Executive Director	For	No	96.92%	3.07%
	3.d	Reelect Delphine Arnault as Non-Executive Director	For	No	90.31%	9.68%
	3.e	Reelect Francesca Bellettini as Non-Executive Director	For	No	95.85%	4.14%
	3.f	Reelect Eduardo H. Cue as Non-Executive Director	For	No	98.77%	1.22%
	3.g	Reelect Sergio Duca as Non-Executive Director	For	No	95.81%	4.18%
	3.h	Reelect John Galantic as Non-Executive Director	For	No	99.41%	0.58%
	3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	For	No	99.48%	0.51%
	3.j	Reelect Adam Keswick as Non-Executive Director	Against	Yes	78.24%	21.75%
	3.k	Elect Michelangelo Volpi as Non-Executive Director	For	No	96.68%	3.31%
	4.1	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No	99.88%	0.11%
	4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	99.66%	0.33%
	5	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	For	No	99.78%	0.21%
	6	Approve Awards to Executive Director	For	No	98.97%	1.02%
	7	Close Meeting	Refer	No		
COMET Holding AG 14.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Allocation of Income and Dividends of CHF 3.70 per Share	For	No	99.96%	0.03%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Discharge of Board and Senior Management	For	No	99.24%	0.75%
	4.1	Reelect Mariel Hoch as Director	For	No	98.19%	1.80%
	4.2	Reelect Patrick Jany as Director	For	No	99.62%	0.37%
	4.3	Reelect Heinz Kundert as Director	For	No	97.18%	2.81%
	4.4	Reelect Edeltraud Leibrock as Director	For	No	99.38%	0.61%
	4.5	Reelect Tosja Zywiets as Director	For	No	99.15%	0.84%
	4.6	Elect Irene Lee as Director	For	No	99.36%	0.63%
	4.7	Elect Paul Boudre as Director	For	No	99.41%	0.58%
	4.8	Reelect Heinz Kundert as Board Chair	For	No	96.78%	3.21%
	5.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	For	No	96.12%	3.87%
	5.2	Appoint Paul Boudre as Member of the Nomination and Compensation Committee	For	No	99.04%	0.95%
	5.3	Appoint Tosja Zywiets as Member of the Nomination and Compensation Committee	For	No	98.83%	1.16%
	6	Designate HuetteLAW AG as Independent Proxy	For	No	99.68%	0.31%
	7	Ratify Ernst & Young AG as Auditors	Against	Yes	81.44%	18.55%
	8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	For	No	98.35%	1.64%
	8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	No	98.31%	1.68%
	8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Years 2023 and 2024 under the Long-Term Incentive Plan	For	No	94.53%	5.46%
	8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	For	No	82.47%	17.52%
	8.5	Approve Remuneration Report	For	No	84.00%	15.99%
	9.1	Remarks on Agenda Items 9.2 and 9.3 (Non-Voting)	Refer	No		
	9.2	Approve Creation of Capital Band within the Upper Limit of CHF 9.3 Million and the Lower Limit of CHF 7.4 Million with or without Exclusion of Preemptive Rights	For	No	98.49%	1.50%
	9.3	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No	98.97%	1.02%
	9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	83.69%	16.30%
	9.5	Amend Articles Re: Electronic Communication	For	No	99.35%	0.64%
	9.6	Amend Articles Re: Compensation of Board and Senior Management	For	No	91.22%	8.77%
	9.7	Amend Articles of Association	For	No	98.71%	1.28%
	9.8	Amend Articles Re: Primacy of the German Version of the Articles of Association	For	No	99.86%	0.13%
	9.9	Amend Articles Re: Annulment of the Contribution in Kind and Subscription Right Clauses	For	No	96.17%	3.82%
	10	Transact Other Business (Voting)	Against	Yes		
CNH Industrial NV 14.04.23	1	Open Meeting	Refer	No		
	2.a	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	2.b	Adopt Financial Statements	For	No	99.91%	0.08%
	2.c	Approve Dividends of EUR 0.36 Per Share	For	No	99.92%	0.07%
	2.d	Approve Discharge of Directors	For	No	99.78%	0.21%
	3.a	Approve Remuneration Report	For	No	89.79%	10.20%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	For	No	90.90%	9.09%
	4.a	Reelect Suzanne Heywood as Executive Director	Against	Yes	86.27%	13.72%
	4.b	Reelect Scott W. Wine as Executive Director	For	No	99.96%	0.03%
	4.c	Reelect Howard W. Buffett as Non-Executive Director	For	No	97.09%	2.90%
	4.d	Reelect Karen Linehan as Non-Executive Director	For	No	97.51%	2.48%
	4.e	Reelect Alessandro Nasi as Non-Executive Director	For	No	80.17%	19.82%
	4.f	Reelect Vagn Sorensen as Non-Executive Director	For	No	99.54%	0.45%
	4.g	Reelect Asa Tamsons as Non-Executive Director	For	No	99.84%	0.15%
	4.h	Elect Elizabeth Bastoni as Non-Executive Director	For	No	95.12%	4.87%
	4.i	Elect Richard J. Kramer as Non-Executive Director	For	No	98.48%	1.51%
	5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	99.57%	0.42%
	5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	99.26%	0.73%
	5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Against	Yes	67.39%	32.60%
	5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	For	No	99.62%	0.37%
	6	Ratify Deloitte Accountants B.V. as Auditors	For	No	99.93%	0.06%
	7	Close Meeting	Refer	No		
TX Group AG 14.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.00%
	2	Approve Allocation of Income and Dividends of CHF 4.50 per Share	For	No	99.27%	0.71%
	3	Approve Discharge of Board and Senior Management	For	No	99.87%	0.07%
	4.1.1	Reelect Pietro Supino as Director and Board Chair	For	No	91.00%	8.90%
	4.1.2	Reelect Martin Kall as Director	For	No	89.51%	10.46%
	4.1.3	Reelect Pascale Bruderer as Director	For	No	90.70%	9.27%
	4.1.4	Reelect Sverre Munck as Director	For	No	90.71%	9.25%
	4.1.5	Reelect Konstantin Richter as Director	For	No	89.84%	10.13%
	4.1.6	Elect Stephanie Caspar as Director	For	No	91.15%	8.81%
	4.1.7	Elect Claudia Coninx-Kaczynski as Director	For	No	90.28%	9.69%
	4.2.1	Reappoint Martin Kall as Member of the Compensation Committee	Against	Yes	88.47%	11.43%
	4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Against	Yes	88.82%	11.08%
	4.2.3	Appoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Against	Yes	88.71%	11.20%
	4.3	Designate Gabriela Wyss as Independent Proxy	For	No	99.94%	0.04%
	4.4	Ratify PricewaterhouseCoopers AG as Auditors	For	No	98.74%	1.23%
	5.1	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	No	97.97%	1.97%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	No	98.61%	1.32%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 293,163	Against	Yes	89.03%	10.91%
	6	Transact Other Business (Voting)	Against	Yes		
Bossard Holding AG 17.04.23	1	Receive Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	2.1	Accept Financial Statements and Statutory Reports	For	No	99.90%	0.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.2	Approve Remuneration Report	Against	Yes	87.53%	12.47%
	2.3	Approve Discharge of Board and Senior Management	For	No	99.93%	0.07%
	2.4	Approve Allocation of Income and Dividends of CHF 5.50 per Category A Registered Share and CHF 1.10 per Category B Registered Share	For	No	99.99%	0.01%
	3.1	Reelect David Dean as Director Representing Holders of Category A Registered Shares	For	No	90.41%	9.59%
	3.2.1	Reelect Thomas Schmuckli as Director and Board Chair	For	No	97.74%	2.26%
	3.2.2	Reelect Martin Kuehn as Director	For	No	97.63%	2.37%
	3.2.3	Reelect Patricia Heidtman as Director	For	No	98.12%	1.88%
	3.2.4	Reelect David Dean as Director	For	No	98.02%	1.98%
	3.2.5	Reelect Petra Ehmann as Director	For	No	99.63%	0.37%
	3.2.6	Reelect Marcel Keller as Director	For	No	99.75%	0.25%
	3.2.7	Elect Ina Toegel as Director	For	No	98.85%	1.15%
	3.3.1	Reappoint David Dean as Member of the Compensation Committee	For	No	96.65%	3.35%
	3.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	For	No	98.54%	1.46%
	3.3.3	Appoint Ina Toegel as Member of the Compensation Committee	For	No	97.61%	2.39%
	3.4	Designate Rene Peyer as Independent Proxy	For	No	99.96%	0.04%
	4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	86.38%	13.62%
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No	98.58%	1.42%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	No	98.19%	1.81%
	6	Transact Other Business (Voting)	Against	Yes		
Luzerner Kantonalbank AG 17.04.23	1	Accept Financial Statements and Statutory Reports	For	No	97.94%	0.11%
	2.1	Approve Remuneration of Directors in the Amount of CHF 877,043	For	No	96.07%	1.38%
	2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million	For	No	92.93%	4.34%
	2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	No	95.38%	1.87%
	3	Approve Discharge of Board and Senior Management	For	No	97.61%	0.42%
	4	Approve Allocation of Income and Dividends of CHF 12.50 per Share	For	No	98.03%	0.17%
	5.1	Amend Articles Re: Shares and Share Register	For	No	97.66%	0.19%
	5.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	97.03%	0.81%
	5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	96.87%	0.58%
	6.1	Approve 1:5 Stock Split	For	No	96.80%	0.91%
	6.2	Approve 27.8 Million Ordinary Share Capital Increase with Preemptive Rights	For	No	97.28%	0.57%
	7.1.1	Reelect Markus Hongler as Director	For	No	97.50%	0.59%
	7.1.2	Reelect Markus Hongler as Board Chair	For	No	97.34%	0.61%
	7.1.3	Reappoint Markus Hongler as Member of the Personnel and Compensation Committee	For	No	96.89%	1.04%
	7.2.1	Reelect Martha Scheiber as Director	For	No	97.24%	0.88%
	7.2.2	Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	For	No	96.10%	1.79%
	7.3.1	Reelect Stefan Portmann as Director	For	No	96.51%	1.02%



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	7.3.2	Reappoint Stefan Portmann as Member of the Personnel and Compensation Committee	For	No	96.52%	1.33%
	7.4	Reelect Andreas Dietrich as Director	For	No	97.39%	0.58%
	7.5	Reelect Andreas Emmenegger as Director	For	No	97.76%	0.13%
	7.6	Reelect Roger Studer as Director	For	No	96.86%	0.54%
	7.7	Reelect Nicole Vyskocil as Director	For	No	97.60%	0.32%
	7.8	Elect Erica Spiegler as Director	For	No	97.22%	0.67%
	7.9	Elect Marc Glaeser as Director	For	No	96.51%	1.20%
	7.10	Ratify PricewaterhouseCoopers AG as Auditors	For	No	97.31%	0.28%
	7.11	Designate Markus Kaufmann as Independent Proxy	For	No	98.03%	0.08%
	8	Transact Other Business (Voting)	Against	Yes		
IQVIA Holdings Inc. 18.04.23	1a	Elect Director Carol J. Burt	For	No	94.65%	5.34%
	1b	Elect Director Colleen A. Goggins	For	No	89.77%	10.22%
	1c	Elect Director Sheila A. Stamps	For	No	96.14%	3.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	79.56%	20.43%
	3	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	No	75.82%	3.07%
	4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes	48.56%	51.43%
	5	Require Independent Board Chair	For	Yes	34.09%	65.90%
	6	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.48%	6.51%
Bank of Montreal 18.04.23	1.1	Elect Director Janice M. Babiak	For	No	97.87%	2.12%
	1.2	Elect Director Sophie Brochu	For	No	97.62%	2.37%
	1.3	Elect Director Craig W. Broderick	For	No	98.91%	1.08%
	1.4	Elect Director George A. Cope	For	No	95.56%	4.43%
	1.5	Elect Director Stephen Dent	For	No	99.69%	0.30%
	1.6	Elect Director Christine A. Edwards	For	No	97.33%	2.66%
	1.7	Elect Director Martin S. Eichenbaum	For	No	99.27%	0.72%
	1.8	Elect Director David E. Harquail	For	No	99.38%	0.61%
	1.9	Elect Director Linda S. Huber	For	No	99.34%	0.65%
	1.10	Elect Director Eric R. La Fleche	For	No	99.00%	0.99%
	1.11	Elect Director Lorraine Mitchelmore	For	No	98.76%	1.23%
	1.12	Elect Director Madhu Ranganathan	For	No	90.42%	9.57%
	1.13	Elect Director Darryl White	For	No	99.30%	0.69%
	2	Ratify KPMG LLP as Auditors	Withhold	Yes	90.17%	9.82%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	95.77%	4.22%
	A	SP 1: Advisory Vote on Environmental Policies	For	Yes	16.09%	80.53%
	B	SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	Against	No	1.25%	97.56%
	C	SP 3: Publish a Third-Party Racial Equity Audit	For	Yes	37.21%	60.42%
Moody's Corporation 18.04.23	1a	Elect Director Jorge A. Bermudez	For	No	94.93%	5.06%
	1b	Elect Director Therese Esperdy	For	No	98.68%	1.31%
	1c	Elect Director Robert Fauber	For	No	99.47%	0.52%
	1d	Elect Director Vincent A. Forlenza	For	No	95.90%	4.09%
	1e	Elect Director Kathryn M. Hill	For	No	97.05%	2.94%
	1f	Elect Director Lloyd W. Howell, Jr.	For	No	97.93%	2.06%
	1g	Elect Director Jose M. Minaya	For	No	99.42%	0.57%
	1h	Elect Director Leslie F. Seidman	For	No	97.15%	2.84%
	1i	Elect Director Zig Serafin	For	No	98.56%	1.43%
	1j	Elect Director Bruce Van Saun	For	No	97.75%	2.24%
	2	Amend Omnibus Stock Plan	For	No	93.23%	6.35%
	3	Ratify KPMG LLP as Auditors	For	No	98.20%	1.76%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.33%	5.95%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
Evolve Holding SA 18.04.23	1	Accept Financial Statements and Statutory Reports	For	No	98.85%	1.14%



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	2	Approve Remuneration Report (Non-Binding)	For	No	88.31%	11.68%
	3	Approve Discharge of Board and Senior Management	For	No	97.60%	2.39%
	4	Approve Treatment of Net Loss	For	No	98.86%	1.13%
	5.1	Approve CHF 6.65 Ordinary Share Capital Increase without Preemptive Rights	For	No	97.13%	2.86%
	5.2	Approve 250:1 Reverse Stock Split	For	No	96.97%	3.02%
	5.3	Amend Articles to Reflect Changes in Conditional Capital	For	No	96.17%	3.82%
	6	Approve CHF 51.6 Million Reduction in Share Capital via Reduction in Par Value	For	No	96.68%	3.31%
	7.1.1	Reelect Beat In-Albon as Director	For	No	93.85%	6.14%
	7.1.2	Reelect Stephan Schindler as Director	For	No	89.29%	10.70%
	7.1.3	Reelect Christoph Breucker as Director	For	No	97.36%	2.63%
	7.1.4	Reelect Andreas Pfluger as Director	For	No	97.51%	2.48%
	7.1.5	Reelect Andreas Weigelt as Director	For	No	97.61%	2.38%
	7.2	Elect Stephan Schindler as Board Chair	For	No	88.68%	11.31%
	7.3.1	Reappoint Christoph Breucker as Member of the Compensation Committee	For	No	97.07%	2.92%
	7.3.2	Reappoint Andreas Pfluger as Member of the Compensation Committee	For	No	97.13%	2.86%
	7.4	Ratify Mazars AG as Auditors	For	No	98.73%	1.26%
	7.5	Designate Oscar Olano as Independent Proxy	For	No	99.38%	0.61%
	8	Approve Remuneration of Directors in the Amount of CHF 700,000	For	No	91.09%	8.90%
	9	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	No	90.92%	9.07%
	10.1	Approve Creation of Capital Band within the Upper Limit of CHF 5.4 Million and the Lower Limit of CHF 3.6 Million with or without Exclusion of Preemptive Rights, if Items 5-6 are Accepted	For	No	85.65%	14.34%
	10.2	Amend Articles of Association	For	No	97.32%	2.67%
	11	Transact Other Business (Voting)	Against	Yes		
Newron Pharmaceuticals SpA 18.04.23	1	Approve Financial Statements, Statutory Reports, and Allocation of Income	For	No		
	2.1	Fix Number of Directors	For	No		
	2.2.1	Elect Ulrich Kostlin as Board Chair	Against	Yes		
	2.2.2	Elect Stefan Weber as Director	For	No		
	2.2.3	Elect Patrick Langlois as Director	Against	Yes		
	2.2.4	Elect Luca Benatti as Director	Against	Yes		
	2.2.5	Elect Gillian Dines as Director	Against	Yes		
	2.3	Approve Remuneration of Directors	For	No		
The Boeing Company 18.04.23	1a	Elect Director Robert A. Bradway	For	No	96.09%	3.90%
	1b	Elect Director David L. Calhoun	For	No	95.04%	4.95%
	1c	Elect Director Lynne M. Doughtie	For	No	96.41%	3.58%
	1d	Elect Director David L. Gitlin	For	No	96.92%	3.07%
	1e	Elect Director Lynn J. Good	For	No	94.83%	5.16%
	1f	Elect Director Stayce D. Harris	For	No	96.68%	3.31%
	1g	Elect Director Akhil Johri	For	No	96.03%	3.96%
	1h	Elect Director David L. Joyce	For	No	95.68%	4.31%
	1i	Elect Director Lawrence W. Kellner	For	No	94.16%	5.83%
	1j	Elect Director Steven M. Mollenkopf	For	No	95.65%	4.34%
	1k	Elect Director John M. Richardson	For	No	96.95%	3.04%
	1l	Elect Director Sabrina Soussan	For	No	96.86%	3.13%
	1m	Elect Director Ronald A. Williams	Against	Yes	92.53%	7.46%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	74.03%	24.41%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		

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	4	Approve Omnibus Stock Plan	For	No	90.83%	7.85%
	5	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.04%	3.14%
	6	Report on Risks Related to Operations in China	Against	No	7.36%	<b>90.34%</b>
	7	Report on Lobbying Payments and Policy	For	Yes	36.58%	<b>61.62%</b>
	8	Report on Climate Lobbying	For	Yes	34.97%	<b>59.70%</b>
	9	Report on Median Gender/Racial Pay Gap	For	Yes	46.68%	<b>51.80%</b>
U.S. Bancorp 18.04.23	1a	Elect Director Warner L. Baxter	For	No	97.90%	2.09%
	1b	Elect Director Dorothy J. Bridges	For	No	99.17%	0.82%
	1c	Elect Director Elizabeth L. Buse	For	No	99.35%	0.64%
	1d	Elect Director Andrew Cecere	Against	Yes	94.94%	5.05%
	1e	Elect Director Alan B. Colberg	For	No	99.42%	0.57%
	1f	Elect Director Kimberly N. Ellison-Taylor	For	No	99.28%	0.71%
	1g	Elect Director Kimberly J. Harris	For	No	97.60%	2.39%
	1h	Elect Director Roland A. Hernandez	For	No	97.51%	2.48%
	1i	Elect Director Richard P. McKenney	For	No	98.77%	1.22%
	1j	Elect Director Yusuf I. Mehdi	For	No	99.29%	0.70%
	1k	Elect Director Loretta E. Reynolds	For	No	99.38%	0.61%
	1l	Elect Director John P. Wiehoff	For	No	99.37%	0.62%
	1m	Elect Director Scott W. Wine	For	No	98.14%	1.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.41%	7.02%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	For	No	96.89%	2.92%
Fifth Third Bancorp 18.04.23	1a	Elect Director Nicholas K. Akins	For	No	96.90%	3.09%
	1b	Elect Director B. Evan Bayh, III	For	No	96.41%	3.58%
	1c	Elect Director Jorge L. Benitez	For	No	97.57%	2.42%
	1d	Elect Director Katherine B. Blackburn	For	No	97.54%	2.45%
	1e	Elect Director Emerson L. Brumback	For	No	97.26%	2.73%
	1f	Elect Director Linda W. Clement-Holmes	For	No	99.52%	0.47%
	1g	Elect Director C. Bryan Daniels	For	No	99.53%	0.46%
	1h	Elect Director Mitchell S. Feiger	For	No	98.15%	1.84%
	1i	Elect Director Thomas H. Harvey	For	No	94.74%	5.25%
	1j	Elect Director Gary R. Heminger	For	No	97.16%	2.83%
	1k	Elect Director Eileen A. Mallesch	For	No	98.99%	1.00%
	1l	Elect Director Michael B. McCallister	For	No	95.72%	4.27%
	1m	Elect Director Timothy N. Spence	For	No	98.58%	1.41%
	1n	Elect Director Marsha C. Williams	For	No	94.50%	5.49%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.74%	3.15%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.54%	5.12%
Moncler SpA 18.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.55%	0.03%
	1.2	Approve Allocation of Income	For	No	99.97%	0.02%
	2	Approve Second Section of the Remuneration Report	For	No	89.42%	8.99%
	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	98.69%	1.30%
	4.1.1	Slate 1 Submitted by Double R Srl	For	No		
	4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	No		
	4.2	Appoint Chairman of Internal Statutory Auditors	For	No		
	4.3	Approve Internal Auditors' Remuneration	For	No	99.67%	0.05%
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
Public Service Enterprise Group Incorporated 18.04.23	1.1	Elect Director Ralph A. LaRossa	Against	Yes	94.19%	5.80%
	1.2	Elect Director Susan Tomasky	For	No	97.42%	2.57%
	1.3	Elect Director Willie A. Deese	For	No	97.86%	2.13%
	1.4	Elect Director Jamie M. Gentoso	For	No	99.54%	0.45%
	1.5	Elect Director Barry H. Ostrowsky	For	No	97.83%	2.16%

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	1.6	Elect Director Valerie A. Smith	For	No	99.03%	0.96%
	1.7	Elect Director Scott G. Stephenson	For	No	99.16%	0.83%
	1.8	Elect Director Laura A. Sugg	For	No	99.10%	0.89%
	1.9	Elect Director John P. Surma	For	No	95.88%	4.11%
	1.10	Elect Director Alfred W. Zollar	For	No	98.33%	1.66%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.25%	6.74%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4a	Eliminate Supermajority Vote Requirements for Certain Business Combinations	For	No	76.37%	0.84%
	4b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	For	No	76.44%	0.78%
	4c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to By-Laws	For	No	76.31%	0.90%
	5	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.71%	4.28%
Ascom Holding AG 18.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.89%	0.10%
	2	Accept Consolidated Financial Statements and Statutory Reports	For	No	99.88%	0.11%
	3	Approve Remuneration Report	For	No	79.30%	20.69%
	4	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	No	99.82%	0.17%
	5	Approve Discharge of Board and Senior Management	For	No	99.67%	0.32%
	6.1.1	Reelect Valentin Rueda as Director	For	No	96.61%	3.38%
	6.1.2	Reelect Nicole Tschudi as Director	For	No	90.49%	9.50%
	6.1.3	Reelect Laurent Dubois as Director	For	No	97.01%	2.98%
	6.1.4	Reelect Juerg Fedier as Director	For	No	97.14%	2.85%
	6.1.5	Reelect Michael Reitermann as Director	For	No	97.02%	2.97%
	6.1.6	Reelect Andreas Schoenenberger as Director	For	No	96.94%	3.05%
	6.2	Reelect Valentin Rueda as Board Chair	For	No	96.67%	3.32%
	6.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	For	No	84.39%	15.60%
	6.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	For	No	99.28%	0.71%
	6.3.3	Reappoint Andreas Schoenenberger as Member of the Compensation and Nomination Committee	For	No	99.26%	0.73%
	6.4	Ratify KPMG as Auditors	For	No	93.53%	6.46%
	6.5	Designate Franz Mueller as Independent Proxy	For	No	99.95%	0.04%
	7.1	Approve Creation of Capital Band within the Upper Limit of CHF 19.8 Million and the Lower Limit of CHF 16.2 Million with or without Exclusion of Preemptive Rights	For	No	85.67%	14.32%
	7.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	85.42%	14.57%
	7.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.17%	0.82%
	7.4	Amend Articles of Association	For	No	99.66%	0.33%
	8.1	Approve Remuneration of Directors in the Amount of CHF 700,000	For	No	98.80%	1.19%
	8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No	98.81%	1.18%
	8.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No	95.92%	4.07%
	8.2.3	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000	For	No	87.40%	12.59%
	9	Transact Other Business (Voting)	Against	Yes		

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Cicor Technologies Ltd. 18.04.23	1	Accept Financial Statements and Statutory Reports	For	No	94.06%	0.08%
	2	Approve Treatment of Net Loss	For	No	93.25%	0.83%
	3	Approve Discharge of Board and Senior Management	For	No	93.41%	0.55%
	4	Approve Remuneration of Directors in the Amount of CHF 600,000	For	No	90.79%	3.24%
	5	Approve Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	No	86.02%	7.99%
	6	Approve Remuneration Report	For	No	89.52%	4.45%
	7	Amend Articles Re: Editorial Changes	For	No	90.78%	1.19%
	8	Approve Creation of Capital Band within the Upper Limit of CHF 40.9 Million and the Lower Limit of CHF 34.1 Million with or without Exclusion of Preemptive Rights	For	No	90.82%	3.28%
	9	Amend Articles Re: Exclusion of Preemptive Rights up to 20 Percent	Against	Yes	76.51%	17.54%
	10	Amend Articles of Association	For	No	93.16%	0.77%
	11	Approve Virtual-Only Shareholder Meetings	Against	Yes	82.85%	11.25%
	12.1	Reelect Daniel Frutig as Director and Board Chair	For	No	92.10%	1.91%
	12.2	Reelect Konstantin Ryzhkov as Director	For	No	86.54%	7.40%
	12.3	Reelect Norma Corio as Director	For	No	89.98%	1.94%
	12.4	Reelect Denise Koopmans as Director	For	No	91.21%	0.67%
	13.1	Reappoint Daniel Frutig as Member of the Compensation Committee	For	No	91.50%	2.48%
13.2	Reappoint Konstantin Ryzhkov as Member of the Compensation Committee	For	No	86.06%	7.94%	
14	Ratify KPMG AG as Auditors	For	No	94.07%	0.05%	
15	Designate Etude Athemis as Independent Proxy	For	No	94.10%	0.02%	
16	Transact Other Business (Voting)	Against	Yes			
Tecan Group AG 18.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.03%	0.00%
	2.1	Approve Allocation of Income and Dividends of CHF 1.45 per Share	For	No	99.96%	0.00%
	2.2	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	For	No	99.94%	0.02%
	3	Approve Discharge of Board and Senior Management	For	No	94.94%	3.96%
	4	Elect Matthias Gillner as Director	For	No	99.84%	0.04%
	5.1	Reelect Lukas Braunschweiler as Director	For	No	99.27%	0.66%
	5.2	Reelect Myra Eskes as Director	For	No	99.84%	0.11%
	5.3	Reelect Oliver Fetzter as Director	For	No	91.98%	7.97%
	5.4	Reelect Karen Huebscher as Director	For	No	98.06%	1.88%
	5.5	Reelect Christa Kreuzburg as Director	For	No	95.90%	4.05%
	5.6	Reelect Daniel Marshak as Director	For	No	99.85%	0.09%
	6	Reelect Lukas Braunschweiler as Board Chair	For	No	99.52%	0.42%
	7.1	Reappoint Myra Eskes as Member of the Compensation Committee	For	No	97.88%	2.03%
	7.2	Reappoint Oliver Fetzter as Member of the Compensation Committee	For	No	92.99%	6.91%
	7.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	No	89.69%	10.22%
	7.4	Reappoint Daniel Marshak as Member of the Compensation Committee	For	No	97.78%	2.09%
8	Ratify Ernst & Young AG as Auditors	For	No	98.96%	0.92%	
9	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.75%	0.21%	
10.1	Approve Remuneration Report (Non-Binding)	For	No	74.24%	24.35%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No	92.88%	6.79%
	10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	No	84.66%	13.83%
	11	Transact Other Business (Voting)	Against	Yes		
Bell Food Group AG 18.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	98.67%	1.32%
	2.1	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	No	99.99%	0.00%
	2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	For	No	99.98%	0.01%
	3	Approve Discharge of Board of Directors	For	No	99.92%	0.07%
	4.1	Approve Remuneration of Directors in the Amount of CHF 800,000	For	No	99.36%	0.63%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	No	99.30%	0.69%
	5.1	Reelect Philipp Dautzenberg as Director	For	No	98.22%	1.77%
	5.2	Reelect Thomas Hinderer as Director	For	No	99.73%	0.26%
	5.3	Reelect Doris Leuthard as Director	For	No	99.25%	0.74%
	5.4	Reelect Werner Marti as Director	Against	Yes	97.80%	2.19%
	5.5	Reelect Philipp Wyss as Director	For	No	99.40%	0.59%
	5.6	Reelect Joos Sutter as Director	For	No	98.48%	1.51%
	5.7	Reelect Joos Sutter as Board Chair	For	No	98.29%	1.70%
	6.1	Reappoint Thomas Hinderer as Member of the Compensation Committee	For	No	99.44%	0.55%
	6.2	Reappoint Philipp Wyss as Member of the Compensation Committee	For	No	99.16%	0.83%
	7	Designate Andreas Flueckiger as Independent Proxy	For	No	99.89%	0.10%
	8	Ratify KPMG AG as Auditors	For	No	99.80%	0.19%
	9	Transact Other Business (Voting)	Against	Yes		
EQT Corporation 19.04.23	1.1	Elect Director Lydia I. Beebe	For	No	98.31%	1.68%
	1.2	Elect Director Lee M. Canaan	For	No	98.82%	1.17%
	1.3	Elect Director Janet L. Carrig	For	No	92.78%	7.21%
	1.4	Elect Director Frank C. Hu	For	No	99.57%	0.42%
	1.5	Elect Director Kathryn J. Jackson	For	No	96.79%	3.20%
	1.6	Elect Director John F. McCartney	For	No	96.31%	3.68%
	1.7	Elect Director James T. McManus, II	For	No	99.01%	0.98%
	1.8	Elect Director Anita M. Powers	For	No	99.05%	0.94%
	1.9	Elect Director Daniel J. Rice, IV	For	No	99.40%	0.59%
	1.10	Elect Director Toby Z. Rice	For	No	99.42%	0.57%
	1.11	Elect Director Hallie A. Vanderhider	For	No	91.83%	8.16%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	98.75%	1.24%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.61%	5.38%
Prismian SpA 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.52%	0.15%
	2	Approve Allocation of Income	For	No	99.83%	0.16%
	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.04%	0.86%
	4	Approve Incentive Plan	For	No	80.02%	19.95%
	5	Approve Remuneration Policy	For	No	71.50%	27.82%
	6	Approve Second Section of the Remuneration Report	Against	Yes	56.43%	43.31%
	1	Authorize Board to Increase Capital to Service the Incentive Plan	For	No	83.68%	16.30%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
Regions Financial Corporation 19.04.23	1a	Elect Director Mark A. Crosswhite	For	No	98.93%	1.06%
	1b	Elect Director Noopur Davis	For	No	99.55%	0.44%
	1c	Elect Director Zhanna Golodryga	For	No	90.46%	9.53%
	1d	Elect Director J. Thomas Hill	For	No	99.15%	0.84%
	1e	Elect Director John D. Johns	For	No	98.68%	1.31%
	1f	Elect Director Joia M. Johnson	For	No	97.39%	2.60%
	1g	Elect Director Ruth Ann Marshall	For	No	95.19%	4.80%
	1h	Elect Director Charles D. McCrary	For	No	93.74%	6.25%
	1i	Elect Director James T. Prokopanko	For	No	96.87%	3.12%
	1j	Elect Director Lee J. Styslinger, III	For	No	95.13%	4.86%
	1k	Elect Director Jose S. Suquet	For	No	98.70%	1.29%
	1l	Elect Director John M. Turner, Jr.	For	No	98.95%	1.04%
	1m	Elect Director Timothy Vines	For	No	97.98%	2.01%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.36%	4.63%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.10%	8.89%
The Sherwin-Williams Company 19.04.23	1a	Elect Director Kerrii B. Anderson	For	No	95.93%	4.06%
	1b	Elect Director Arthur F. Anton	For	No	92.62%	7.37%
	1c	Elect Director Jeff M. Fettig	For	No	95.26%	4.73%
	1d	Elect Director John G. Morikis	Against	Yes	95.64%	4.35%
	1e	Elect Director Christine A. Poon	For	No	98.41%	1.58%
	1f	Elect Director Aaron M. Powell	For	No	99.05%	0.94%
	1g	Elect Director Marta R. Stewart	For	No	98.93%	1.06%
	1h	Elect Director Michael H. Thaman	For	No	98.52%	1.47%
	1i	Elect Director Matthew Thornton, III	For	No	99.19%	0.80%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.62%	6.37%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.76%	4.23%
Sulzer AG 19.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.82%	0.02%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	89.01%	10.73%
	2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	No	95.66%	4.23%
	3	Approve Discharge of Board and Senior Management	For	No	98.97%	0.51%
	4.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No	91.16%	8.45%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	For	No	93.30%	6.45%
	5.1	Elect Suzanne Thoma as Director and Board Chair	Against	Yes	85.05%	14.82%
	5.2.1	Reelect David Metzger as Director	Against	Yes	95.63%	4.23%
	5.2.2	Reelect Alexey Moskov as Director	Against	Yes	94.25%	5.74%
	5.2.3	Reelect Markus Kammueler as Director	For	No	99.38%	0.61%
	5.3.1	Elect Prisca Havranek-Kosicek as Director	For	No	99.52%	0.47%
	5.3.2	Elect Hariolf Kottmann as Director	For	No	99.63%	0.36%
	5.3.3	Elect Per Utnegaard as Director	For	No	99.43%	0.56%
	6.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Against	Yes	91.28%	8.50%
	6.2.1	Appoint Markus Kammueler as Member of the Compensation Committee	For	No	99.13%	0.68%
	6.2.2	Appoint Hariolf Kottmann as Member of the Compensation Committee	For	No	99.30%	0.48%
	7	Ratify KPMG AG as Auditors	For	No	99.28%	0.45%
	8	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.65%	0.06%
	9.1	Amend Corporate Purpose	For	No	99.55%	0.09%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.2	Amend Articles Re: Shares and Share Register	For	No	99.51%	0.14%
	9.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	94.97%	4.83%
	9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.44%	0.33%
	10	Transact Other Business (Voting)	Against	Yes		
Von Roll Holding AG 19.04.23	1.1	Amend Corporate Purpose	For	No	99.95%	0.00%
	1.2	Approve Creation of Capital Band within the Upper Limit of CHF 53.6 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights	Against	Yes	98.79%	1.14%
	1.3	Approve Cancellation of Capital Authorization	For	No	99.94%	0.01%
	1.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	98.83%	1.16%
	1.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.58%	0.41%
	2	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	3	Approve Discharge of Board and Senior Management	For	No	99.06%	0.93%
	4.1	Reelect Peter Kalantzis as Director and Board Chair	For	No	99.26%	0.73%
	4.2	Reelect Gerhard Bruckmeier as Director	For	No	99.53%	0.46%
	4.3	Reelect August von Finck as Director	For	No	99.60%	0.39%
	4.4	Reelect Christian Hennerkes as Director	Against	Yes	99.30%	0.69%
	5.1	Reappoint August von Finck as Member of the Personnel and Compensation Committee	Against	Yes	99.14%	0.85%
	5.2	Appoint Peter Kalantzis as Member of the Personnel and Compensation Committee	For	No	99.25%	0.74%
	6	Ratify Deloitte AG as Auditors	For	No	99.98%	0.01%
	7	Designate Walter Mueller as Independent Proxy	For	No	99.99%	0.00%
	8.1	Approve Remuneration of Directors in the Amount of CHF 750,000	Against	Yes	98.85%	1.14%
	8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Against	Yes	98.84%	1.15%
	9	Transact Other Business (Voting)	Against	Yes		
ORIOR AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	2	Approve Remuneration Report	For	No	89.87%	10.12%
	3	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	No	99.93%	0.06%
	4	Approve Discharge of Board and Senior Management	For	No	99.78%	0.21%
	5.1.1	Elect Remo Brunschwiler as Director and Board Chair	For	No	99.21%	0.78%
	5.1.2	Reelect Monika Friedli-Walser as Director	For	No	99.10%	0.89%
	5.1.3	Reelect Walter Luethi as Director	For	No	98.95%	1.04%
	5.1.4	Reelect Monika Schuepbach as Director	For	No	99.80%	0.19%
	5.1.5	Reelect Markus Voegeli as Director	For	No	99.24%	0.75%
	5.2.1	Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation Committee	For	No	98.52%	1.47%
	5.2.2	Appoint Remo Brunschwiler as Member of the Nomination and Compensation Committee	For	No	98.67%	1.32%
	5.2.3	Reappoint Walter Luethi as Member of the Nomination and Compensation Committee	For	No	98.42%	1.57%
	5.3	Ratify Ernst & Young AG as Auditors	For	No	97.52%	2.47%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.4	Designate Rene Schwarzenbach as Independent Proxy	For	No	99.91%	0.08%
	6.1	Amend Corporate Purpose	For	No	99.87%	0.12%
	6.2	Amend Articles Re: Conditional Capital	For	No	98.95%	1.04%
	6.3	Approve Creation of Capital Band within the Upper Limit of CHF 28 Million and the Lower Limit of CHF 24.9 Million with or without Exclusion of Preemptive Rights	For	No	96.66%	3.33%
	6.4	Amend Articles Re: Restriction on Share Transferability	For	No	99.29%	0.70%
	6.5	Amend Articles of Association	For	No	80.19%	19.80%
	7.1	Approve Remuneration of Directors in the Amount of CHF 610,000	For	No	98.09%	1.90%
	7.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000	For	No	95.70%	4.29%
	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.2 Million	For	No	98.03%	1.96%
	8	Transact Other Business (Voting)	Against	Yes		
British American Tobacco plc 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	2	Approve Remuneration Report	For	No	95.18%	4.81%
	3	Reappoint KPMG LLP as Auditors	For	No	99.55%	0.44%
	4	Authorise Audit Committee to Fix Remuneration of Auditors	For	No	99.91%	0.08%
	5	Re-elect Luc Jobin as Director	For	No	97.68%	2.31%
	6	Re-elect Jack Bowles as Director	For	No	99.62%	0.37%
	7	Re-elect Tadeu Marroco as Director	For	No	99.38%	0.61%
	8	Re-elect Kandy Anand as Director	For	No	99.62%	0.37%
	9	Re-elect Sue Farr as Director	For	No	99.04%	0.95%
	10	Re-elect Karen Guerra as Director	For	No	99.61%	0.38%
	11	Re-elect Holly Keller Koepfel as Director	For	No	98.32%	1.67%
	12	Re-elect Dimitri Panayotopoulos as Director	For	No	98.98%	1.01%
	13	Re-elect Darrell Thomas as Director	For	No	99.56%	0.43%
	14	Elect Veronique Laury as Director	For	No	99.74%	0.25%
	15	Authorise UK Political Donations and Expenditure	For	No	92.20%	7.79%
	16	Authorise Issue of Equity	For	No	89.54%	10.45%
	17	Authorise Issue of Equity without Pre-emptive Rights	For	No	90.42%	9.57%
	18	Authorise Market Purchase of Ordinary Shares	For	No	99.12%	0.87%
	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.15%	5.84%
	20	Adopt New Articles of Association	For	No	99.86%	0.13%
Airbus SE 19.04.23	1	Open Meeting	Refer	No		
	2.1	Discussion on Company's Corporate Governance Structure	Refer	No		
	2.2	Receive Report on Business and Financial Statements	Refer	No		
	2.3	Receive Explanation on Company's Dividend Policy	Refer	No		
	3.1	Receive Board Report	Refer	No		
	3.2	Discussion on Leading the Journey Towards Clean Aerospace	Refer	No		
	3.3	Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	Refer	No		
	4.1	Adopt Financial Statements	For	No	99.65%	0.34%
	4.2	Approve Allocation of Income	For	No	99.99%	0.00%
	4.3	Approve Discharge of Non-Executive Directors	For	No	99.34%	0.65%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.4	Approve Discharge of Executive Directors	For	No	99.34%	0.65%
	4.5	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.91%	0.08%
	4.6	Approve Implementation of Remuneration Policy	For	No	92.24%	7.75%
	4.7	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Against	Yes	96.58%	3.41%
	4.8	Reelect Mark Dunkerley as Non-Executive Director	Against	Yes	96.68%	3.31%
	4.9	Reelect Stephan Gemkow as Non-Executive Director	For	No	99.55%	0.44%
	4.10	Elect Antony Wood as Non-Executive Director	For	No	99.95%	0.04%
	4.11	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	For	No	99.14%	0.85%
	4.12	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	For	No	98.31%	1.68%
	4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.37%	0.62%
	4.14	Approve Cancellation of Repurchased Shares	For	No	99.91%	0.08%
	5	Close Meeting	Refer	No		
CALIDA Holding AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	1.1	Approve Allocation of Income and Dividends of CHF 0.60 per Share	For	No		
	1.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	For	No		
	2.1.1	Elect Felix Sulzberger as Director and Board Chair	For	No		
	2.1.2	Reelect Stefan Portmann as Director	For	No		
	2.1.3	Reelect Laurence Bourdon-Tracol as Director	For	No		
	2.1.4	Reelect Patricia Gandji as Director	For	No		
	2.1.5	Reelect Gregor Greber as Director	For	No		
	2.1.6	Elect Allan Kellenberger as Director	For	No		
	2.1.7	Elect Eric Sibbern as Director	For	No		
	2.1.8	Elect Thomas Stoecklin as Director	For	No		
	2.2.1	Appoint Felix Sulzberger as Member of the Compensation Committee	For	No		
	2.2.2	Appoint Stefan Portmann as Member of the Compensation Committee	For	No		
	3	Ratify KPMG AG as Auditors	Against	Yes		
	4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	For	No		
	5	Approve Discharge of Board and Senior Management	For	No		
	6.1	Approve Remuneration Report (Non-Binding)	Against	Yes		
	6.2	Approve Remuneration of Directors in the Amount of CHF 900,000	For	No		
	6.3	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	For	No		
	6.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	For	No		
	7	Approve Sustainability Report (Non-Binding)	For	No		
	8.1	Amend Articles Re: Deletion of the Italian Translation of the Company Name	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.2	Approve Creation of Capital Band within the Upper Limit of CHF 907,777.70 and the Lower Limit of CHF 800,161.40 with or without Exclusion of Preemptive Rights	For	No		
	8.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No		
	8.4	Amend Articles of Association	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
HCA Healthcare, Inc. 19.04.23	1a	Elect Director Thomas F. Frist, III	For	No	97.77%	2.22%
	1b	Elect Director Samuel N. Hazen	For	No	99.48%	0.51%
	1c	Elect Director Meg G. Crofton	For	No	99.41%	0.58%
	1d	Elect Director Robert J. Dennis	For	No	96.82%	3.17%
	1e	Elect Director Nancy-Ann DeParle	For	No	98.65%	1.34%
	1f	Elect Director William R. Frist	For	No	99.10%	0.89%
	1g	Elect Director Hugh F. Johnston	For	No	98.25%	1.74%
	1h	Elect Director Michael W. Michelson	For	No	99.12%	0.87%
	1i	Elect Director Wayne J. Riley	For	No	97.79%	2.20%
	1j	Elect Director Andrea B. Smith	For	No	99.60%	0.39%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.17%	6.81%
	3	Approve Nonqualified Employee Stock Purchase Plan	For	No	98.50%	1.30%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.35%	4.51%
	5	Report on Political Contributions and Expenditures	For	Yes	23.47%	<b>76.23%</b>
	6	Amend Charter of Patient Safety and Quality of Care Committee	For	Yes	18.81%	<b>80.59%</b>
Huntington Bancshares Incorporated 19.04.23	1.1	Elect Director Alanna Y. Cotton	For	No	99.36%	0.63%
	1.2	Elect Director Ann B. (Tanny) Crane	For	No	96.47%	3.52%
	1.3	Elect Director Gina D. France	For	No	97.46%	2.53%
	1.4	Elect Director J. Michael Hochschwender	For	No	97.81%	2.18%
	1.5	Elect Director Richard H. King	For	No	99.13%	0.86%
	1.6	Elect Director Katherine M. A. (Allie) Kline	For	No	99.01%	0.98%
	1.7	Elect Director Richard W. Neu	For	No	94.64%	5.35%
	1.8	Elect Director Kenneth J. Phelan	For	No	98.51%	1.48%
	1.9	Elect Director David L. Porteous	For	No	91.66%	8.33%
	1.10	Elect Director Roger J. Sit	For	No	98.80%	1.19%
	1.11	Elect Director Stephen D. Steinour	Against	Yes	94.40%	5.59%
	1.12	Elect Director Jeffrey L. Tate	For	No	99.14%	0.85%
	1.13	Elect Director Gary Torgow	For	No	97.95%	2.04%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.02%	7.97%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.31%	0.68%
Georg Fischer AG 19.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	1.2	Approve Remuneration Report	For	No	84.77%	<b>15.22%</b>
	2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	For	No	99.86%	0.13%
	3	Approve Discharge of Board and Senior Management	For	No	99.57%	0.42%
	4.1	Amend Articles of Association	For	No	92.37%	7.62%
	4.2	Approve Creation of Capital Band within the Upper Limit of CHF 4.5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	For	No	96.39%	3.60%
	4.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	71.02%	<b>28.97%</b>
	5.1	Reelect Hubert Achermann as Director	For	No	99.39%	0.60%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Reelect Peter Hackel as Director	For	No	99.84%	0.15%
	5.3	Reelect Roger Michaelis as Director	For	No	99.30%	0.69%
	5.4	Reelect Eveline Saupper as Director	For	No	99.53%	0.46%
	5.5	Reelect Ayano Senaha as Director	For	No	99.66%	0.33%
	5.6	Reelect Yves Serra as Director	For	No	97.14%	2.85%
	5.7	Elect Monica de Virgiliis as Director	For	No	81.09%	18.90%
	5.8	Elect Michelle Wen as Director	For	No	99.45%	0.54%
	6.1	Reelect Yves Serra as Board Chair	For	No	97.28%	2.71%
	6.2.1	Reappoint Roger Michaelis as Member of the Compensation Committee	For	No	98.66%	1.33%
	6.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	For	No	97.74%	2.25%
	6.2.3	Appoint Michelle Wen as Member of the Compensation Committee	For	No	98.91%	1.08%
	7	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	No	96.89%	3.10%
	8	Approve Remuneration of Executive Committee in the Amount of CHF 11.7 Million	For	No	96.13%	3.86%
	9	Ratify PricewaterhouseCoopers AG as Auditors	For	No	97.75%	2.24%
	10	Designate Christoph Vaucher as Independent Proxy	For	No	99.88%	0.11%
	11	Transact Other Business (Voting)	Against	Yes		
Bucher Industries AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.68%	0.00%
	2	Approve Discharge of Board and Senior Management	For	No	99.08%	0.44%
	3	Approve Allocation of Income and Dividends of CHF 13 per Share	For	No	99.95%	0.00%
	4.1.1	Reelect Anita Hauser as Director	For	No	89.50%	10.42%
	4.1.2	Reelect Michael Hauser as Director	For	No	94.34%	5.51%
	4.1.3	Reelect Martin Hirzel as Director	For	No	95.20%	4.72%
	4.1.4	Reelect Philip Mosimann as Director and Board Chair	For	No	92.95%	6.98%
	4.1.5	Reelect Stefan Scheiber as Director	For	No	99.67%	0.25%
	4.2	Elect Urs Kaufmann as Director	For	No	95.62%	4.27%
	4.3	Reappoint Anita Hauser as Member of the Compensation Committee	For	No	81.27%	18.53%
	4.4	Appoint Urs Kaufmann as Member of the Compensation Committee	For	No	96.94%	2.92%
	4.5	Designate Keller KLG as Independent Proxy	For	No	99.93%	0.03%
	4.6	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	89.63%	10.27%
	5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	No	96.42%	3.25%
	5.2	Approve Remuneration Report (Non-Binding)	Against	Yes	71.27%	28.52%
	5.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	No	97.27%	2.39%
	5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	No	98.69%	0.95%
	6.1	Approve Cancellation of Conditional Capital Authorization	For	No	99.87%	0.04%
	6.2	Amend Articles of Association	For	No	99.92%	0.02%
	6.3	Amend Articles Re: Editorial Changes	For	No	99.88%	0.04%
	6.4	Amend Articles Re: Restriction on Share Transferability	For	No	99.85%	0.07%
	6.5	Approve Virtual-Only Shareholder Meetings	Against	Yes	89.72%	9.88%
	6.6	Amend Articles Re: Additional Remuneration of Board and Senior Management	For	No	99.51%	0.28%
	6.7	Amend Articles Re: Board Meetings; Electronic Communication	For	No	99.41%	0.48%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Transact Other Business (Voting)	Against	Yes		
Vetropack Holding AG 19.04.23	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 1.00 per Registered Share Series A and CHF 0.20 per Registered Share Series B	For	No		
	4.1	Approve Remuneration Report	Against	Yes		
	4.2	Approve Remuneration of Directors in the Amount of CHF 1 Million	For	No		
	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.6 Million	For	No		
	5.1	Amend Articles of Association	For	No		
	5.2	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	5.3	Amend Articles Re: Electronic Communication	For	No		
	5.4	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	5.5	Amend Articles Re: Qualified Majority for Adoption of Resolutions	For	No		
	5.6	Amend Articles Re: Place of Jurisdiction	For	No		
	5.7	Amend Articles Re: Authorize Board of Directors to Make Editorial Changes to the Articles of Association	For	No		
	6.1.1	Reelect Soenke Bandixen as Director	For	No		
	6.1.2	Reelect Claude Cornaz as Director and Board Chair	For	No		
	6.1.3	Reelect Pascal Cornaz as Director	For	No		
	6.1.4	Reelect Richard Fritschi as Director	For	No		
	6.1.5	Reelect Urs Kaufmann as Director	For	No		
	6.1.6	Reelect Diane Nicklas as Director	For	No		
	6.1.7	Reelect Jean-Philippe Rochat as Director	For	No		
	6.1.8	Elect Raffaella Marzi as Director	For	No		
	6.2.1	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against	Yes		
	6.2.2	Reappoint Richard Fritschi as Member of the Nomination and Compensation Committee	Against	Yes		
	6.2.3	Appoint Raffaella Marzi as Member of the Nomination and Compensation Committee	For	No		
	6.3	Designate Proxy Voting Services GmbH as Independent Proxy	For	No		
	6.4	Ratify Ernst & Young AG as Auditors	Against	Yes		
	7	Transact Other Business (Voting)	Against	Yes		
Bachem Holding AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	98.54%	0.43%
	2	Approve Discharge of Board and Senior Management	For	No	99.66%	0.27%
	3	Approve Allocation of Income and Dividends of CHF 0.38 per Share and CHF 0.37 per Share from Capital Contribution Reserves	For	No	99.89%	0.01%
	4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	For	No	99.52%	0.27%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Against	Yes	86.94%	12.45%
	5.1	Reelect Kuno Sommer as Director and Board Chair	For	No	91.48%	8.36%
	5.2	Reelect Nicole Hoetzer as Director	For	No	95.20%	4.77%
	5.3	Reelect Helma Wennemers as Director	For	No	95.66%	4.29%
	5.4	Reelect Steffen Lang as Director	For	No	95.65%	4.29%



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	5.5	Reelect Alex Faessler as Director	For	No	93.99%	5.93%
	6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	For	No	89.93%	9.93%
	6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	For	No	89.86%	10.08%
	6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Against	Yes	87.13%	12.78%
	7	Ratify MAZARS SA as Auditors	For	No	99.91%	0.03%
	8	Designate Paul Wiesli as Independent Proxy	For	No	99.95%	0.01%
	9.1	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	96.25%	3.33%
	9.2	Amend Articles Re: General Meetings	For	No	99.78%	0.10%
	9.3	Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors	For	No	97.35%	2.53%
	9.4	Amend Articles of Association	For	No	99.80%	0.11%
	10	Transact Other Business (Voting)	Against	Yes		
Coltene Holding AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.87%	0.01%
	2.1	Approve Allocation of Income	For	No	99.94%	0.01%
	2.2	Approve Dividends of CHF 3.30 per Share from Capital Contribution Reserves	For	No	99.95%	0.03%
	3	Approve Discharge of Board and Senior Management	For	No	99.81%	0.07%
	4.1.1	Reelect Nick Huber as Director and Board Chair	For	No	89.97%	9.99%
	4.1.2	Reelect Juergen Rauch as Director	For	No	88.74%	11.21%
	4.1.3	Reelect Astrid Waser as Director	Against	Yes	90.60%	9.36%
	4.1.4	Reelect Roland Weiger as Director	For	No	98.71%	1.24%
	4.1.5	Reelect Allison Zwingenberger as Director	For	No	92.73%	7.19%
	4.1.6	Elect Matthias Altendorf as Director	For	No	95.52%	4.42%
	4.1.7	Elect Daniel Buehler as Director	For	No	95.52%	4.41%
	4.2.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	For	No	85.95%	13.84%
	4.2.2	Reappoint Roland Weiger as Member of the Nomination and Compensation Committee	For	No	93.86%	6.06%
	4.2.3	Appoint Allison Zwingenberger as Member of the Nomination and Compensation Committee	For	No	86.38%	13.53%
	4.2.4	Appoint Juergen Rauch as Member of the Nomination and Compensation Committee	For	No	86.42%	13.52%
	5	Designate Michael Schoebi as Independent Proxy	For	No	99.97%	0.01%
	6	Ratify Ernst & Young AG as Auditors	For	No	99.79%	0.16%
	7.1	Approve Remuneration Report	For	No	95.60%	4.10%
	7.2	Approve Remuneration of Directors in the Amount of CHF 676,800	For	No	99.01%	0.72%
	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million	For	No	99.03%	0.69%
	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 513,900	For	No	95.73%	4.09%
	8	Transact Other Business (Voting)	Against	Yes		
u-blox Holding AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Omission of Dividends	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Approve CHF 14.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 2.00 per Share	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.2	Approve Creation of CHF 4.2 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Accepted; Approve Creation of CHF 4.9 Million Pool of Conditional Capital for Employee Participation Plans, if Item 4.1 is Rejected	For	No		
	4.3	Approve Creation of Capital Band within CHF 83 - CHF 91.3 Million, if Item 4.1 is Accepted; Approve Creation of Capital Band within CHF 97.4 - CHF 107.2 Million with or without Exclusion of Preemptive Rights, if Item 4.1 is Rejected	For	No		
	4.4	Amend Articles of Association	For	No		
	5.1	Reelect Andre Mueller as Director and Board Chair	For	No		
	5.2	Reelect Ulrich Looser as Director	For	No		
	5.3	Reelect Markus Borchert as Director	For	No		
	5.4	Reelect Thomas Seiler as Director	For	No		
	5.5	Reelect Karin Sonnenmoser as Director	For	No		
	5.6	Reelect Elke Eckstein as Director	For	No		
	6.1	Reappoint Ulrich Looser as Member of the Nomination, Compensation and Sustainability Committee	For	No		
	6.2	Reappoint Markus Borchert as Member of the Nomination, Compensation and Sustainability Committee	For	No		
	7.1	Approve Remuneration Report (Non-Binding)	For	No		
	7.2	Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million	For	No		
	7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	For	No		
	8	Designate KBT Treuhand AG as Independent Proxy	For	No		
	9	Ratify KPMG AG as Auditors	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Geberit AG 19.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.85%	0.14%
	2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	For	No	99.96%	0.03%
	3	Approve Discharge of Board of Directors	For	No	98.67%	1.32%
	4.1	Amend Articles of Association	For	No	99.33%	0.66%
	4.2	Amend Articles Re: Editorial Changes	For	No	99.71%	0.28%
	4.3	Amend Corporate Purpose	For	No	99.55%	0.44%
	4.4	Amend Articles Re: Share Register and Nominees	For	No	99.85%	0.14%
	4.5	Amend Articles Re: Board Meetings; Electronic Communication	For	No	99.07%	0.92%
	4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	For	No	97.28%	2.71%
	4.7	Amend Articles Re: Board Resolutions	For	No	99.41%	0.58%
	5.1.1	Reelect Albert Baehny as Director and Board Chair	For	No	82.97%	17.02%
	5.1.2	Reelect Thomas Bachmann as Director	For	No	96.75%	3.24%
	5.1.3	Reelect Felix Ehrat as Director	For	No	95.19%	4.80%
	5.1.4	Reelect Werner Karlen as Director	For	No	96.35%	3.64%
	5.1.5	Reelect Bernadette Koch as Director	For	No	98.80%	1.19%
	5.1.6	Reelect Eunice Zehnder-Lai as Director	For	No	93.12%	6.87%
	5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	No	92.46%	7.53%
	5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For	No	96.37%	3.62%
	5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For	No	96.23%	3.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Designate Roger Mueller as Independent Proxy	For	No	99.95%	0.04%
	7	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	82.31%	17.68%
	8.1	Approve Remuneration Report	For	No	87.08%	12.91%
	8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	No	98.58%	1.41%
	8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	For	No	96.18%	3.81%
	9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.72%	0.27%
	10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	For	No	91.28%	8.71%
	11	Transact Other Business (Voting)	Against	Yes		
Carrier Global Corporation 20.04.23	1a	Elect Director Jean-Pierre Garnier	For	No	98.84%	1.15%
	1b	Elect Director David L. Gitlin	Against	Yes	96.50%	3.49%
	1c	Elect Director John J. Greisch	For	No	98.89%	1.10%
	1d	Elect Director Charles M. Holley, Jr.	For	No	98.15%	1.84%
	1e	Elect Director Michael M. McNamara	For	No	98.72%	1.27%
	1f	Elect Director Susan N. Story	For	No	99.61%	0.38%
	1g	Elect Director Michael A. Todman	For	No	97.19%	2.80%
	1h	Elect Director Virginia M. Wilson	For	No	95.79%	4.20%
	1i	Elect Director Beth A. Wozniak	For	No	98.74%	1.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.96%	5.80%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.47%	0.19%
	4	Require Independent Board Chairman	For	Yes	18.14%	81.62%
Kimberly-Clark Corporation 20.04.23	1.1	Elect Director Sylvia M. Burwell	For	No	99.30%	0.69%
	1.2	Elect Director John W. Culver	For	No	99.33%	0.66%
	1.3	Elect Director Michael D. Hsu	Against	Yes	95.19%	4.80%
	1.4	Elect Director Mae C. Jemison	For	No	97.25%	2.74%
	1.5	Elect Director S. Todd Maclin	For	No	99.14%	0.85%
	1.6	Elect Director Deirdre A. Mahlan	For	No	99.31%	0.68%
	1.7	Elect Director Sherilyn S. McCoy	For	No	98.75%	1.24%
	1.8	Elect Director Christa S. Quarles	For	No	98.86%	1.13%
	1.9	Elect Director Jaime A. Ramirez	For	No	99.31%	0.68%
	1.10	Elect Director Dunia A. Shive	For	No	97.10%	2.89%
	1.11	Elect Director Mark T. Smucker	For	No	99.06%	0.93%
	1.12	Elect Director Michael D. White	For	No	99.52%	0.47%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.73%	3.99%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.83%	5.58%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Adobe Inc. 20.04.23	1a	Elect Director Amy Banse	For	No	92.81%	7.18%
	1b	Elect Director Brett Biggs	For	No	99.30%	0.69%
	1c	Elect Director Melanie Boulden	For	No	97.43%	2.56%
	1d	Elect Director Frank Calderoni	For	No	95.92%	4.07%
	1e	Elect Director Laura Desmond	For	No	96.64%	3.35%
	1f	Elect Director Shantanu Narayen	Against	Yes	93.57%	6.42%
	1g	Elect Director Spencer Neumann	For	No	99.32%	0.67%
	1h	Elect Director Kathleen Oberg	For	No	96.92%	3.07%
	1i	Elect Director Dheeraj Pandey	For	No	99.33%	0.66%
	1j	Elect Director David Ricks	For	No	97.05%	2.94%
	1k	Elect Director Daniel Rosensweig	For	No	95.97%	4.02%
	1l	Elect Director John Warnock	For	No	98.48%	1.51%
	2	Amend Omnibus Stock Plan	For	No	94.16%	5.83%
	3	Ratify KPMG LLP as Auditors	Against	Yes	93.66%	6.33%

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	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	88.23%	11.76%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
	6	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes	16.97%	83.02%
Owens Corning 20.04.23	1a	Elect Director Brian D. Chambers	Against	Yes	90.06%	9.93%
	1b	Elect Director Eduardo E. Cordeiro	For	No	99.07%	0.92%
	1c	Elect Director Adrienne D. Elsner	For	No	99.61%	0.38%
	1d	Elect Director Alfred E. Festa	For	No	99.09%	0.90%
	1e	Elect Director Edward F. Lonergan	For	No	94.81%	5.18%
	1f	Elect Director Maryann T. Mannen	For	No	92.96%	7.03%
	1g	Elect Director Paul E. Martin	For	No	99.24%	0.75%
	1h	Elect Director W. Howard Morris	For	No	96.19%	3.80%
	1i	Elect Director Suzanne P. Nimocks	For	No	93.91%	6.08%
	1j	Elect Director John D. Williams	For	No	93.70%	6.29%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	89.73%	10.17%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.15%	9.26%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	88.96%	10.77%
	6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	71.07%	15.37%
	7	Amend Bylaws to Add Federal Forum Selection Provision	For	No	84.10%	15.77%
Hermes International SCA 20.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Discharge of General Managers	For	No	99.38%	0.61%
	4	Approve Allocation of Income and Dividends of EUR 13 per Share	For	No	99.99%	0.00%
	5	Approve Auditors' Special Report on Related-Party Transactions	Against	Yes	92.79%	7.20%
	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Yes	94.47%	5.52%
	7	Approve Compensation Report of Corporate Officers	Against	Yes	92.14%	7.85%
	8	Approve Compensation of Axel Dumas, General Manager	Against	Yes	92.12%	7.87%
	9	Approve Compensation of Emile Hermes SAS, General Manager	Against	Yes	92.07%	7.92%
	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	No	99.97%	0.02%
	11	Approve Remuneration Policy of General Managers	Against	Yes	91.58%	8.41%
	12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	For	No	99.93%	0.06%
	13	Reelect Dorothee Altmayer as Supervisory Board Member	Against	Yes	96.22%	3.77%
	14	Reelect Monique Cohen as Supervisory Board Member	For	No	99.83%	0.16%
	15	Reelect Renaud Mommeja as Supervisory Board Member	Against	Yes	95.05%	4.94%
	16	Reelect Eric de Seynes as Supervisory Board Member	Against	Yes	95.82%	4.17%
	17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	No	99.67%	0.32%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	18	Renew Appointment of Grant Thornton Audit as Auditor	Against	Yes	97.93%	2.06%
	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.79%	0.20%
	20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	No	99.82%	0.17%
	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against	Yes	93.56%	6.43%
	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Against	Yes	90.09%	9.90%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.71%	0.28%
	24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Against	Yes	90.02%	9.97%
	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Yes	91.81%	8.18%
	26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Against	Yes	89.73%	10.26%
	27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Against	Yes	89.66%	10.33%
	28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Yes	92.96%	7.03%
	29	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Humana Inc. 20.04.23	1a	Elect Director Raquel C. Bono	For	No	99.47%	0.52%
	1b	Elect Director Bruce D. Broussard	For	No	99.66%	0.33%
	1c	Elect Director Frank A. D'Amelio	For	No	88.39%	11.60%
	1d	Elect Director David T. Feinberg	For	No	99.61%	0.38%
	1e	Elect Director Wayne A. I. Frederick	For	No	96.39%	3.60%
	1f	Elect Director John W. Garratt	For	No	99.36%	0.63%
	1g	Elect Director Kurt J. Hilzinger	For	No	97.17%	2.82%
	1h	Elect Director Karen W. Katz	For	No	96.58%	3.41%
	1i	Elect Director Marcy S. Klevorn	For	No	99.73%	0.26%
	1j	Elect Director William J. McDonald	For	No	97.21%	2.78%
	1k	Elect Director Jorge S. Mesquita	For	No	97.40%	2.59%
	1l	Elect Director Brad D. Smith	For	No	99.63%	0.36%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.33%	4.60%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.05%	8.67%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
RELX Plc 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	2	Approve Remuneration Policy	For	No	95.87%	4.12%
	3	Approve Remuneration Report	For	No	95.70%	4.29%
	4	Approve Final Dividend	For	No	98.83%	1.16%
	5	Reappoint Ernst & Young LLP as Auditors	For	No	99.43%	0.56%
	6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.96%	0.03%
	7	Elect Alistair Cox as Director	For	No	99.81%	0.18%
	8	Re-elect Paul Walker as Director	For	No	94.73%	5.26%
	9	Re-elect June Felix as Director	For	No	98.55%	1.44%
	10	Re-elect Erik Engstrom as Director	For	No	99.90%	0.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	11	Re-elect Charlotte Hogg as Director	For	No	99.81%	0.18%
	12	Re-elect Marike van Lier Lels as Director	For	No	97.96%	2.03%
	13	Re-elect Nick Luff as Director	For	No	99.59%	0.40%
	14	Re-elect Robert MacLeod as Director	For	No	96.61%	3.38%
	15	Re-elect Andrew Sukawaty as Director	For	No	99.81%	0.18%
	16	Re-elect Suzanne Wood as Director	For	No	96.91%	3.08%
	17	Approve Long-Term Incentive Plan	For	No	97.55%	2.44%
	18	Approve Executive Share Ownership Scheme	For	No	98.71%	1.28%
	19	Approve Sharesave Plan	For	No	98.84%	1.15%
	20	Approve Employee Share Purchase Plan	For	No	99.10%	0.89%
	21	Authorise Issue of Equity	For	No	93.55%	6.44%
	22	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.67%	0.32%
	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	99.11%	0.88%
	24	Authorise Market Purchase of Ordinary Shares	For	No	98.62%	1.37%
	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	92.75%	7.24%
The Toronto-Dominion Bank 20.04.23	1.1	Elect Director Cherie L. Brant	For	No	99.64%	0.35%
	1.2	Elect Director Amy W. Brinkley	For	No	98.09%	1.90%
	1.3	Elect Director Brian C. Ferguson	For	No	99.02%	0.97%
	1.4	Elect Director Colleen A. Goggins	For	No	98.99%	1.00%
	1.5	Elect Director David E. Kepler	For	No	99.26%	0.73%
	1.6	Elect Director Brian M. Levitt	For	No	96.93%	3.06%
	1.7	Elect Director Alan N. MacGibbon	For	No	99.37%	0.62%
	1.8	Elect Director Karen E. Maidment	For	No	98.26%	1.73%
	1.9	Elect Director Bharat B. Masrani	For	No	99.25%	0.74%
	1.10	Elect Director Claude Mongeau	For	No	99.62%	0.37%
	1.11	Elect Director S. Jane Rowe	For	No	99.26%	0.73%
	1.12	Elect Director Nancy G. Tower	For	No	99.75%	0.24%
	1.13	Elect Director Ajay K. Virmani	For	No	99.45%	0.54%
	1.14	Elect Director Mary A. Winston	For	No	99.32%	0.67%
	2	Ratify Ernst & Young LLP as Auditors	For	No	97.74%	2.25%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	95.73%	4.26%
	4	SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	For	Yes	16.90%	<b>82.70%</b>
	5	SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against	No	10.40%	<b>85.40%</b>
	6	SP 3: Advisory Vote on Environmental Policies	For	Yes	21.40%	<b>73.60%</b>
	7	SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against	No	1.00%	<b>98.20%</b>
	8	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against	No	12.40%	<b>83.20%</b>
	9	SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For	Yes	23.50%	<b>71.10%</b>
Chocoladefabriken Lindt & Spruengli AG 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report (Non-Binding)	Against	Yes		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Approve Allocation of Income and Dividends of CHF 1,300 per Registered Share and CHF 130 per Participation Certificate	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve CHF 37,600 Reduction in Share Capital and CHF 505,440 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No		
	6.1.1	Reelect Ernst Tanner as Director and Board Chair	Against	Yes		
	6.1.2	Reelect Dieter Weisskopf as Director	For	No		
	6.1.3	Reelect Rudolf Spruengli as Director	For	No		
	6.1.4	Reelect Elisabeth Guertler as Director	For	No		
	6.1.5	Reelect Thomas Rinderknecht as Director	For	No		
	6.1.6	Reelect Silvio Denz as Director	For	No		
	6.1.7	Elect Monique Bourquin as Director	For	No		
	6.2.1	Appoint Monique Bourquin as Member of the Nomination and Compensation Committee	For	No		
	6.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	For	No		
	6.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	For	No		
	6.3	Designate Patrick Schleiffer as Independent Proxy	For	No		
	6.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes		
	7.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 20 Million	For	No		
	8.1	Amend Articles of Association	For	No		
	8.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Siegfried Holding AG 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	2.1	Approve Allocation of Income	For	No	99.91%	0.08%
	2.2	Approve CHF 15.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.40 per Share	For	No	99.81%	0.18%
	3	Approve Creation of Capital Band within the Upper Limit of CHF 71.8 Million and the Lower Limit of CHF 65.2 Million with or without Exclusion of Preemptive Rights	For	No	95.75%	3.88%
	4	Approve Discharge of Board of Directors	For	No	98.45%	1.54%
	5.1	Approve Remuneration Report (Non-Binding)	For	No	81.81%	18.18%
	5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	No	95.97%	4.02%
	5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million for Fiscal Year 2024	For	No	98.27%	1.72%
	5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2022	For	No	94.46%	5.53%
	5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023	For	No	90.59%	9.40%
	6.1.1	Reelect Alexandra Brand as Director	For	No	98.11%	1.88%
	6.1.2	Reelect Isabelle Welton as Director	For	No	95.76%	4.23%
	6.1.3	Reelect Wolfram Carius as Director	For	No	98.22%	1.77%
	6.1.4	Reelect Andreas Casutt as Director	For	No	97.96%	2.03%
	6.1.5	Reelect Martin Schmid as Director	For	No	97.82%	2.17%
	6.1.6	Reelect Beat Walti as Director	For	No	97.93%	2.06%
	6.2	Elect Elodie Cingari as Director	For	No	99.44%	0.55%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.3	Reelect Andreas Casutt as Board Chair	For	No	97.67%	2.32%
	6.4.1	Reappoint Isabelle Welton as Member of the Compensation Committee	For	No	95.45%	4.54%
	6.4.2	Reappoint Martin Schmid as Member of the Compensation Committee	For	No	95.33%	4.66%
	6.4.3	Reappoint Beat Walti as Member of the Compensation Committee	For	No	95.29%	4.70%
	7.1	Amend Articles Re: Share Register	For	No	99.59%	0.07%
	7.2	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No	96.18%	3.81%
	7.3	Amend Articles Re: Compensation of Board and Senior Management	For	No	93.05%	6.94%
	7.4	Amend Articles Re: Editorial Changes	For	No	99.91%	0.08%
	8	Designate Rolf Freiermuth as Independent Proxy	For	No	99.90%	0.09%
	9	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes		
	10	Transact Other Business (Voting)	Against	Yes		
LVMH Moët Hennessy Louis Vuitton SE 20.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	For	No	99.98%	0.01%
	4	Approve Auditors' Special Report on Related-Party Transactions	Against	Yes	84.62%	15.37%
	5	Reelect Delphine Arnault as Director	Against	Yes	92.23%	7.76%
	6	Reelect Antonio Belloni as Director	Against	Yes	92.69%	7.30%
	7	Reelect Marie-Josée Kravis as Director	Against	Yes	84.79%	15.20%
	8	Reelect Marie-Laure Sauty de Chalon as Director	For	No	98.50%	1.49%
	9	Reelect Natacha Valla as Director	For	No	95.28%	4.71%
	10	Elect Laurent Mignon as Director	For	No	90.92%	9.07%
	11	Renew Appointment of Lord Powell of Bayswater as Censor	Against	Yes	80.45%	19.54%
	12	Appoint Diego Della Valle as Censor	Against	Yes	80.45%	19.54%
	13	Approve Compensation Report of Corporate Officers	Against	Yes	82.51%	17.48%
	14	Approve Compensation of Bernard Arnault, Chairman and CEO	Against	Yes	82.23%	17.76%
	15	Approve Compensation of Antonio Belloni, Vice-CEO	Against	Yes	82.22%	17.77%
	16	Approve Remuneration Policy of Directors	For	No	99.90%	0.09%
	17	Approve Remuneration Policy of Chairman and CEO	Against	Yes	80.50%	19.49%
	18	Approve Remuneration Policy of Vice-CEO	Against	Yes	80.43%	19.56%
	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.60%	0.39%
	20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.98%	0.01%
	21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For	No	99.95%	0.04%
	22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	No	99.40%	0.59%
	23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Against	Yes	81.33%	18.66%
	24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Against	Yes	80.32%	19.67%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against	Yes	80.42%	19.57%
	26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Against	Yes	80.63%	19.36%
	27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	96.47%	3.52%
	28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Against	Yes	83.13%	16.86%
	29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.55%	0.44%
	30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For	No	96.57%	3.42%
PPG Industries, Inc. 20.04.23	1.1	Elect Director Stephen F. Angel	For	No	92.14%	7.85%
	1.2	Elect Director Hugh Grant	For	No	80.00%	19.99%
	1.3	Elect Director Melanie L. Healey	For	No	96.52%	3.47%
	1.4	Elect Director Timothy M. Knavish	For	No	97.76%	2.23%
	1.5	Elect Director Guillermo Novo	For	No	91.09%	8.90%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.97%	7.02%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.55%	0.44%
	5	Require Independent Board Chair	For	Yes	39.80%	60.19%
SEGRO PLC 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Final Dividend	For	No	99.60%	0.39%
	3	Approve Remuneration Report	For	No	96.29%	3.70%
	4	Re-elect Andy Harrison as Director	For	No	98.21%	1.78%
	5	Re-elect Mary Barnard as Director	For	No	99.98%	0.01%
	6	Re-elect Sue Clayton as Director	For	No	99.92%	0.07%
	7	Re-elect Soumen Das as Director	For	No	99.81%	0.18%
	8	Re-elect Carol Fairweather as Director	For	No	99.98%	0.01%
	9	Re-elect Simon Fraser as Director	For	No	99.67%	0.32%
	10	Re-elect Andy Gulliford as Director	For	No	99.90%	0.09%
	11	Re-elect Martin Moore as Director	For	No	99.98%	0.01%
	12	Re-elect David Sleath as Director	For	No	99.99%	0.00%
	13	Re-elect Linda Yueh as Director	For	No	97.74%	2.25%
	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.50%	0.49%
	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	16	Authorise UK Political Donations and Expenditure	For	No	99.56%	0.43%
	17	Authorise Issue of Equity	For	No	96.46%	3.53%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	94.87%	5.12%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	84.98%	15.01%
	20	Authorise Market Purchase of Ordinary Shares	For	No	99.55%	0.44%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	88.02%	11.97%
BVZ Holding AG 20.04.23	1	Receive Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Approve Allocation of Income and Dividends of CHF 15.00 per Share	For	No		
	5.1.1	Reelect Carole Ackermann as Director	For	No		
	5.1.2	Reelect Peter Arnold as Director	For	No		
	5.1.3	Reelect Brigitte Hauser-Suess as Director	For	No		
	5.1.4	Reelect Paul-Marc Julen as Director	For	No		
	5.1.5	Reelect Christoph Ott as Director	For	No		
	5.1.6	Reelect Patrick Z'Brun as Director	For	No		
	5.2	Reelect Patrick Z'Brun as Board Chair	For	No		
	5.3.1	Appoint Patrick Z'Brun as Member of the Nomination and Compensation Committee	Against	Yes		
	5.3.2	Appoint Carole Ackermann as Member of the Nomination and Compensation Committee	Against	Yes		
	5.3.3	Appoint Peter Arnold as Member of the Nomination and Compensation Committee	Against	Yes		
	5.4	Ratify BDO AG as Auditors	For	No		
	5.5	Designate Chantal Carlen as Independent Proxy	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 440,000 for Fiscal Year 2023	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2023	Against	Yes		
	6.3	Approve Remuneration of Directors in the Amount of CHF 110,000 for the First Quarter of Fiscal Year 2024	For	No		
	6.4	Approve Remuneration of Executive Committee in the Amount of CHF 534,450 for the First Quarter of Fiscal Year 2024	Against	Yes		
	7	Transact Other Business (Voting)	Against	Yes		
Heineken NV 20.04.23	1.a	Receive Report of Executive Board (Non-Voting)	Refer	No		
	1.b	Approve Remuneration Report	For	No	97.83%	2.16%
	1.c	Adopt Financial Statements	For	No	99.99%	0.00%
	1.d	Receive Explanation on Company's Dividend Policy	Refer	No		
	1.e	Approve Dividends	For	No	99.99%	0.00%
	1.f	Approve Discharge of Executive Directors	For	No	99.04%	0.95%
	1.g	Approve Discharge of Supervisory Board	For	No	99.04%	0.95%
	2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.43%	0.56%
	2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No	99.36%	0.63%
	2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	99.16%	0.83%
	3.a	Reelect M.R. de Carvalho to Supervisory Board	For	No	94.73%	5.26%
	3.b	Reelect R.L. Ripley to Supervisory Board	For	No	91.54%	8.45%
	3.c	Elect B. Pardo to Supervisory Board	For	No	99.19%	0.80%
	3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	For	No	96.46%	3.53%
	4	Ratify Deloitte Accountants B.V. as Auditors	For	No	99.93%	0.06%
Kudelski SA 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	2	Approve Remuneration Report	Against	Yes	97.33%	2.66%
	3	Approve Treatment of Net Loss	For	No	99.98%	0.01%
	4	Approve Discharge of Board and Senior Management	For	No	96.66%	3.33%
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No	98.56%	1.43%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	No	98.68%	1.31%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Reelect Laurent Dassault as Director	Against	Yes	98.08%	1.91%
	6.2	Reelect Patrick Foetisch as Director	Against	Yes	97.37%	2.62%
	6.3	Reelect Michael Hengartner as Director	For	No	99.97%	0.02%
	6.4	Reelect Andre Kudelski as Director	For	No	98.72%	1.27%
	6.5	Reelect Marguerite Kudelski as Director	For	No	99.30%	0.69%
	6.6	Reelect Pierre Lescure as Director	Against	Yes	97.49%	2.50%
	6.7	Reelect Alec Ross as Director	For	No	99.97%	0.02%
	6.8	Reelect Claude Smadja as Director	Against	Yes	97.50%	2.49%
	7	Reelect Andre Kudelski as Board Chair	For	No	98.57%	1.42%
	8.1	Reappoint Patrick Foetisch as Member of the Nomination and Compensation Committee	Against	Yes	97.35%	2.64%
	8.2	Reappoint Pierre Lescure as Member of the Nomination and Compensation Committee	Against	Yes	97.48%	2.51%
	8.3	Reappoint Alec Ross as Member of the Nomination and Compensation Committee	For	No	99.42%	0.57%
	8.4	Reappoint Claude Smadja as Member of the Nomination and Compensation Committee	Against	Yes	97.45%	2.54%
	9	Designate Olivier Colomb as Independent Proxy	For	No	99.98%	0.01%
	10	Ratify PricewaterhouseCoopers SA as Auditors	Against	Yes	96.30%	3.69%
	11	Transact Other Business (Voting)	Against	Yes		
Swiss Steel Holding AG 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.76%	0.23%
	2	Approve Remuneration Report	Against	Yes	97.80%	2.19%
	3	Approve Treatment of Net Loss	For	No	99.76%	0.23%
	4	Approve Discharge of Board and Senior Management	For	No	99.37%	0.62%
	5.1.1	Reelect Jens Alder as Director	For	No	99.28%	0.71%
	5.1.2	Reelect Svein Brandtzaeg as Director	For	No	99.06%	0.93%
	5.1.3	Reelect Barend Fruithof as Director	For	No	99.12%	0.87%
	5.1.4	Reelect David Metzger as Director	Against	Yes	99.05%	0.94%
	5.1.5	Reelect Mario Rossi as Director	For	No	99.43%	0.56%
	5.1.6	Reelect Michael Schwarzkopf as Director	For	No	99.37%	0.62%
	5.1.7	Reelect Oliver Streuli as Director	For	No	99.38%	0.61%
	5.1.8	Reelect Emese Weissenbacher as Director	For	No	98.89%	1.10%
	5.2	Reelect Jens Alder as Board Chair	For	No	99.29%	0.70%
	5.3.1	Reappoint Jens Alder as Member of the Compensation Committee	Against	Yes	98.47%	1.52%
	5.3.2	Reappoint Svein Brandtzaeg as Member of the Compensation Committee	Against	Yes	98.52%	1.47%
	5.3.3	Reappoint Oliver Streuli as Member of the Compensation Committee	Against	Yes	98.54%	1.45%
	5.3.4	Reappoint Michael Schwarzkopf as Member of the Compensation Committee	Against	Yes	98.53%	1.46%
	5.4	Ratify Ernst & Young AG as Auditors	For	No	99.85%	0.14%
	5.5	Designate ADLEGEM Rechtsanwaelte as Independent Proxy	For	No	99.93%	0.06%
	6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	For	No	98.89%	1.10%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	For	No	98.60%	1.39%
	7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	98.62%	1.37%
	7.2	Amend Articles Re: Duties of the Board of Directors; Board Resolutions	For	No	99.88%	0.11%
	7.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.80%	0.19%
	8	Transact Other Business (Voting)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Nestle SA 20.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.53%	0.07%
	1.2	Approve Remuneration Report	For	No	82.15%	16.43%
	2	Approve Discharge of Board and Senior Management	For	No	94.50%	4.84%
	3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For	No	99.82%	0.05%
	4.1.a	Reelect Paul Bulcke as Director and Board Chair	For	No	90.70%	8.81%
	4.1.b	Reelect Ulf Schneider as Director	Against	Yes	88.83%	10.90%
	4.1.c	Reelect Henri de Castries as Director	For	No	91.03%	7.81%
	4.1.d	Reelect Renato Fassbind as Director	For	No	98.89%	0.92%
	4.1.e	Reelect Pablo Isla as Director	For	No	98.75%	1.00%
	4.1.f	Reelect Patrick Aebischer as Director	For	No	98.85%	0.93%
	4.1.g	Reelect Kimberly Ross as Director	For	No	99.20%	0.61%
	4.1.h	Reelect Dick Boer as Director	For	No	98.93%	0.80%
	4.1.i	Reelect Dinesh Paliwal as Director	For	No	93.00%	6.79%
	4.1.j	Reelect Hanne Jimenez de Mora as Director	For	No	98.64%	1.17%
	4.1.k	Reelect Lindiwe Sibanda as Director	For	No	99.14%	0.65%
	4.1.l	Reelect Chris Leong as Director	For	No	98.98%	0.75%
	4.1.m	Reelect Luca Maestri as Director	For	No	98.96%	0.85%
	4.2.1	Elect Rainer Blair as Director	For	No	99.35%	0.38%
	4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	For	No	99.45%	0.31%
	4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	For	No	94.04%	5.57%
	4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	No	97.37%	2.27%
	4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	For	No	97.41%	2.23%
	4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	No	83.68%	16.03%
	4.4	Ratify Ernst & Young AG as Auditors	For	No	99.13%	0.70%
	4.5	Designate Hartmann Dreyer as Independent Proxy	For	No	99.58%	0.15%
	5.1	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For	No	96.52%	2.97%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For	No	90.69%	8.61%
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.64%	0.15%	
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For	No	88.52%	11.06%	
7.2	Amend Articles of Association	For	No	95.64%	3.96%	
8	Transact Other Business (Voting)	Against	No			
SIG Group AG 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Discharge of Board and Senior Management	For	No	98.59%	1.40%
	3	Approve Allocation of Income	For	No	99.73%	0.26%
	4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	For	No	94.68%	5.31%
	5.1	Approve Remuneration Report (Non-Binding)	Against	Yes	79.15%	20.84%
	5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	No	99.28%	0.71%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	No	90.97%	9.02%
	6.1.1	Reelect Andreas Umbach as Director	For	No	94.75%	5.24%
	6.1.2	Reelect Werner Bauer as Director	For	No	97.49%	2.50%
	6.1.3	Reelect Wah-Hui Chu as Director	For	No	96.94%	3.05%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1.4	Reelect Mariel Hoch as Director	For	No	95.81%	4.18%
	6.1.5	Reelect Laurens Last as Director	For	No	99.59%	0.40%
	6.1.6	Reelect Abdallah al Obeikan as Director	For	No	98.40%	1.59%
	6.1.7	Reelect Martine Snels as Director	For	No	98.91%	1.08%
	6.1.8	Reelect Matthias Waehren as Director	For	No	98.73%	1.26%
	6.2	Elect Florence Jeantet as Director	For	No	98.96%	1.03%
	6.3	Reelect Andreas Umbach as Board Chair	For	No	93.08%	6.91%
	6.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Against	Yes	93.54%	6.45%
	6.4.2	Reappoint Mariel Hoch as Member of the Compensation Committee	Against	Yes	91.54%	8.45%
	6.4.3	Appoint Matthias Waehren as Member of the Compensation Committee	For	No	97.09%	2.90%
	7	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	For	No	89.64%	10.32%
	8.1	Amend Corporate Purpose	For	No	99.83%	0.13%
	8.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	For	No	86.06%	13.93%
	8.3	Amend Articles of Association	For	No	99.97%	0.02%
	8.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.33%	0.66%
	9	Designate Keller AG as Independent Proxy	For	No	99.98%	0.01%
	10	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.92%	0.07%
	11	Transact Other Business (Voting)	Against	Yes		
Kardex Holding AG 20.04.23	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 3.50 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Philipp Buhofer as Director	For	No		
	4.1.2	Reelect Eugen Elmiger as Director	For	No		
	4.1.3	Reelect Andreas Haeberli as Director	For	No		
	4.1.4	Reelect Ulrich Looser as Director	For	No		
	4.1.5	Reelect Jennifer Maag as Director	For	No		
	4.1.6	Elect Maria Vacalli as Director	For	No		
	4.1.7	Reelect Felix Thoeni as Director	For	No		
	4.2	Reelect Felix Thoeni as Board Chair	For	No		
	4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	For	No		
	4.3.2	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	For	No		
	4.3.3	Appoint Maria Vacalli as Member of the Compensation and Nomination Committee	For	No		
	4.4	Designate Wenger Vieli AG as Independent Proxy	For	No		
	4.5	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	No		
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	No		
	6.1	Amend Corporate Purpose	For	No		
	6.2	Amend Articles Re: Annulment of the Opting Up Clause	For	No		
	6.3	Approve Virtual-Only Shareholder Meetings	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.4	Amend Articles of Association	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Rieter Holding AG 20.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.89%	0.10%
	2	Approve Discharge of Board and Senior Management	For	No	99.31%	0.68%
	3	Approve Allocation of Income and Dividends of CHF 1.50 per Share	For	No	99.79%	0.20%
	4.1	Approve Remuneration Report (Non-Binding)	Against	Yes	83.98%	16.01%
	4.2	Approve Remuneration of Directors in the Amount of CHF 2 Million	For	No	97.60%	2.39%
	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	No	96.71%	3.28%
	5.1	Reelect Hans-Peter Schwald as Director	For	No	92.82%	7.17%
	5.2	Reelect Peter Spuhler as Director	For	No	99.22%	0.77%
	5.3	Reelect Roger Baillod as Director	For	No	99.60%	0.39%
	5.4	Reelect Bernhard Jucker as Director	For	No	93.22%	6.77%
	5.5	Reelect Carl Illi as Director	For	No	99.51%	0.48%
	5.6	Reelect Sarah Kreienbuehl as Director	For	No	90.49%	9.50%
	5.7	Reelect Daniel Grieder as Director	For	No	99.59%	0.40%
	5.8	Elect Thomas Oetterli as Director	For	No	94.63%	5.36%
	6	Reelect Bernhard Jucker as Board Chair	For	No	94.83%	5.16%
	7.1	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	For	No	91.84%	8.15%
	7.2	Reappoint Bernhard Jucker as Member of the Compensation Committee	For	No	92.15%	7.84%
	7.3	Reappoint Sarah Kreienbuehl as Member of the Compensation Committee	For	No	89.60%	10.39%
	8	Designate Ulrich Mayer as Independent Proxy	For	No	99.85%	0.14%
	9	Ratify KPMG AG as Auditors	For	No	99.77%	0.22%
	10.1	Amend Corporate Purpose	For	No	99.68%	0.31%
	10.2	Approve Creation of Capital Band within the Upper Limit of CHF 25.7 Million and the Lower Limit of CHF 22.2 Million with or without Exclusion of Preemptive Rights; Amend Articles Re: Waiver of Entitlement of Securities	For	No	99.38%	0.61%
	10.3	Amend Articles Re: AGM Convocation; Threshold to Submit Items to the Agenda; Shareholder Representation	For	No	98.99%	1.00%
	10.4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.46%	0.53%
	11	Transact Other Business (Voting)	Against	Yes		
Corteva, Inc. 21.04.23	1a	Elect Director Lamberto Andreotti	For	No	97.87%	2.12%
	1b	Elect Director Klaus A. Engel	For	No	98.87%	1.12%
	1c	Elect Director David C. Everitt	For	No	94.74%	5.25%
	1d	Elect Director Janet P. Giesselman	For	No	99.12%	0.87%
	1e	Elect Director Karen H. Grimes	For	No	98.87%	1.12%
	1f	Elect Director Michael O. Johanns	For	No	99.12%	0.87%
	1g	Elect Director Rebecca B. Liebert	For	No	99.14%	0.85%
	1h	Elect Director Marcos M. Lutz	For	No	99.14%	0.85%
	1i	Elect Director Charles V. Magro	For	No	99.63%	0.36%
	1j	Elect Director Nayaki R. Nayyar	For	No	98.85%	1.14%
	1k	Elect Director Gregory R. Page	For	No	91.47%	8.52%
	1l	Elect Director Kerry J. Preete	For	No	99.19%	0.80%
	1m	Elect Director Patrick J. Ward	For	No	98.67%	1.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.29%	5.70%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.74%	4.25%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
CenterPoint Energy, Inc. 21.04.23	1a	Elect Director Wendy Montoya Cloonan	For	No	95.45%	4.54%	
	1b	Elect Director Earl M. Cummings	For	No	83.86%	16.13%	
	1c	Elect Director Christopher H. Franklin	For	No	96.59%	3.40%	
	1d	Elect Director David J. Lesar	For	No	99.11%	0.88%	
	1e	Elect Director Raquelle W. Lewis	For	No	96.15%	3.84%	
	1f	Elect Director Martin H. Nesbitt	For	No	98.52%	1.47%	
	1g	Elect Director Theodore F. Pound	For	No	89.04%	10.95%	
	1h	Elect Director Phillip R. Smith	For	No			
	1i	Elect Director Barry T. Smitherman	For	No	98.11%	1.88%	
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.12%	4.87%	
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.56%	17.43%	
	4	Advisory Vote on Say on Pay Frequency	One Year	No			
	5	Disclose Scope 3 Emissions and Setting Scope 3 Emission Targets	For	Yes	18.22%	81.22%	
	Medartis Holding AG 21.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
		1.2	Approve Remuneration Report	Against	Yes	93.64%	6.35%
2		Approve Treatment of Net Loss	For	No	99.94%	0.05%	
3		Approve Discharge of Board of Directors	For	No	99.77%	0.22%	
4		Approve Fixed Remuneration of Directors in the Amount of CHF 2 Million	For	No	98.84%	1.15%	
5.1		Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	No	99.71%	0.28%	
5.2		Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	For	No	98.81%	1.18%	
6.1		Approve Creation of Capital Band within the Upper Limit of CHF 3.6 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights	Against	Yes	89.68%	7.34%	
6.2		Amend Articles Re: Shares and Share Register	For	No	99.86%	0.13%	
6.3		Amend Articles Re: General Meetings	For	No	99.95%	0.04%	
6.4		Approve Virtual-Only Shareholder Meetings	Against	Yes	93.44%	6.55%	
6.5		Amend Articles Re: Duties of the Board of Directors; Board Resolutions; Size of Nomination and Compensation Committee	For	No	99.18%	0.81%	
6.6		Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.96%	0.03%	
7.1		Reelect Marco Gadola as Director and Board Chair	Against	Yes	94.96%	5.03%	
7.2		Reelect Thomas Straumann as Director	For	No	99.98%	0.01%	
7.3		Reelect Daniel Herren as Director	For	No	97.76%	2.23%	
7.4		Reelect Willi Miesch as Director	For	No	99.78%	0.21%	
7.5	Reelect Damien Tappy as Director	For	No	97.28%	2.71%		
7.6	Reelect Nadia Schmidt as Director	For	No	99.28%	0.71%		
7.7	Reelect Ciro Roemer as Director	For	No	99.59%	0.40%		
8.1	Reappoint Damien Tappy as Member of the Nomination and Compensation Committee	Against	Yes	95.11%	4.88%		
8.2	Reappoint Daniel Herren as Member of the Nomination and Compensation Committee	Against	Yes	95.74%	4.25%		
8.3	Appoint Ciro Roemer as Member of the Nomination and Compensation Committee, if Item 6.5 is Rejected	For	No				
9	Designate NEOVIUS AG as Independent Proxy	For	No	99.99%	0.00%		
10	Ratify Ernst & Young AG as Auditors	For	No	99.63%	0.36%		
11	Transact Other Business (Voting)	Against	Yes				
L'Oreal SA 21.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.94%	0.05%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	For	No	99.97%	0.02%
	4	Reelect Sophie Bellon as Director	For	No	93.51%	6.48%
	5	Reelect Fabienne Dulac as Director	For	No	87.86%	12.13%
	6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	No	99.65%	0.34%
	7	Approve Compensation Report of Corporate Officers	Against	Yes	84.96%	15.03%
	8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	No	94.12%	5.87%
	9	Approve Compensation of Nicolas Hieronimus, CEO	For	No	97.21%	2.78%
	10	Approve Remuneration Policy of Directors	For	No	99.67%	0.32%
	11	Approve Remuneration Policy of Chairman of the Board	For	No	96.14%	3.85%
	12	Approve Remuneration Policy of CEO	For	No	93.17%	6.82%
	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.16%	0.83%
	14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	For	No	96.49%	3.50%
	15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	No	99.95%	0.04%
	16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	No	99.54%	0.45%
	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.96%	1.03%
	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	98.96%	1.03%
	19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	For	No	99.99%	0.00%
	20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	For	No	99.99%	0.00%
	21	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
National Bank of Canada 21.04.23	1.1	Elect Director Maryse Bertrand	For	No	99.01%	0.98%
	1.2	Elect Director Pierre Blouin	For	No	99.70%	0.29%
	1.3	Elect Director Pierre Boivin	For	No	98.20%	1.79%
	1.4	Elect Director Yvon Charest	For	No	98.70%	1.29%
	1.5	Elect Director Patricia Curadeau-Grou	For	No	99.25%	0.74%
	1.6	Elect Director Laurent Ferreira	For	No	99.73%	0.26%
	1.7	Elect Director Annick Guerard	For	No	99.41%	0.58%
	1.8	Elect Director Karen Kinsley	For	No	99.25%	0.74%
	1.9	Elect Director Lynn Loewen	For	No	99.70%	0.29%
	1.10	Elect Director Rebecca McKillican	For	No	99.69%	0.30%
	1.11	Elect Director Robert Pare	For	No	98.70%	1.29%
	1.12	Elect Director Pierre Pomerleau	For	No	99.72%	0.27%
	1.13	Elect Director Lino A. Saputo	For	No	98.98%	1.01%
	1.14	Elect Director Macky Tall	For	No	96.96%	3.03%
	2	Advisory Vote on Executive Compensation Approach	Against	Yes	95.49%	4.50%
	3	Ratify Deloitte LLP as Auditors	For	No	88.74%	11.25%
	4	SP 1: Advisory Vote on Environmental Policies	For	Yes	19.77%	80.22%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
Arbonia AG 21.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%		
	2	Approve Discharge of Board and Senior Management	For	No	93.64%		
	3.1	Approve Allocation of Income and Dividends of CHF 0.15 per Share	For	No	99.94%		
	3.2	Approve Dividends of CHF 0.15 per Share from Capital Contribution Reserves	For	No	95.66%		
	4.1.1	Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Against	Yes	66.84%		
	4.1.2	Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Against	Yes	70.32%		
	4.1.3	Reelect Peter Bodmer as Director	For	No	96.61%		
	4.1.4	Reelect Heinz Haller as Director and Member of the Nomination and Compensation Committee	Against	Yes	88.77%		
	4.1.5	Reelect Markus Oppliger as Director	For	No	96.86%		
	4.1.6	Reelect Michael Pieper as Director	For	No	96.25%		
	4.1.7	Reelect Thomas Lozser as Director	For	No	99.78%		
	4.1.8	Reelect Carsten Voigtlaender as Director	For	No	99.72%		
	4.2	Designate Roland Keller as Independent Proxy	For	No	99.02%		
	4.3	Ratify KPMG AG as Auditors	For	No	98.82%		
	5.1.1	Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 277.3 Million with or without Exclusion of Preemptive Rights	For	No	98.20%		
	5.1.2	Approve Creation of Capital Band within the Upper Limit of CHF 349.7 Million and the Lower Limit of CHF 262.8 Million with or without Exclusion of Preemptive Rights, if Item 5.1.1 is Accepted	For	No	92.77%		
	5.2	Approve Creation of CHF 58 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	No	93.77%		
	5.3	Approve Creation of CHF 8.8 Million Pool of Conditional Capital for Employee Equity Participation	For	No	91.33%		
	5.4	Amend Articles Re: Electronic Communication	For	No	99.35%		
	5.5	Approve Virtual-Only Shareholder Meetings	Against	Yes	84.33%		
	5.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No	97.04%		
	5.7	Amend Articles of Association	For	No	95.52%		
	5.8	Amend Articles Re: Threshold to Submit Items to the Agenda	Against	Yes	70.22%		
	6.1	Approve Remuneration Report (Non-Binding)	Against	Yes	67.31%		
	6.2	Approve Remuneration of Directors in the Amount of CHF 2.2 Million	For	No	87.35%		
	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against	Yes	70.54%		
	7	Transact Other Business (Voting)	Against	Yes			
	Cembra Money Bank AG 21.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%	0.05%
		2	Approve Remuneration Report	For	No	85.60%	14.39%
		3	Approve Allocation of Income and Dividends of CHF 3.95 per Share	For	No	99.92%	0.07%
4		Approve Discharge of Board and Senior Management	For	No	99.55%	0.44%	
5.1.1		Reelect Joerg Behrens as Director	For	No	99.55%	0.44%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1.2	Reelect Marc Berg as Director	For	No	97.61%	2.38%
	5.1.3	Reelect Thomas Buess as Director	For	No	97.58%	2.41%
	5.1.4	Reelect Alexander Finn as Director	For	No	99.48%	0.51%
	5.1.5	Reelect Susanne Kloess-Braekler as Director	For	No	92.47%	7.52%
	5.1.6	Reelect Monica Maechler as Director	For	No	99.45%	0.54%
	5.2	Elect Francesco Morra as Director	For	No	99.30%	0.69%
	5.3	Elect Francesco Morra as Board Chair	For	No	99.67%	0.32%
	5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	For	No	78.46%	21.53%
	5.4.2	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	For	No	92.31%	7.68%
	5.4.3	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	For	No	92.31%	7.68%
	5.5	Designate Keller AG as Independent Proxy	For	No	97.04%	2.95%
	5.6	Ratify KPMG AG as Auditors	For	No	98.01%	1.98%
	6.1	Amend Corporate Purpose	For	No	99.30%	0.27%
	6.2	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	For	No	97.33%	2.19%
	6.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	For	No	98.37%	1.62%
	6.4	Amend Articles Re: Restriction on Share Transferability	For	No	99.16%	0.34%
	6.5	Amend Articles of Association	For	No	99.74%	0.25%
	7.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	No	96.02%	3.97%
	7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.5 Million	For	No	95.74%	4.25%
	8	Transact Other Business (Voting)	Against	Yes		
EFG International AG 21.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report (Non-Binding)	Against	Yes	90.37%	9.62%
	3	Approve CHF 200,730 Reduction in Share Capital via Cancellation of Class B Participation Certificates	For	No	99.97%	0.02%
	4.1	Approve Treatment of Net Loss	For	No	99.99%	0.00%
	4.2	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	For	No	99.99%	0.00%
	5	Approve Discharge of Board and Senior Management	For	No	99.86%	0.13%
	6.1	Approve Fixed Remuneration of Board of Directors in the Amount of CHF 4.6 Million	For	No	96.61%	3.38%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Against	Yes	91.63%	8.36%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Against	Yes	90.61%	9.38%
	6.4	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Against	Yes	90.02%	9.97%
	7.1.a	Reelect Emmanuel Bussetil as Director	For	No	96.55%	3.44%
	7.1.b	Reelect Alexander Classen as Director	For	No	99.97%	0.02%
	7.1.c	Reelect Boris Collardi as Director	For	No	98.92%	1.07%
	7.1.d	Reelect Roberto Isolani as Director	For	No	99.17%	0.82%
	7.1.e	Reelect John Latsis as Director	For	No	99.62%	0.37%
	7.1.f	Reelect Carlo Lombardini as Director	For	No	99.74%	0.25%
	7.1.g	Reelect Pericles Petalas as Director	For	No	97.37%	2.62%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1.h	Reelect Stuart Robertson as Director	For	No	99.95%	0.04%
	7.1.i	Reelect Bernd-A. von Maltzan as Director	For	No	97.01%	2.98%
	7.1.j	Reelect Yok Tak Amy Yip as Director	For	No	99.90%	0.09%
	7.1.k	Elect Maria Leistner as Director	For	No	99.67%	0.32%
	7.1.l	Elect Philip Lofts as Director	For	No	99.70%	0.29%
	7.2	Elect Alexander Classe as Board Chair	For	No	99.96%	0.03%
	8.1.1	Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Against	Yes	92.84%	7.15%
	8.1.2	Reappoint Bernd-A. von Maltzan as Member of the Compensation and Nomination Committee	Against	Yes	93.24%	6.75%
	8.1.3	Appoint Alexander Classen as Member of the Compensation and Nomination Committee	For	No	99.94%	0.05%
	8.1.4	Appoint Boris Collardi as Member of the Compensation and Nomination Committee	Against	Yes	92.68%	7.31%
	8.1.5	Appoint Roberto Isolani as Member of the Compensation and Nomination Committee	Against	Yes	93.99%	6.00%
	9	Designate ADROIT Anwaelte as Independent Proxy	For	No	99.98%	0.01%
	10	Ratify PricewaterhouseCoopers SA as Auditors	For	No	98.97%	1.02%
	11.1	Approve Creation of Capital Band within the Upper Limit of CHF 199.2 Million and the Lower Limit of CHF 106.3 Million with or without Exclusion of Preemptive Rights	Against	Yes	83.99%	16.00%
	11.2	Amend Articles Re: Conditional Capital	For	No	99.93%	0.06%
	11.3	Amend Articles Re: Restriction on Share Transferability	For	No	99.97%	0.02%
	11.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	93.07%	6.92%
	11.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings; Editorial Changes	For	No	99.96%	0.03%
	11.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	97.67%	2.32%
	12	Transact Other Business (Voting)	Against	Yes		
Allreal Holding AG 21.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2.1	Approve Allocation of Income and Ordinary Dividends of CHF 3.50 per Share	For	No		
	2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Ralph-Thomas Honegger as Director and Board Chair	For	No		
	4.1.2	Reelect Philipp Gmuer as Director	For	No		
	4.1.3	Reelect Andrea Sieber as Director	For	No		
	4.1.4	Reelect Peter Spuhler as Director	For	No		
	4.1.5	Reelect Olivier Steimer as Director	For	No		
	4.1.6	Reelect Thomas Stenz as Director	For	No		
	4.1.7	Reelect Juerg Stoeckli as Director	For	No		
	4.1.8	Reelect Anja Guelpa as Director	For	No		
	4.2.1	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	Against	Yes		
	4.2.2	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Against	Yes		
	4.2.3	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Against	Yes		
	4.3	Designate Andre Weber as Independent Proxy	For	No		
	4.4	Ratify Ernst & Young AG as Auditors	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million	For	No		
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No		
	5.4	Approve Variable Remuneration for Departing Executive Committee Members in the Amount of CHF 300,000	For	No		
	5.5	Approve Remuneration Report	Against	Yes		
	6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.3 Million and the Lower Limit of CHF 15.8 Million with or without Exclusion of Preemptive Rights	For	No		
	6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes		
	6.3	Amend Articles of Association	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
L3Harris Technologies, Inc. 21.04.23	1a	Elect Director Sallie B. Bailey	For	No	98.28%	1.71%
	1b	Elect Director Peter W. Chiarelli	For	No	98.45%	1.54%
	1c	Elect Director Thomas A. Dattilo	For	No	91.28%	8.71%
	1d	Elect Director Roger B. Fradin	For	No	94.52%	5.47%
	1e	Elect Director Joanna L. Geraghty	For	No	98.63%	1.36%
	1f	Elect Director Harry B. Harris, Jr.	For	No	98.95%	1.04%
	1g	Elect Director Lewis Hay, III	For	No	94.57%	5.42%
	1h	Elect Director Christopher E. Kubasik	Against	Yes	95.60%	4.39%
	1i	Elect Director Rita S. Lane	For	No	98.44%	1.55%
	1j	Elect Director Robert B. Millard	For	No	94.45%	5.54%
	1k	Elect Director Edward A. Rice, Jr.	For	No	98.97%	1.02%
	1l	Elect Director Christina L. Zamarro	For	No	98.71%	1.28%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.02%	7.25%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.60%	3.13%
	5	Report on Lobbying Payments and Policy	For	Yes	37.27%	<b>61.15%</b>
Starrag Group Holding AG 21.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	90.34%	9.65%
	2.1	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	No	99.98%	0.01%
	2.2	Approve Dividends of CHF 1.00 per Share from Capital Contribution Reserves	For	No	99.99%	0.00%
	3	Approve Discharge of Board of Directors	For	No	76.53%	<b>23.46%</b>
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	No	91.49%	8.50%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.6 Million	For	No	97.88%	2.11%
	5.1.1	Elect Walter Fust as Director	For	No	95.82%	4.16%
	5.1.2	Elect Adrian Stuermer as Director	For	No	99.87%	0.08%
	5.1.3	Elect Michael Hauser as Director	For	No	98.42%	1.51%
	5.1.4	Elect Christian Androschin as Director	For	No	99.81%	0.10%
	5.1.5	Elect Bernhard Iseli as Director	For	No	99.70%	0.24%
	5.2	Elect Michael Hauser as Board Chair	Against	Yes	91.36%	8.56%
	5.3.1	Appoint Walter Fust as Member of the Compensation Committee	Against	Yes	91.51%	8.38%
	5.3.2	Appoint Bernhard Iseli as Member of the Compensation Committee	Against	Yes	98.66%	1.19%
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	95.50%	4.40%
	5.5	Designate Juerg Jakob as Independent Proxy	For	No	99.92%	0.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Amend Corporate Purpose	For	No	99.75%	0.18%
	6.2	Amend Articles Re: Share Register	For	No	99.58%	0.28%
	6.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	94.39%	5.60%
	6.4	Amend Articles of Association	For	No	99.72%	0.27%
	7	Transact Other Business (Voting)	Against	Yes		
Fastenal Company 22.04.23	1a	Elect Director Scott A. Satterlee	For	No	97.38%	2.61%
	1b	Elect Director Michael J. Ancius	For	No	95.89%	4.10%
	1c	Elect Director Stephen L. Eastman	For	No	96.47%	3.52%
	1d	Elect Director Daniel L. Florness	For	No	98.41%	1.58%
	1e	Elect Director Rita J. Heise	For	No	91.91%	8.08%
	1f	Elect Director Hsenghung Sam Hsu	For	No	98.36%	1.63%
	1g	Elect Director Daniel L. Johnson	For	No	97.70%	2.29%
	1h	Elect Director Nicholas J. Lundquist	For	No	97.80%	2.19%
	1i	Elect Director Sarah N. Nielsen	For	No	99.37%	0.62%
	1j	Elect Director Reyne K. Wisecup	For	No	97.54%	2.45%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.64%	4.19%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.48%	6.51%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Henkel AG & Co. KGaA 24.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For	No	99.99%	0.00%
	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	For	No	99.78%	0.21%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	97.28%	2.71%
	5	Approve Discharge of Shareholders' Committee for Fiscal Year 2022	For	No	99.57%	0.42%
	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	No	99.93%	0.06%
	7	Elect Laurent Martinez to the Supervisory Board	Against	Yes	95.48%	4.51%
	8	Approve Remuneration Report	Against	Yes	93.51%	6.48%
	9	Approve Remuneration Policy	For	No	98.04%	1.95%
	10	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	97.20%	2.79%
	11	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	99.73%	0.26%
	12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	98.46%	1.53%
	13	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	98.56%	1.43%
	14	Approve Affiliation Agreement with Henkel IP Management and IC Services GmbH	For	No	99.99%	0.00%
HP Inc. 24.04.23	1a	Elect Director Aida M. Alvarez	For	No	98.67%	1.32%
	1b	Elect Director Shumeet Banerji	For	No	96.30%	3.69%
	1c	Elect Director Robert R. Bennett	For	No	99.19%	0.80%
	1d	Elect Director Charles "Chip" V. Bergh	For	No	96.77%	3.22%
	1e	Elect Director Bruce Broussard	For	No	99.05%	0.94%
	1f	Elect Director Stacy Brown-Philpot	For	No	97.12%	2.87%
	1g	Elect Director Stephanie A. Burns	For	No	99.20%	0.79%
	1h	Elect Director Mary Anne Citrino	For	No	99.10%	0.89%
	1i	Elect Director Richard L. Clemmer	For	No	99.33%	0.66%
	1j	Elect Director Enrique J. Lores	For	No	99.65%	0.34%
	1k	Elect Director Judith "Jami" Miscik	For	No	98.92%	1.07%
	1l	Elect Director Kim K.W. Rucker	For	No	98.64%	1.35%
	1m	Elect Director Subra Suresh	For	No	99.32%	0.67%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.08%	5.65%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.98%	4.67%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Provide Right to Act by Written Consent	For	Yes	30.69%	<b>68.81%</b>
ING Groep NV 24.04.23	1	Open Meeting	Refer	No		
	2A	Receive Report of Executive Board (Non-Voting)	Refer	No		
	2B	Receive Report of Supervisory Board (Non-Voting)	Refer	No		
	2C	Approve Remuneration Report	For	No	92.95%	7.04%
	2D	Adopt Financial Statements and Statutory Reports	For	No	99.80%	0.19%
	3A	Receive Explanation on Dividend and Distribution Policy	Refer	No		
	3B	Approve Dividends	For	No	99.95%	0.04%
	4A	Approve Discharge of Executive Board	For	No	97.10%	2.89%
	4B	Approve Discharge of Supervisory Board	For	No	97.10%	2.89%
	5	Ratify KPMG Accountants N.V. (KPMG) as Auditors	For	No	99.97%	0.02%
	6	Reelect Tanate Phutrakul to Executive Board	For	No	99.92%	0.07%
	7A	Elect Alexandra Reich to Supervisory Board	For	No	99.60%	0.39%
	7B	Elect Karl Guha to Supervisory Board	For	No	96.95%	3.04%
	7C	Reelect Herna Verhagen to Supervisory Board	Against	Yes	68.70%	<b>31.29%</b>
	7D	Reelect Mike Rees to Supervisory Board	For	No	96.39%	3.60%
	8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	For	No	94.57%	5.42%
	8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.54%	2.45%
	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.59%	0.40%
	10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	For	No	99.75%	0.24%
Flughafen Zuerich AG 24.04.23	1	Receive Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	2	Receive Auditor's Report (Non-Voting)	Refer	No		
	3	Accept Financial Statements and Statutory Reports	For	No	99.93%	
	4	Approve Remuneration Report (Non-Binding)	For	No	89.72%	
	5	Approve Discharge of Board of Directors	For	No	99.54%	
	6.1	Approve Allocation of Income and Dividends of CHF 2.40 per Share	For	No	99.98%	
	6.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	For	No	92.57%	
	7.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	No	99.32%	
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.2 Million	For	No	97.11%	
	8.1.1	Reelect Guglielmo Brentel as Director	For	No	99.64%	
	8.1.2	Reelect Josef Felder as Director	For	No	95.19%	
	8.1.3	Reelect Stephan Gemkow as Director	For	No	99.85%	
	8.1.4	Reelect Corine Mauch as Director	For	No	87.68%	
	8.1.5	Elect Claudia Pletscher as Director	For	No	87.19%	
	8.2	Elect Josef Felder as Board Chair	For	No	94.16%	
	8.3.1	Reappoint Vincent Albers as Member of the Nomination and Compensation Committee	For	No	90.32%	
	8.3.2	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	For	No	98.25%	
	8.3.3	Appoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	For	No	96.77%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.3.4	Appoint Claudia Pletscher as Member of the Nomination and Compensation Committee	For	No	89.07%	
	8.4	Designate Marianne Sieger as Independent Proxy	For	No	99.98%	
	8.5	Ratify Ernst & Young AG as Auditors	For	No	99.79%	
	9.1	Amend Articles Re: Shares and Share Register	For	No	97.35%	
	9.2	Amend Articles Re: General Meetings	Against	Yes	70.27%	
	9.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	89.77%	
	9.4	Amend Articles Re: Compensation of Board and Senior Management	For	No	94.89%	
	10	Transact Other Business (Voting)	Against	Yes		
Gurit Holding AG 24.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	2	Approve Allocation of Income and Omission of Dividends	For	No	99.44%	0.55%
	3	Approve Discharge of Board and Senior Management	For	No	99.75%	0.24%
	4.1	Reelect Rudolf Hadorn as Director and Board Chair	For	No	91.37%	8.62%
	4.2.1	Reelect Stefan Breitenstein as Director	Against	Yes	87.40%	12.59%
	4.2.2	Reelect Bettina Gerharz-Kalte as Director	For	No	88.29%	11.70%
	4.2.3	Reelect Nick Huber as Director	For	No	95.08%	4.91%
	4.2.4	Reelect Philippe Royer as Director	For	No	94.47%	5.52%
	4.2.5	Reelect Andreas Evertz as Director	For	No	97.79%	2.20%
	4.3.1	Reappoint Bettina Gerharz-Kalte as Member of the Nomination and Compensation Committee	For	No	87.52%	12.47%
	4.3.2	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	For	No	93.49%	6.50%
	4.3.3	Reappoint Rudolf Hadorn as Member of the Nomination and Compensation Committee	For	No	90.99%	9.00%
	4.3.4	Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	For	No	94.04%	5.95%
	4.4	Designate Brunner Knobel Rechtsanwaelte as Independent Proxy	For	No	99.88%	0.11%
	4.5	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	77.40%	22.59%
	5.1	Amend Articles of Association	For	No	99.66%	0.27%
	5.2	Amend Articles Re: Electronic Voting	For	No	99.68%	0.31%
	5.3	Amend Articles Re: Performance-Based Remuneration of Executive Committee	For	No	99.38%	0.61%
	5.4	Amend Articles Re: Electronic Communication	For	No	99.45%	0.54%
	5.5	Amend Articles Re: Editorial Changes	For	No	99.69%	0.30%
	6	Approve Remuneration Report	For	No	89.65%	10.34%
	7	Approve Fixed Remuneration of Directors in the Amount of CHF 920,000	For	No	98.77%	1.22%
	8	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - June 30, 2024	For	No	93.77%	6.22%
	9	Approve Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.3 Million for the Period Jan. 1, 2023 - Dec. 31, 2023	For	No	97.33%	2.66%
	10	Transact Other Business (Voting)	Against	Yes		
PerkinElmer, Inc. 25.04.23	1a	Elect Director Peter Barrett	For	No	96.63%	3.36%
	1b	Elect Director Samuel R. Chapin	For	No	98.97%	1.02%
	1c	Elect Director Sylvie Gregoire	For	No	98.45%	1.54%
	1d	Elect Director Michelle McMurry-Heath	For	No	99.65%	0.34%
	1e	Elect Director Alexis P. Michas	For	No	97.71%	2.28%
	1f	Elect Director Prahlad R. Singh	For	No	99.57%	0.42%
	1g	Elect Director Michel Vounatsos	For	No	98.37%	1.62%
	1h	Elect Director Frank Witney	For	No	96.61%	3.38%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1i	Elect Director Pascale Witz	For	No	98.85%	1.14%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.32%	4.67%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.18%	4.81%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Change Company Name to Revvity, Inc.	For	No	99.28%	0.71%
Charter Communications, Inc. 25.04.23	1a	Elect Director W. Lance Conn	For	No	93.43%	6.56%
	1b	Elect Director Kim C. Goodman	For	No	98.99%	1.00%
	1c	Elect Director Craig A. Jacobson	For	No	92.26%	7.73%
	1d	Elect Director Gregory B. Maffei	Against	Yes	79.35%	20.64%
	1e	Elect Director John D. Markley, Jr.	For	No	81.67%	18.32%
	1f	Elect Director David C. Merritt	For	No	97.84%	2.15%
	1g	Elect Director James E. Meyer	For	No	92.70%	7.29%
	1h	Elect Director Steven A. Miron	For	No	97.00%	2.99%
	1i	Elect Director Balan Nair	For	No	89.64%	10.35%
	1j	Elect Director Michael A. Newhouse	For	No	92.69%	7.30%
	1k	Elect Director Mauricio Ramos	For	No	97.24%	2.75%
	1l	Elect Director Thomas M. Rutledge	For	No	96.12%	3.87%
	1m	Elect Director Eric L. Zinterhofer	For	No	90.99%	9.00%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	70.86%	29.13%
	3	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	4	Ratify KPMG LLP as Auditors	Against	Yes	98.03%	1.96%
	5	Report on Lobbying Payments and Policy	For	Yes	31.86%	68.13%
The Coca-Cola Company 25.04.23	1.1	Elect Director Herb Allen	For	No	99.39%	0.60%
	1.2	Elect Director Marc Bolland	For	No	96.74%	3.25%
	1.3	Elect Director Ana Botin	For	No	97.38%	2.61%
	1.4	Elect Director Christopher C. Davis	For	No	93.60%	6.39%
	1.5	Elect Director Barry Diller	For	No	74.89%	25.10%
	1.6	Elect Director Carolyn Everson	For	No	99.10%	0.89%
	1.7	Elect Director Helene D. Gayle	For	No	96.48%	3.51%
	1.8	Elect Director Alexis M. Herman	Against	Yes	93.88%	6.11%
	1.9	Elect Director Maria Elena Lagomasino	For	No	92.95%	7.04%
	1.10	Elect Director Amity Millhiser	For	No	99.63%	0.36%
	1.11	Elect Director James Quincey	Against	Yes	92.40%	7.59%
	1.12	Elect Director Caroline J. Tsay	For	No	98.61%	1.38%
	1.13	Elect Director David B. Weinberg	For	No	97.60%	2.39%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.08%	9.91%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.33%	4.66%
	5	Report on Third-Party Civil Rights Audit	For	Yes	16.53%	83.46%
	6	Issue Transparency Report on Global Public Policy and Political Influence	For	Yes	13.61%	86.38%
	7	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	29.07%	70.92%
	8	Require Independent Board Chair	For	Yes	19.81%	80.18%
	9	Report on Risk Due to Restrictions on Reproductive Rights	For	Yes	13.11%	86.88%
Varia US Properties AG 25.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.00%
	2	Approve Allocation of Income and Dividends	For	No	99.96%	0.02%
	3	Approve Remuneration Report	For	No	95.17%	4.75%
	4	Approve Discharge of Board and Senior Management	For	No	99.96%	0.02%
	5.1.1	Reelect Manuel Leuthold as Director	For	No	85.74%	14.24%
	5.1.2	Reelect Jaume Sabater as Director	Against	Yes	90.77%	9.15%
	5.1.3	Reelect Patrick Richard as Director	Against	Yes	90.79%	9.18%
	5.1.4	Reelect Taner Alicehic as Director	For	No	91.52%	8.45%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1.5	Reelect Stefan Buser as Director	For	No	99.82%	0.10%
	5.1.6	Reelect Dany Roizman as Director	For	No	99.81%	0.10%
	5.1.7	Reelect Beat Schwab as Director	For	No	99.81%	0.11%
	5.1.8	Reelect Pierre Baudin as Director	For	No	99.82%	0.09%
	5.2	Reelect Manuel Leuthold as Board Chair	For	No	85.07%	14.88%
	5.3.1	Reappoint Stefan Buser as Member of the Compensation Committee	For	No	99.76%	0.15%
	5.3.2	Reappoint Beat Schwab as Member of the Compensation Committee	For	No	99.74%	0.17%
	5.4	Ratify KPMG SA as Auditors	For	No	99.94%	0.03%
	5.5	Designate Buis Buergi AG as Independent Proxy	For	No	99.97%	
	6.1	Approve Remuneration of Directors in the Amount of CHF 800,000	For	No	95.55%	4.30%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 40,000	For	No	95.59%	4.29%
	7	Transact Other Business (Voting)	Against	Yes		
American Electric Power Company, Inc. 25.04.23	1.1	Elect Director Nicholas K. Akins	For	No	90.84%	9.15%
	1.2	Elect Director J. Barnie Beasley, Jr.	For	No	98.35%	1.64%
	1.3	Elect Director Ben Fowke	For	No	94.03%	5.96%
	1.4	Elect Director Art A. Garcia	For	No	88.08%	11.91%
	1.5	Elect Director Linda A. Goodspeed	For	No	97.76%	2.23%
	1.6	Elect Director Donna A. James	For	No	96.93%	3.06%
	1.7	Elect Director Sandra Beach Lin	For	No	93.45%	6.54%
	1.8	Elect Director Margaret M. McCarthy	For	No	98.81%	1.18%
	1.9	Elect Director Oliver G. 'Rick' Richard, III	For	No	98.01%	1.98%
	1.10	Elect Director Daryl Roberts	For	No	99.20%	0.79%
	1.11	Elect Director Julia A. Sloat	For	No	99.09%	0.90%
	1.12	Elect Director Sara Martinez Tucker	Against	Yes	89.67%	10.32%
	1.13	Elect Director Lewis Von Thae	For	No	99.33%	0.66%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.71%	0.28%
	3	Reduce Supermajority Vote Requirement	For	No	74.13%	0.78%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.32%	4.67%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
Citigroup Inc. 25.04.23	1a	Elect Director Ellen M. Costello	For	No	98.12%	1.87%
	1b	Elect Director Grace E. Dailey	For	No	98.18%	1.81%
	1c	Elect Director Barbara J. Desoer	For	No	98.33%	1.66%
	1d	Elect Director John C. Dugan	For	No	94.83%	5.16%
	1e	Elect Director Jane N. Fraser	For	No	99.03%	0.96%
	1f	Elect Director Duncan P. Hennes	For	No	97.26%	2.73%
	1g	Elect Director Peter B. Henry	For	No	96.52%	3.47%
	1h	Elect Director S. Leslie Ireland	For	No	98.91%	1.08%
	1i	Elect Director Renee J. James	For	No	96.65%	3.34%
	1j	Elect Director Gary M. Reiner	For	No	96.44%	3.55%
	1k	Elect Director Diana L. Taylor	For	No	94.70%	5.29%
	1l	Elect Director James S. Turley	For	No	94.58%	5.41%
	1m	Elect Director Casper W. von Koskull	For	No	98.35%	1.64%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.72%	4.95%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.29%	7.31%
	4	Amend Omnibus Stock Plan	For	No	92.97%	6.72%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	27.75%	71.84%
	7	Require Independent Board Chair	For	Yes	18.11%	81.49%
	8	Report on Respecting Indigenous Peoples' Rights	For	Yes	31.06%	67.68%
	9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	No	9.93%	88.11%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
Constellation Energy Corporation 25.04.23	1.1	Elect Director Joseph Dominguez	For	No	99.30%	0.69%	
	1.2	Elect Director Julie Holzrichter	For	No	99.11%	0.88%	
	1.3	Elect Director Ashish Khandpur	For	No	93.43%	6.56%	
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.89%	4.10%	
	3	Advisory Vote on Say on Pay Frequency	One Year	No			
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.12%	0.87%	
Exelon Corporation 25.04.23	1a	Elect Director Anthony Anderson	For	No	95.49%	4.50%	
	1b	Elect Director W. Paul Bowers	For	No	98.24%	1.75%	
	1c	Elect Director Calvin G. Butler, Jr.	For	No	99.52%	0.47%	
	1d	Elect Director Marjorie Rodgers Cheshire	For	No	98.28%	1.71%	
	1e	Elect Director Linda Jojo	For	No	98.25%	1.74%	
	1f	Elect Director Charisse Lillie	For	No	99.41%	0.58%	
	1g	Elect Director Matthew Rogers	For	No	99.53%	0.46%	
	1h	Elect Director John Young	For	No	97.27%	2.72%	
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.90%	6.09%	
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.48%	6.51%	
	4	Advisory Vote on Say on Pay Frequency	One Year	No			
West Pharmaceutical Services, Inc. 25.04.23	1a	Elect Director Mark A. Buthman	For	No	99.82%	0.17%	
	1b	Elect Director William F. Feehery	For	No	95.02%	4.97%	
	1c	Elect Director Robert F. Friel	For	No	98.48%	1.51%	
	1d	Elect Director Eric M. Green	Withhold	Yes	99.53%	0.46%	
	1e	Elect Director Thomas W. Hofmann	For	No	99.25%	0.74%	
	1f	Elect Director Molly E. Joseph	For	No	99.90%	0.09%	
	1g	Elect Director Deborah L. V. Keller	For	No	98.53%	1.46%	
	1h	Elect Director Myla P. Lai-Goldman	For	No	99.89%	0.10%	
	1i	Elect Director Stephen H. Lockhart	For	No	99.92%	0.07%	
	1j	Elect Director Douglas A. Michels	For	No	99.30%	0.69%	
	1k	Elect Director Paolo Pucci	For	No	98.48%	1.51%	
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.34%	4.51%	
		3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.25%	7.70%
	4	Advisory Vote on Say on Pay Frequency	One Year	No			
	5	Amend Bylaws	Against	No	10.77%	<b>89.00%</b>	
Bank of America Corporation 25.04.23	1a	Elect Director Sharon L. Allen	For	No	97.86%	2.13%	
	1b	Elect Director Jose (Joe) E. Almeida	For	No	98.79%	1.20%	
	1c	Elect Director Frank P. Bramble, Sr.	For	No	93.76%	6.23%	
	1d	Elect Director Pierre J.P. de Weck	For	No	97.91%	2.08%	
	1e	Elect Director Arnold W. Donald	For	No	97.66%	2.33%	
	1f	Elect Director Linda P. Hudson	For	No	97.01%	2.98%	
	1g	Elect Director Monica C. Lozano	For	No	93.59%	6.40%	
	1h	Elect Director Brian T. Moynihan	Against	Yes	95.52%	4.47%	
	1i	Elect Director Lionel L. Nowell, III	For	No	98.46%	1.53%	
	1j	Elect Director Denise L. Ramos	For	No	98.47%	1.52%	
	1k	Elect Director Clayton S. Rose	For	No	98.10%	1.89%	
	1l	Elect Director Michael D. White	For	No	98.10%	1.89%	
	1m	Elect Director Thomas D. Woods	For	No	98.53%	1.46%	
	1n	Elect Director Maria T. Zuber	For	No	94.21%	5.78%	
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	69.07%	<b>30.92%</b>	
		3	Advisory Vote on Say on Pay Frequency	One Year	No		
		4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.32%	3.67%
	5	Amend Omnibus Stock Plan	For	No	94.68%	5.31%	
	6	Require Independent Board Chair	For	Yes	26.29%	<b>73.70%</b>	
	7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.67%	<b>92.32%</b>	
	8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For	Yes	11.47%	<b>88.52%</b>	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	Yes	28.45%	71.54%
	10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	No	7.03%	92.96%
	11	Commission Third Party Racial Equity Audit	For	Yes	15.23%	84.76%
Canadian National Railway Company 25.04.23	1A	Elect Director Shauneen Bruder	For	No	99.15%	0.84%
	1B	Elect Director Jo-ann dePass Olsovsky	For	No	98.39%	1.60%
	1C	Elect Director David Freeman	For	No	99.86%	0.13%
	1D	Elect Director Denise Gray	For	No	99.46%	0.53%
	1E	Elect Director Justin M. Howell	For	No	99.43%	0.56%
	1F	Elect Director Susan C. Jones	For	No	99.79%	0.20%
	1G	Elect Director Robert Knight	For	No	99.76%	0.23%
	1H	Elect Director Michel Letellier	For	No	99.66%	0.33%
	1I	Elect Director Margaret A. McKenzie	For	No	98.97%	1.02%
	1J	Elect Director Al Monaco	For	No	99.81%	0.18%
	1K	Elect Director Tracy Robinson	For	No	99.89%	0.10%
	2	Ratify KPMG LLP as Auditors	Withhold	Yes	89.43%	10.56%
	3	Advisory Vote on Executive Compensation Approach	For	No	96.31%	3.68%
	4	Management Advisory Vote on Climate Change	For	No	96.53%	3.46%
Feintool International Holding AG 25.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.55%	0.11%
	2.1	Approve Allocation of Income and Dividends of CHF 0.17 per Share	For	No	99.63%	0.04%
	2.2	Approve Dividends of CHF 0.17 per Share from Capital Contribution Reserves	For	No	99.64%	0.04%
	3	Approve Discharge of Board and Senior Management	For	No	99.58%	0.06%
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Against	Yes	91.11%	8.43%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Against	Yes	91.69%	7.35%
	5.1.1	Reelect Alexander von Witzleben as Director	For	No	93.90%	5.77%
	5.1.2	Reelect Marcus Bollig as Director	For	No	99.61%	0.04%
	5.1.3	Reelect Norbert Indlekofer as Director	For	No	98.73%	0.92%
	5.1.4	Reelect Heinz Loosli as Director	For	No	99.42%	0.24%
	5.2	Reelect Alexander von Witzleben as Board Chair	Against	Yes	91.99%	7.67%
	5.3.1	Reappoint Alexander von Witzleben as Member of the Nomination and Compensation Committee	Against	Yes	91.78%	7.77%
	5.3.2	Appoint Norbert Indlekofer as Member of the Nomination and Compensation Committee	For	No	98.73%	0.79%
	5.4	Designate COT Treuhand AG as Independent Proxy	For	No	99.60%	0.08%
	5.5	Ratify KPMG AG as Auditors	For	No	97.99%	1.70%
	6.1	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	96.58%	3.08%
	6.2	Amend Corporate Purpose	For	No	98.83%	0.82%
	6.3	Approve Creation of Capital Band within the Upper Limit of CHF 176.9 Million and the Lower Limit of CHF 140.1 Million with or without Exclusion of Preemptive Rights	For	No	99.08%	0.49%
	6.4	Amend Articles Re: Conditional Capital	For	No	97.55%	1.97%
	6.5	Amend Articles of Association	For	No	98.74%	0.77%
	7	Transact Other Business (Voting)	Against	Yes		
International Business Machines Corporation 25.04.23	1a	Elect Director Thomas Buberl	For	No	94.61%	5.38%
	1b	Elect Director David N. Farr	For	No	96.90%	3.09%
	1c	Elect Director Alex Gorsky	For	No	97.90%	2.09%
	1d	Elect Director Michelle J. Howard	For	No	98.42%	1.57%

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	1e	Elect Director Arvind Krishna	Against	Yes	93.55%	6.44%
	1f	Elect Director Andrew N. Liveris	For	No	77.83%	22.16%
	1g	Elect Director F. William McNabb, III	For	No	98.17%	1.82%
	1h	Elect Director Martha E. Pollack	For	No	97.71%	2.28%
	1i	Elect Director Joseph R. Swedish	For	No	97.34%	2.65%
	1j	Elect Director Peter R. Voser	For	No	96.94%	3.05%
	1k	Elect Director Frederick H. Waddell	For	No	96.14%	3.85%
	1l	Elect Director Alfred W. Zollar	For	No	94.71%	5.28%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.72%	4.27%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.07%	8.92%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	25.93%	74.06%
	6	Report on Lobbying Payments and Policy	For	Yes	48.12%	51.87%
	7	Report on Risks Related to Operations in China	Against	No	7.11%	92.88%
	8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	For	Yes	33.06%	66.93%
Kimco Realty Corporation 25.04.23	1a	Elect Director Milton Cooper	For	No	97.62%	2.37%
	1b	Elect Director Philip E. Coviello	For	No	95.63%	4.36%
	1c	Elect Director Conor C. Flynn	For	No	98.85%	1.14%
	1d	Elect Director Frank Lourenso	For	No	88.59%	11.40%
	1e	Elect Director Henry Moniz	For	No	97.66%	2.33%
	1f	Elect Director Mary Hogan Preusse	For	No	81.66%	18.33%
	1g	Elect Director Valerie Richardson	For	No	97.96%	2.03%
	1h	Elect Director Richard B. Saltzman	For	No	89.63%	10.36%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.02%	3.97%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.42%	6.57%
Sekisui House, Ltd. 25.04.23	1	Approve Allocation of Income, with a Final Dividend of JPY 58	For	No	99.49%	
	2.1	Elect Director Nakai, Yoshihiro	For	No	97.60%	
	2.2	Elect Director Horiuchi, Yosuke	For	No	99.02%	
	2.3	Elect Director Tanaka, Satoshi	For	No	97.73%	
	2.4	Elect Director Ishii, Toru	For	No	99.17%	
	2.5	Elect Director Shinozaki, Hiroshi	For	No	99.16%	
	2.6	Elect Director Yoshimaru, Yukiko	For	No	99.22%	
	2.7	Elect Director Kitazawa, Toshifumi	For	No	98.99%	
	2.8	Elect Director Nakajima, Yoshimi	For	No	99.30%	
	2.9	Elect Director Takegawa, Keiko	For	No	99.29%	
	2.10	Elect Director Abe, Shinichi	For	No	99.26%	
Wells Fargo & Company 25.04.23	1a	Elect Director Steven D. Black	For	No	92.69%	7.30%
	1b	Elect Director Mark A. Chancy	For	No	97.69%	2.30%
	1c	Elect Director Celeste A. Clark	For	No	96.20%	3.79%
	1d	Elect Director Theodore F. Craver, Jr.	For	No	97.13%	2.86%
	1e	Elect Director Richard K. Davis	For	No	98.18%	1.81%
	1f	Elect Director Wayne M. Hewett	For	No	92.17%	7.82%
	1g	Elect Director CeCelia (CeCe) G. Morken	For	No	97.48%	2.51%
	1h	Elect Director Maria R. Morris	For	No	97.16%	2.83%
	1i	Elect Director Felicia F. Norwood	For	No	97.41%	2.58%
	1j	Elect Director Richard B. Payne, Jr.	For	No	97.13%	2.86%
	1k	Elect Director Ronald L. Sargent	For	No	95.93%	4.06%
	1l	Elect Director Charles W. Scharf	For	No	97.53%	2.46%
	1m	Elect Director Suzanne M. Vautrinot	For	No	96.66%	3.33%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.05%	7.25%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	93.99%	5.64%
	5	Adopt Simple Majority Vote	For	Yes	50.00%	49.37%

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	6	Report on Political Expenditures Congruence	For	Yes	28.24%	<b>70.79%</b>
	7	Report on Climate Lobbying	For	Yes	32.03%	<b>67.01%</b>
	8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	Yes	30.79%	<b>68.24%</b>
	9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For	Yes	8.50%	<b>89.81%</b>
	10	Report on Prevention of Workplace Harassment and Discrimination	For	Yes	52.27%	<b>42.72%</b>
	11	Adopt Policy on Freedom of Association and Collective Bargaining	For	Yes	34.06%	<b>61.51%</b>
IVF HARTMANN Holding AG 25.04.23	1	Accept Financial Statements and Statutory Reports	For	No	98.10%	1.41%
	2	Approve Remuneration Report (Non-Binding)	For	No	94.77%	3.03%
	3.1	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Against	Yes	91.38%	7.99%
	3.2	Approve Dividends of CHF 5.00 per Share	For	Yes	13.19%	<b>86.24%</b>
	3.3	Approve Dividends of CHF 2.50 per Share, if Items 3.1 and 3.2 are Accepted	Against	Yes		
	3.4	Approve Special Dividend of CHF 8.00 per Share for Fiscal Years 2023-2025	For	Yes	12.37%	<b>87.21%</b>
	4	Approve Discharge of Board and Senior Management	For	No	95.07%	4.40%
	5.1.1	Reelect Cornelia Bossicard as Director	For	No	94.67%	3.26%
	5.1.2	Reelect Stefan Mueller as Director	For	No	92.44%	5.83%
	5.1.3	Reelect Stefan Grote as Director	For	No	93.37%	4.91%
	5.2.1	Elect Aldo Schellenberg as Director	For	No	97.73%	1.82%
	5.2.2	Elect Martin Walther as Director	For	No	94.15%	4.96%
	5.3	Reelect Cornelia Bossicard as Board Chair	For	No	95.12%	3.33%
	5.4.1	Reappoint Cornelia Bossicard as Member of the Nomination and Compensation Committee	For	No	94.75%	4.37%
	5.4.2	Reappoint Stefan Mueller as Member of the Nomination and Compensation Committee	For	No	92.58%	5.82%
	5.4.3	Reappoint Stefan Grote as Member of the Nomination and Compensation Committee	For	No	93.55%	4.87%
	5.5	Designate Juerg Martin as Independent Proxy	For	No	98.79%	0.73%
	5.6	Ratify PricewaterhouseCoopers AG as Auditors	For	No	96.18%	3.43%
	6.1	Approve Remuneration of Directors in the Amount of CHF 230,000	For	No	94.49%	3.47%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.1 Million	For	No	94.80%	4.13%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 320,000	For	No	94.43%	4.72%
	7	Transact Other Business (Voting)	Against	Yes		
Northern Trust Corporation 25.04.23	1a	Elect Director Linda Walker Bynoe	For	No	86.42%	<b>13.57%</b>
	1b	Elect Director Susan Crown	For	No	97.46%	2.53%
	1c	Elect Director Dean M. Harrison	For	No	99.32%	0.67%
	1d	Elect Director Jay L. Henderson	For	No	92.36%	7.63%
	1e	Elect Director Marcy S. Klevorn	For	No	99.51%	0.48%
	1f	Elect Director Siddharth N. (Bobby) Mehta	For	No	99.28%	0.71%
	1g	Elect Director Michael G. O'Grady	Against	Yes	95.99%	4.00%
	1h	Elect Director Jose Luis Prado	For	No	96.54%	3.45%
	1i	Elect Director Martin P. Slark	For	No	97.77%	2.22%
	1j	Elect Director David H. B. Smith, Jr.	For	No	97.17%	2.82%
	1k	Elect Director Donald Thompson	For	No	98.06%	1.93%
	1l	Elect Director Charles A. Tribbett, III	For	No	95.82%	4.17%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.77%	3.02%

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	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	95.32%	4.60%
PACCAR Inc 25.04.23	1.1	Elect Director Mark C. Pigott	For	No	95.44%	4.55%
	1.2	Elect Director Dame Alison J. Carnwath	For	No	94.72%	5.27%
	1.3	Elect Director Franklin L. Feder	For	No	98.46%	1.53%
	1.4	Elect Director R. Preston Feight	For	No	98.19%	1.80%
	1.5	Elect Director Kirk S. Hachigian	For	No	97.04%	2.95%
	1.6	Elect Director Barbara B. Hult	For	No	98.97%	1.02%
	1.7	Elect Director Roderick C. McGeary	For	No	96.09%	3.90%
	1.8	Elect Director Cynthia A. Niekamp	For	No	98.97%	1.02%
	1.9	Elect Director John M. Pigott	For	No	96.82%	3.17%
	1.10	Elect Director Ganesh Ramaswamy	For	No	99.15%	0.84%
	1.11	Elect Director Mark A. Schulz	Against	Yes	83.98%	16.01%
	1.12	Elect Director Gregory M. E. Spierkel	For	No	92.62%	7.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.04%	6.09%
	3	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.85%	3.45%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	47.55%	50.84%
	6	Report on Climate Lobbying	For	Yes	46.14%	51.13%
NatWest Group Plc 25.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report	Against	Yes	97.34%	2.65%
	3	Approve Final Dividend	For	No	99.98%	0.01%
	4	Re-elect Howard Davies as Director	For	No	99.18%	0.81%
	5	Re-elect Alison Rose-Slade as Director	For	No	99.97%	0.02%
	6	Re-elect Katie Murray as Director	For	No	99.83%	0.16%
	7	Re-elect Frank Dangeard as Director	For	No	99.11%	0.88%
	8	Elect Roisin Donnelly as Director	For	No	99.98%	0.01%
	9	Re-elect Patrick Flynn as Director	For	No	98.89%	1.10%
	10	Re-elect Morten Friis as Director	For	No	98.89%	1.10%
	11	Re-elect Yasmin Jetha as Director	For	No	99.98%	0.01%
	12	Elect Stuart Lewis as Director	For	No	99.98%	0.01%
	13	Re-elect Mark Seligman as Director	For	No	98.89%	1.10%
	14	Re-elect Lena Wilson as Director	For	No	98.01%	1.98%
	15	Reappoint Ernst and Young LLP as Auditors	For	No	99.38%	0.61%
	16	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	17	Authorise Issue of Equity	For	No	98.52%	1.47%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.91%	0.08%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	99.16%	0.83%
	20	Authorise Issue of Equity in Connection with Equity Convertible Notes	For	No	99.36%	0.63%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	For	No	99.08%	0.91%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	97.62%	2.37%
	23	Authorise UK Political Donations and Expenditure	For	No	99.58%	0.41%
	24	Authorise Market Purchase of Ordinary Shares	For	No	99.32%	0.67%
	25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	For	No	99.87%	0.12%
	26	Authorise Off-Market Purchase of Preference Shares	For	No	99.84%	0.15%



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Truist Financial Corporation 25.04.23	1a	Elect Director Jennifer S. Banner	For	No	96.14%	3.85%
	1b	Elect Director K. David Boyer, Jr.	For	No	97.50%	2.49%
	1c	Elect Director Agnes Bundy Scanlan	For	No	95.26%	4.73%
	1d	Elect Director Anna R. Cablik	For	No	97.22%	2.77%
	1e	Elect Director Dallas S. Clement	For	No	98.55%	1.44%
	1f	Elect Director Paul D. Donahue	For	No	98.42%	1.57%
	1g	Elect Director Patrick C. Graney, III	For	No	98.47%	1.52%
	1h	Elect Director Linnie M. Haynesworth	For	No	98.82%	1.17%
	1i	Elect Director Kelly S. King	For	No	98.14%	1.85%
	1j	Elect Director Easter A. Maynard	For	No	98.03%	1.96%
	1k	Elect Director Donna S. Morea	For	No	99.12%	0.87%
	1l	Elect Director Charles A. Patton	For	No	97.66%	2.33%
	1m	Elect Director Nido R. Qubein	For	No	98.15%	1.84%
	1n	Elect Director David M. Ratcliffe	For	No	98.08%	1.91%
	1o	Elect Director William H. Rogers, Jr.	Against	Yes	93.77%	6.22%
	1p	Elect Director Frank P. Scruggs, Jr.	For	No	98.39%	1.60%
	1q	Elect Director Christine Sears	For	No	98.38%	1.61%
	1r	Elect Director Thomas E. Skains	For	No	96.38%	3.61%
	1s	Elect Director Bruce L. Tanner	For	No	98.91%	1.08%
	1t	Elect Director Thomas N. Thompson	For	No	96.86%	3.13%
	1u	Elect Director Steven C. Voorhees	For	No	97.19%	2.80%
2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.76%	3.23%	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.45%	6.54%	
4	Advisory Vote on Say on Pay Frequency	One Year	No			
5	Require Independent Board Chair	For	Yes	25.92%	<b>74.07%</b>	
V-ZUG Holding AG 25.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.43%	0.10%
	1.2	Approve Remuneration Report	Against	Yes	92.68%	7.08%
	2	Approve Allocation of Income and Omission of Dividends	For	No	99.43%	0.22%
	3	Approve Discharge of Board and Senior Management	For	No	99.17%	0.39%
	4.1.1	Reelect Oliver Riemenschneider as Director	For	No	99.85%	0.11%
	4.1.2	Reelect Annelies Buhofer as Director	For	No	99.81%	0.13%
	4.1.3	Reelect Prisca Hafner as Director	For	No	99.26%	0.66%
	4.1.4	Reelect Tobias Knechtle as Director	For	No	99.57%	0.12%
	4.1.5	Reelect Petra Rumpf as Director	For	No	99.84%	0.15%
	4.1.6	Reelect Juerg Werner as Director	For	No	97.57%	0.26%
	4.2	Reelect Oliver Riemenschneider as Board Chair	For	No	87.55%	0.11%
	4.3.1	Reappoint Prisca Hafner as Member of the Personnel and Compensation Committee	For	No	85.23%	2.35%
	4.3.2	Reappoint Juerg Werner as Member of the Personnel and Compensation Committee	For	No	84.19%	1.30%
	4.4	Designate Blum & Partner AG as Independent Proxy	For	No	87.63%	0.01%
	4.5	Ratify Ernst & Young AG as Auditors	For	No	99.19%	0.36%
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 750,000	For	No	99.00%	0.60%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	For	No	98.96%	0.70%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 660,000	Against	Yes	92.18%	7.51%
	6.1	Amend Corporate Purpose	For	No	99.55%	0.32%
	6.2	Amend Articles of Association	For	No	99.57%	0.08%
	6.3	Approve Virtual-Only Shareholder Meetings	Against	Yes	90.86%	8.98%
6.4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.42%	0.20%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Transact Other Business (Voting)	Against	Yes		
Boliden AB 25.04.23	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	For	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspectors of Minutes of Meeting	Refer	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive Financial Statements and Statutory Reports	Refer	No		
	8	Receive Board's Report	Refer	No		
	9	Receive President's Report	Refer	No		
	10	Receive Auditor's Report	Refer	No		
	11	Accept Financial Statements and Statutory Reports	For	No		
	12	Approve Allocation of Income and Dividends of SEK 15.00 Per Share	For	No		
	13.1	Approve Discharge of Karl-Henrik Sundstrom (Chair)	For	No		
	13.2	Approve Discharge of Helene Bistrom	For	No		
	13.3	Approve Discharge of Michael G:son Low	For	No		
	13.4	Approve Discharge of Tomas Eliasson	For	No		
	13.5	Approve Discharge of Per Lindberg	For	No		
	13.6	Approve Discharge of Perttu Louhiluoto	For	No		
	13.7	Approve Discharge of Elisabeth Nilsson	For	No		
	13.8	Approve Discharge of Pia Rudengren	For	No		
	13.9	Approve Discharge of Anders Ullberg	For	No		
	13.10	Approve Discharge of CEO Mikael Staffas	For	No		
	13.11	Approve Discharge of Marie Holmberg	For	No		
	13.12	Approve Discharge of Kenneth Stahl	For	No		
	13.13	Approve Discharge of Jonny Johansson	For	No		
	13.14	Approve Discharge of Andreas Martensson	For	No		
	13.15	Approve Discharge of Johan Vidmark	For	No		
	13.16	Approve Discharge of Ola Holmstrom	For	No		
	13.17	Approve Discharge of Magnus Filipsson	For	No		
	13.18	Approve Discharge of Gard Folkvord	For	No		
	13.19	Approve Discharge of Timo Popponen	For	No		
	13.20	Approve Discharge of Elin Soderlund	For	No		
	14.1	Determine Number of Members (7) and Deputy Members (0) of Board	For	No		
	14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No		
	15	Approve Remuneration of Directors in the Amount of SEK 1.97 Million for Chairman and SEK 655,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	16.a	Reelect Helene Bistrom as Director	For	No		
	16.b	Reelect Tomas Eliasson as Director	For	No		
	16.c	Reelect Per Lindberg as Director	For	No		
	16.d	Reelect Perttu Louhiluoto as Director	For	No		
	16.e	Reelect Elisabeth Nilsson as Director	For	No		
	16.f	Reelect Pia Rudengren as Director	For	No		
	16.g	Reelect Karl-Henrik Sundstrom as Director	For	No		
	16.h	Reelect Karl-Henrik Sundstrom as Board Chair	For	No		
	17	Approve Remuneration of Auditors	For	No		
	18	Ratify Deloitte as Auditors	For	No		
	19	Approve Remuneration Report	For	No		
	20.1	Elect Lennart Franke as Member of Nominating Committee	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	20.2	Elect Karin Eliasson as Member of Nominating Committee	For	No		
	20.3	Elect Patrik Jonsson as Member of Nominating Committee	For	No		
	21	Approve 2:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	For	No		
	22.a	Approve Long-term Share Savings Programme (LTIP 2023/2026) for Key Employees	For	No		
	22.b	Approve Equity Plan Financing	Refer	No		
	22.b1	Approve Transfer of 40,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2023/2026)	For	No		
	22.b2	Approve Alternative Equity Plan Financing	Against	Yes		
	23	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	24	Close Meeting	Refer	No		
The Williams Companies, Inc. 25.04.23	1.1	Elect Director Alan S. Armstrong	For	No	99.57%	0.42%
	1.2	Elect Director Stephen W. Bergstrom	For	No	94.08%	5.91%
	1.3	Elect Director Michael A. Creel	For	No	99.26%	0.73%
	1.4	Elect Director Stacey H. Dore	For	No	91.49%	8.50%
	1.5	Elect Director Carri A. Lockhart	For	No	99.73%	0.26%
	1.6	Elect Director Richard E. Muncrief	For	No	99.57%	0.42%
	1.7	Elect Director Peter A. Ragauss	For	No	94.28%	5.71%
	1.8	Elect Director Rose M. Robeson	For	No	98.25%	1.74%
	1.9	Elect Director Scott D. Sheffield	For	No	99.39%	0.60%
	1.10	Elect Director Murray D. Smith	For	No	98.26%	1.73%
	1.11	Elect Director William H. Spence	For	No	93.35%	6.64%
	1.12	Elect Director Jesse J. Tyson	For	No	94.79%	5.20%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.96%	5.03%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.15%	3.84%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
MSCI Inc. 25.04.23	1a	Elect Director Henry A. Fernandez	Against	Yes	96.58%	3.41%
	1b	Elect Director Robert G. Ashe	For	No	99.81%	0.18%
	1c	Elect Director Wayne Edmunds	For	No	99.79%	0.20%
	1d	Elect Director Catherine R. Kinney	For	No	97.92%	2.07%
	1e	Elect Director Robin L. Matlock	For	No	99.78%	0.21%
	1f	Elect Director Jacques P. Perold	For	No	99.82%	0.17%
	1g	Elect Director C.D. Baer Pettit	For	No	99.23%	0.76%
	1h	Elect Director Sandy C. Rattray	For	No	98.90%	1.09%
	1i	Elect Director Linda H. Riefler	For	No	95.22%	4.77%
	1j	Elect Director Marcus L. Smith	For	No	99.03%	0.96%
	1k	Elect Director Rajat Taneja	For	No	99.86%	0.13%
	1l	Elect Director Paula Volent	For	No	99.86%	0.13%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.24%	1.75%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.49%	0.50%
DNB Bank ASA 25.04.23	1	Open Meeting; Elect Chairman of Meeting	For	No	99.99%	0.00%
	2	Approve Notice of Meeting and Agenda	For	No	99.99%	0.00%
	3	Designate Inspector(s) of Minutes of Meeting	For	No	99.99%	0.00%
	4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 12.50 Per Share	For	No	99.94%	0.05%
	5	Approve NOK 96.9 Million Reduction in Share Capital via Share Cancellation	For	No	99.83%	0.16%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	No	99.72%	0.27%
	6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.83%	0.14%
	7	Authorize Board to Raise Debt Capital	For	No	98.34%	0.97%
	8	Amend Articles Re: Raising of Debt Capital	For	No	98.34%	0.97%
	9	Amend Articles Re: Participation at the General Meeting	For	No	99.97%	0.01%
	10	Approve Remuneration Statement (Advisory)	For	No	98.41%	1.21%
	11	Approve Company's Corporate Governance Statement	For	No	99.19%	0.79%
	12	Reelect Gro Bakstad and Jens Petter Olsen (Vice Chair) as Directors; Elect Christine Bosse and Petter-Borre Furberg as New Directors	For	No	98.82%	0.50%
	13	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chairman, NOK 473,000 for Vice Chairman and NOK 428,000 for Other Directors; Approve Remuneration for Nominating Committee	For	No	99.84%	0.15%
	14	Approve Remuneration of Auditors	For	No	97.09%	2.90%
Bio-Rad Laboratories, Inc. 25.04.23	1.1	Elect Director Melinda Litherland	For	No	71.98%	28.01%
	1.2	Elect Director Arnold A. Pinkston	For	No	75.74%	24.25%
	2	Ratify KPMG LLP as Auditors	For	No	99.72%	0.27%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.02%	3.93%
	4	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	5	Report on Political Contributions and Expenditures	For	Yes	15.59%	84.15%
Bystronic AG 25.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2.1	Approve Transfer of CHF 12.6 Million from Legal Reserves to Free Reserves	For	No	99.81%	0.18%
	2.2	Approve Allocation of Income and Dividends of CHF 12.00 per Class A Share and CHF 2.40 per Class B Share	For	No	98.10%	1.89%
	3	Approve Discharge of Board and Senior Management	For	No	99.74%	0.25%
	4.1	Reelect Heinz Baumgartner as Director	For	No	99.96%	0.03%
	4.2	Reelect Roland Abt as Director	For	No	99.62%	0.37%
	4.3	Reelect Matthias Auer as Director	For	No	93.75%	6.24%
	4.4	Reelect Inge Delobelle as Director	For	No	97.74%	2.25%
	4.5	Reelect Urs Riedener as Director	For	No	97.44%	2.55%
	4.6	Reelect Robert Spoerry as Director	For	No	95.37%	4.62%
	4.7	Elect Felix Schmidheiny as Director	For	No	96.50%	3.49%
	4.8	Elect Eva Zauke as Director	For	No	98.09%	1.90%
	5	Reelect Heinz Baumgartner as Board Chair	For	No	98.85%	1.14%
	6.1	Reappoint Urs Riedener as Member of the Compensation Committee	For	No	93.78%	6.21%
	6.2	Reappoint Robert Spoerry as Member of the Compensation Committee	For	No	93.59%	6.40%
	6.3	Appoint Inge Delobelle as Member of the Compensation Committee	For	No	97.70%	2.29%
	7.1	Approve Remuneration Report (Non-Binding)	For	No	94.23%	5.76%
	7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	No	98.49%	1.50%
	7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	For	No	98.47%	1.52%
	8	Ratify PricewaterhouseCoopers as Auditors	For	No		
	9	Designate Marianne Sieger as Independent Proxy	For	No	99.98%	0.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.1	Approve Virtual-Only Shareholder Meetings	Against	Yes	92.38%	3.53%
	10.2	Amend Articles Re: Variable Remuneration	For	No	96.72%	0.19%
	10.3	Amend Articles Re: Editorial Changes	For	No	96.80%	0.10%
	10.4	Amend Articles Re: Electronic Communication	For	No	96.88%	0.15%
	10.5	Amend Articles of Association	For	No	95.02%	1.99%
	11	Transact Other Business (Voting)	Against	Yes		
Ball Corporation 26.04.23	1.1	Elect Director Cathy D. Ross	For	No	99.28%	0.71%
	1.2	Elect Director Betty J. Sapp	For	No	99.31%	0.68%
	1.3	Elect Director Stuart A. Taylor, II	For	No	98.68%	1.31%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.50%	5.49%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.69%	8.30%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Newmont Corporation 26.04.23	1.1	Elect Director Patrick G. Awuah, Jr.	For	No	99.58%	0.41%
	1.2	Elect Director Gregory H. Boyce	For	No	98.06%	1.93%
	1.3	Elect Director Bruce R. Brook	For	No	90.62%	9.37%
	1.4	Elect Director Maura Clark	For	No	98.08%	1.91%
	1.5	Elect Director Emma FitzGerald	For	No	99.22%	0.77%
	1.6	Elect Director Mary A. Laschinger	For	No	98.17%	1.82%
	1.7	Elect Director Jose Manuel Madero	For	No	99.68%	0.31%
	1.8	Elect Director Rene Medori	For	No	98.18%	1.81%
	1.9	Elect Director Jane Nelson	For	No	96.47%	3.52%
	1.10	Elect Director Thomas Palmer	For	No	99.72%	0.27%
	1.11	Elect Director Julio M. Quintana	For	No	97.32%	2.67%
	1.12	Elect Director Susan N. Story	For	No	99.67%	0.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.92%	5.88%
	3	Ratify Ernst & Young LLP as Auditors	For	No	99.17%	0.71%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
The Goldman Sachs Group, Inc. 26.04.23	1a	Elect Director Michele Burns	For	No	96.83%	3.16%
	1b	Elect Director Mark Flaherty	For	No	99.32%	0.67%
	1c	Elect Director Kimberley Harris	For	No	97.23%	2.76%
	1d	Elect Director Kevin Johnson	For	No	99.07%	0.92%
	1e	Elect Director Ellen Kullman	For	No	98.13%	1.86%
	1f	Elect Director Lakshmi Mittal	For	No	88.49%	11.50%
	1g	Elect Director Adebayo Ogunlesi	For	No	97.97%	2.02%
	1h	Elect Director Peter Oppenheimer	For	No	98.90%	1.09%
	1i	Elect Director David Solomon	Against	Yes	95.68%	4.31%
	1j	Elect Director Jan Tighe	For	No	99.22%	0.77%
	1k	Elect Director Jessica Uhl	For	No	99.40%	0.59%
	1l	Elect Director David Viniar	For	No	99.09%	0.90%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.68%	5.99%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.50%	4.37%
	5	Report on Lobbying Payments and Policy	For	Yes	35.32%	63.94%
	6	Require Independent Board Chair	For	Yes	16.19%	82.77%
	7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	Against	No	2.44%	96.17%
	8	Oversee and Report a Racial Equity Audit	For	Yes	11.47%	87.26%
	9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	No	6.81%	91.90%
	10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For	Yes	12.48%	86.75%
	11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	Yes	29.72%	69.54%
	12	Report on Median Gender/Racial Pay Gap	For	Yes	30.09%	65.68%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Assicurazioni Generali SpA 26.04.23	1a	Accept Financial Statements and Statutory Reports	For	No	90.01%	0.08%
	1b	Approve Allocation of Income	For	No	99.69%	0.29%
	2a	Elect Stefano Marsaglia as Director	For	No	89.80%	0.04%
	3a.1	Slate Submitted by VM 2006 Srl	Against	No		
	3a.2	Slate Submitted by Institutional Investors (Assogestioni)	For	No		
	3b	Approve Internal Auditors' Remuneration	For	No	99.76%	0.06%
	4a	Approve Remuneration Policy	For	No	69.94%	14.35%
	4b	Approve Second Section of the Remuneration Report	For	No	67.92%	16.34%
	5a	Approve Long Term Incentive Plan 2023-2025	For	No	89.38%	10.47%
	5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	For	No	89.66%	10.19%
	6a	Approve Share Plan for Generali Group Employees	For	No	89.99%	0.03%
	6b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	For	No	89.98%	0.03%
	7	Adjust Remuneration of External Auditors	For	No	89.89%	0.07%
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
BorgWarner Inc. 26.04.23	1A	Elect Director Sara A. Greenstein	For	No	98.17%	1.82%
	1B	Elect Director Michael S. Hanley	For	No	99.13%	0.86%
	1C	Elect Director Frederic B. Lissalde	For	No	99.71%	0.28%
	1D	Elect Director Shaun E. McAlmont	For	No	98.17%	1.82%
	1E	Elect Director Deborah D. McWhinney	For	No	97.75%	2.24%
	1F	Elect Director Alexis P. Michas	For	No	92.66%	7.33%
	1G	Elect Director Sailaja K. Shankar	For	No	99.42%	0.57%
	1H	Elect Director Hau N. Thai-Tang	For	No	99.64%	0.35%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.50%	7.49%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	96.90%	3.09%
	5	Approve Omnibus Stock Plan	For	No	92.09%	7.90%
	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	43.52%	56.47%
	7	Report on Just Transition	For	Yes	32.02%	67.97%
Eaton Corporation plc 26.04.23	1a	Elect Director Craig Arnold	Against	Yes	93.77%	6.22%
	1b	Elect Director Olivier Leonetti	For	No	99.42%	0.57%
	1c	Elect Director Silvio Napoli	For	No	98.49%	1.50%
	1d	Elect Director Gregory R. Page	For	No	90.10%	9.89%
	1e	Elect Director Sandra Pianalto	For	No	99.42%	0.57%
	1f	Elect Director Robert V. Pragada	For	No	98.29%	1.70%
	1g	Elect Director Lori J. Ryerkerk	For	No	96.99%	3.00%
	1h	Elect Director Gerald B. Smith	For	No	96.88%	3.11%
	1i	Elect Director Dorothy C. Thompson	For	No	98.09%	1.90%
	1j	Elect Director Darryl L. Wilson	For	No	98.09%	1.90%
	2	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	95.42%	4.57%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.06%	6.93%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Authorize Issue of Equity with Pre-emptive Rights	For	No	97.55%	2.44%
	6	Authorise Issue of Equity without Pre-emptive Rights	For	No	97.24%	2.75%
	7	Authorize Share Repurchase of Issued Share Capital	For	No	98.15%	1.84%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
The Cigna Group 26.04.23	1a	Elect Director David M. Cordani	Against	Yes	93.82%	6.17%
	1b	Elect Director William J. DeLaney	For	No	98.53%	1.46%
	1c	Elect Director Eric J. Foss	For	No	95.27%	4.72%
	1d	Elect Director Elder Granger	For	No	98.63%	1.36%
	1e	Elect Director Neesha Hathi	For	No	99.52%	0.47%
	1f	Elect Director George Kurian	For	No	98.26%	1.73%
	1g	Elect Director Kathleen M. Mazzarella	For	No	95.60%	4.39%
	1h	Elect Director Mark B. McClellan	For	No	98.77%	1.22%
	1i	Elect Director Kimberly A. Ross	For	No	99.26%	0.73%
	1j	Elect Director Eric C. Wiseman	For	No	97.22%	2.77%
	1k	Elect Director Donna F. Zarcone	For	No	93.25%	6.74%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.96%	11.79%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.63%	6.26%
	5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	75.02%	9.56%
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	46.64%	53.09%	
7	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes			
EPIC Suisse AG 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report (Non-Binding)	For	No		
	3	Approve Treatment of Net Loss	For	No		
	4	Approve Dividends of CHF 3.00 per Share from Foreign Capital Contribution Reserves	For	No		
	5	Approve Discharge of Board and Senior Management	For	No		
	6.1.1	Reelect Ron Greenbaum as Director	For	No		
	6.1.2	Reelect Stefan Breitenstein as Director	For	No		
	6.1.3	Reelect Andreas Schneider as Director	For	No		
	6.1.4	Reelect Leta Kennel as Director	For	No		
	6.2	Reelect Ron Greenbaum as Board Chair	For	No		
	6.3.1	Reappoint Stefan Breitenstein as Member of the Nomination and Compensation Committee	For	No		
	6.3.2	Reappoint Ron Greenbaum as Member of the Nomination and Compensation Committee	For	No		
	7.1	Approve Remuneration of Directors in the Amount of CHF 600,000	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	For	No		
	8	Designate ADROIT Attorneys as Independent Proxy	For	No		
	9	Ratify KPMG AG as Auditors	For	No		
	10.1	Amend Articles Re: Conditional Capital	For	No		
10.2	Approve Creation of Capital Band within the Upper Limit of CHF 454,523.36 and the Lower Limit of CHF 371,882.72 with or without Exclusion of Preemptive Rights	For	No			
10.3	Amend Articles Re: Restriction on Share Transferability	For	No			
10.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No			
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No			
11	Transact Other Business (Voting)	Against	Yes			
Marathon Petroleum Corporation	1.1	Elect Director J. Michael Stice	Withhold	Yes	96.99%	3.00%
	1.2	Elect Director John P. Surma	Withhold	Yes	97.08%	2.91%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
26.04.23	1.3	Elect Director Susan Tomasky	Withhold	Yes	98.63%	1.36%
	1.4	Elect Director Toni Townes-Whitley	Withhold	Yes	99.42%	0.57%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.38%	1.61%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.23%	7.76%
	4	Declassify the Board of Directors	For	No	71.46%	0.52%
	5	Eliminate Supermajority Vote Requirement	For	No	71.24%	0.76%
	6	Approve Increase in Size of Board	For	No	82.43%	2.62%
	7	Adopt Simple Majority Vote	For	Yes	51.45%	47.95%
	8	Amend Compensation Clawback Policy	For	Yes	44.93%	54.53%
	9	Report on Just Transition	For	Yes	16.03%	81.47%
	10	Report on Asset Retirement Obligation	For	Yes	22.57%	76.64%
W.W. Grainger, Inc. 26.04.23	1a	Elect Director Rodney C. Adkins	For	No	90.76%	9.05%
	1b	Elect Director V. Ann Hailey	For	No	91.95%	7.83%
	1c	Elect Director Katherine D. Jaspon	For	No	97.81%	2.02%
	1d	Elect Director Stuart L. Levenick	For	No	91.95%	7.87%
	1e	Elect Director D.G. Macpherson	Against	Yes	92.44%	6.89%
	1f	Elect Director Neil S. Novich	For	No	93.02%	6.80%
	1g	Elect Director Beatriz R. Perez	For	No	91.69%	8.14%
	1h	Elect Director E. Scott Santi	For	No	94.24%	5.58%
	1i	Elect Director Susan Slavik Williams	For	No	98.41%	1.42%
	1j	Elect Director Lucas E. Watson	For	No	98.53%	1.24%
	1k	Elect Director Steven A. White	For	No	93.63%	6.14%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.01%	1.92%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.82%	6.96%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Ameriprise Financial, Inc. 26.04.23	1a	Elect Director James M. Cracchiolo	Against	Yes	90.07%	9.92%
	1b	Elect Director Robert F. Sharpe, Jr.	For	No	87.66%	12.33%
	1c	Elect Director Dianne Neal Blixt	For	No	95.76%	4.23%
	1d	Elect Director Amy DiGeso	For	No	88.01%	11.98%
	1e	Elect Director Christopher J. Williams	For	No	94.72%	5.27%
	1f	Elect Director Armando Pimentel, Jr.	For	No	98.99%	1.00%
	1g	Elect Director Brian T. Shea	For	No	94.76%	5.23%
	1h	Elect Director W. Edward Walter, III	For	No	97.45%	2.54%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	82.16%	17.83%
		3	Advisory Vote on Say on Pay Frequency	One Year	No	
	4	Amend Omnibus Stock Plan	For	No	88.44%	11.55%
	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.65%	1.34%
Anglo American Plc 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.02%	0.97%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3	Elect Magali Anderson as Director	For	No	99.47%	0.52%
	4	Re-elect Stuart Chambers as Director	For	No	96.75%	3.24%
	5	Re-elect Duncan Wanblad as Director	For	No	99.61%	0.38%
	6	Re-elect Stephen Pearce as Director	For	No	99.68%	0.31%
	7	Re-elect Ian Ashby as Director	Against	Yes	93.58%	6.41%
	8	Re-elect Marcelo Bastos as Director	For	No	99.49%	0.50%
	9	Re-elect Hilary Maxson as Director	For	No	99.96%	0.03%
	10	Re-elect Hixonia Nyasulu as Director	For	No	99.32%	0.67%
	11	Re-elect Nonkululeko Nyembezi as Director	For	No	99.51%	0.48%
	12	Re-elect Ian Tyler as Director	For	No	99.83%	0.16%
	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.31%	0.68%
	14	Authorise Board to Fix Remuneration of Auditors	For	No	99.99%	0.00%
	15	Approve Remuneration Policy	For	No	95.91%	4.08%
	16	Approve Remuneration Report	Against	Yes	94.56%	5.43%
	17	Authorise Issue of Equity	For	No	94.64%	5.35%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	87.14%	12.85%
	19	Authorise Market Purchase of Ordinary Shares	For	No	87.95%	12.04%
	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	91.42%	8.57%
Anheuser-Busch InBev SA/NV 26.04.23	A.1	Amend Articles Re: Composition Rules for the Board of Directors	For	No	99.90%	0.04%
	B.2	Receive Directors' Reports (Non-Voting)	Refer	No		
	B.3	Receive Auditors' Reports (Non-Voting)	Refer	No		
	B.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	B.5	Approve Financial Statements, Allocation of Income and Dividends of EUR 0.75 per Share	For	No	99.83%	0.06%
	B.6	Approve Discharge of Directors	For	No	97.65%	2.16%
	B.7	Approve Discharge of Auditors	For	No	97.96%	1.80%
	B.8.a	Elect Aradhana Sarin as Independent Director	For	No	99.72%	0.23%
	B.8.b	Elect Dirk Van de Put as Independent Director	For	No	99.43%	0.52%
	B.8.c	Elect Lynne Biggar as Independent Director	For	No	99.59%	0.36%
	B.8.d	Reelect Sabine Chalmers as Director	Against	Yes	75.94%	23.90%
	B.8.e	Reelect Claudio Garcia as Director	Against	Yes	74.92%	24.07%
	B.8.f	Elect Heloisa Sicupira as Director	Against	Yes	78.97%	20.89%
	B.8.g	Reelect Martin J. Barrington as Restricted Share Director	Against	Yes	78.89%	20.94%
	B.8.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Against	Yes	78.66%	21.17%
	B.8.i	Elect Salvatore Mancuso as Restricted Share Director	Against	Yes	79.31%	20.52%
	B.9	Approve Remuneration Report	Against	Yes	74.93%	24.86%
	C.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	No	99.91%	0.03%
Bunzl Plc 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.72%	0.27%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3	Re-elect Peter Ventress as Director	For	No	95.31%	4.68%
	4	Re-elect Frank van Zanten as Director	For	No	99.99%	0.00%
	5	Re-elect Richard Howes as Director	For	No	99.63%	0.36%
	6	Re-elect Vanda Murray as Director	For	No	98.83%	1.16%
	7	Re-elect Lloyd Pitchford as Director	For	No	98.87%	1.12%
	8	Re-elect Stephan Nanninga as Director	For	No	96.46%	3.53%
	9	Re-elect Vin Murria as Director	For	No	98.19%	1.80%
	10	Elect Pam Kirby as Director	For	No	99.93%	0.06%
	11	Elect Jacky Simmonds as Director	For	No	99.99%	0.00%
	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.41%	0.58%
	13	Authorise Board to Fix Remuneration of Auditors	For	No	99.99%	0.00%
	14	Approve Remuneration Report	For	No	95.49%	4.50%
	15	Authorise Issue of Equity	For	No	92.60%	7.39%
	16	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.97%	1.02%
	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No	98.88%	1.11%
	18	Authorise Market Purchase of Ordinary Shares	For	No	99.45%	0.54%
	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	92.33%	7.66%
The PNC Financial Services Group, Inc. 26.04.23	1a	Elect Director Joseph Alvarado	For	No	99.18%	0.81%
	1b	Elect Director Debra A. Cafaro	For	No	96.03%	3.96%
	1c	Elect Director Marjorie Rodgers Cheshire	For	No	98.71%	1.28%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1d	Elect Director William S. Demchak	Against	Yes	95.57%	4.42%
	1e	Elect Director Andrew T. Feldstein	For	No	96.67%	3.32%
	1f	Elect Director Richard J. Harshman	For	No	97.14%	2.85%
	1g	Elect Director Daniel R. Hesse	For	No	95.10%	4.89%
	1h	Elect Director Renu Khator	For	No	99.51%	0.48%
	1i	Elect Director Linda R. Medler	For	No	99.59%	0.40%
	1j	Elect Director Robert A. Niblock	For	No	98.67%	1.32%
	1k	Elect Director Martin Pfinsgraff	For	No	99.60%	0.39%
	1l	Elect Director Bryan S. Salesky	For	No	99.56%	0.43%
	1m	Elect Director Toni Townes-whitley	For	No	98.10%	1.89%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.33%	1.66%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	79.80%	20.19%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Croda International Plc 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Policy	For	No	94.16%	5.83%
	3	Approve Remuneration Report	Against	Yes	96.80%	3.19%
	4	Approve Final Dividend	For	No	99.21%	0.78%
	5	Elect Louisa Burdett as Director	For	No	99.85%	0.14%
	6	Re-elect Roberto Cirillo as Director	For	No	98.36%	1.63%
	7	Re-elect Jacqui Ferguson as Director	For	No	97.91%	2.08%
	8	Re-elect Steve Foots as Director	For	No	99.92%	0.07%
	9	Re-elect Anita Frew as Director	For	No	98.44%	1.55%
	10	Re-elect Julie Kim as Director	For	No	98.62%	1.37%
	11	Re-elect Keith Layden as Director	For	No	92.21%	7.78%
	12	Re-elect Nawal Ouzren as Director	For	No	98.42%	1.57%
	13	Re-elect John Ramsay as Director	For	No	94.45%	5.54%
	14	Reappoint KPMG LLP as Auditors	For	No	99.26%	0.73%
	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.99%	0.00%
	16	Authorise UK Political Donations and Expenditure	For	No	96.06%	3.93%
	17	Authorise Issue of Equity	For	No	89.83%	10.16%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	88.63%	11.36%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	84.98%	15.01%
	20	Authorise Market Purchase of Ordinary Shares	For	No	97.98%	2.01%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	91.81%	8.18%
	22	Approve Sharesave Scheme	For	No	99.56%	0.43%
	23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	No	95.73%	4.26%
Smith & Nephew plc 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.84%	0.15%
	2	Approve Remuneration Policy	For	No	94.55%	5.44%
	3	Approve Remuneration Report	Against	Yes	94.20%	5.79%
	4	Approve Final Dividend	For	No	99.75%	0.24%
	5	Elect Rupert Soames as Director	For	No	99.91%	0.08%
	6	Re-elect Erik Engstrom as Director	For	No	98.00%	1.99%
	7	Re-elect Jo Hallas as Director	For	No	99.86%	0.13%
	8	Re-elect John Ma as Director	For	No	99.92%	0.07%
	9	Re-elect Katarzyna Mazur-Hofsaess as Director	For	No	99.85%	0.14%
	10	Re-elect Rick Medlock as Director	For	No	97.64%	2.35%
	11	Re-elect Deepak Nath as Director	For	No	99.87%	0.12%
	12	Re-elect Anne-Francoise Nesmes as Director	For	No	99.24%	0.75%
	13	Re-elect Marc Owen as Director	For	No	97.79%	2.20%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14	Re-elect Roberto Quarta as Director	For	No	90.56%	9.43%
	15	Re-elect Angie Risley as Director	For	No	95.20%	4.79%
	16	Re-elect Bob White as Director	For	No	99.83%	0.16%
	17	Reappoint KPMG LLP as Auditors	For	No	99.39%	0.60%
	18	Authorise Board to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	19	Authorise Issue of Equity	For	No	93.46%	6.53%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	94.30%	5.69%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	92.10%	7.89%
	22	Authorise Market Purchase of Ordinary Shares	For	No	99.17%	0.82%
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.47%	5.52%
Teck Resources Limited 26.04.23	1.1	Elect Director Arnoud J. Balhuizen	For	No		
	1.2	Elect Director Harry "Red" M. Conger, IV	For	No		
	1.3	Elect Director Edward C. Dowling, Jr.	For	No		
	1.4	Elect Director Norman B. Keevil, III	For	No		
	1.5	Elect Director Tracey L. McVicar	For	No		
	1.6	Elect Director Sheila A. Murray	For	No		
	1.7	Elect Director Una M. Power	For	No		
	1.8	Elect Director Jonathan H. Price	For	No		
	1.9	Elect Director Yoshihiro Sagawa	For	No		
	1.10	Elect Director Paul G. Schiodtz	For	No		
	1.11	Elect Director Timothy R. Snider	Against	Yes		
	1.12	Elect Director Sarah A. Strunk	For	No		
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes		
	3	Approve Spin-Off Agreement with Elk Valley Resources Ltd.	Against	Yes		
	4	Approve EVR Stock Option Plan	Against	Yes		
	5	Approve EVR Shareholder Rights Plan	Against	Yes		
	6	Approve Dual Class Amendment	For	No		
	7	Advisory Vote on Executive Compensation Approach	Against	Yes		
ASML Holding NV 26.04.23	1	Open Meeting	Refer	No		
	2	Discuss the Company's Business, Financial Situation and Sustainability	Refer	No		
	3a	Approve Remuneration Report	For	No	93.20%	6.79%
	3b	Adopt Financial Statements and Statutory Reports	For	No	99.09%	0.90%
	3c	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	3d	Approve Dividends	For	No	99.88%	0.11%
	4a	Approve Discharge of Management Board	For	No	98.50%	1.49%
	4b	Approve Discharge of Supervisory Board	For	No	98.50%	1.49%
	5	Approve Number of Shares for Management Board	For	No	94.32%	5.67%
	6a	Amend Remuneration Policy for the Supervisory Board	For	No	98.87%	1.12%
	6b	Amend Remuneration of the Members of the Supervisory Board	For	No	99.19%	0.80%
	7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Refer	No		
	8	Elect N.S. Andersen to Supervisory Board	For	No	97.73%	2.26%
	8b	Elect J.P. de Kreij to Supervisory Board	For	No	96.69%	3.30%
	8c	Discuss Composition of the Supervisory Board	Refer	No		
	9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	No	99.87%	0.12%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	No	99.59%	0.40%
	10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.90%	1.09%
	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.13%	0.86%
	12	Authorize Cancellation of Repurchased Shares	For	No	99.51%	0.48%
	13	Other Business (Non-Voting)	Refer	No		
	14	Close Meeting	Refer	No		
Basilea Pharmaceutica AG 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	98.19%	0.33%
	2	Approve Treatment of Net Loss	For	No	99.17%	0.34%
	3	Approve Discharge of Board and Senior Management	For	No	95.49%	2.70%
	4.1	Reelect Domenico Scala as Director and Board Chair	For	No	85.48%	13.78%
	4.2	Reelect Leonard Kruimer as Director	For	No	88.31%	10.84%
	4.3	Reelect Martin Nicklasson as Director	For	No	89.21%	10.03%
	4.4	Reelect Nicole Onetto as Director	For	No	97.83%	1.42%
	4.5	Elect Carole Sable as Director	For	No	97.88%	1.24%
	4.6	Reelect Thomas Werner as Director	For	No	89.53%	9.72%
	5.1	Reappoint Martin Nicklasson as Member of the Compensation Committee	For	No	84.14%	15.12%
	5.2	Reappoint Nicole Onetto as Member of the Compensation Committee	For	No	92.99%	6.27%
	5.3	Reappoint Thomas Werner as Member of the Compensation Committee	For	No	84.79%	14.56%
	6.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.4 Million	For	No	89.75%	9.23%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	For	No	78.86%	20.00%
	6.3	Approve Remuneration Report (Non-Binding)	For	No	73.66%	25.01%
	7.1	Amend Articles Re: Shares and Share Register	For	No	98.05%	1.21%
	7.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	85.41%	13.84%
	7.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	98.12%	1.15%
	7.4	Amend Articles Re: Location of Registered Office/Headquarters	For	No	98.30%	0.95%
	7.5	Amend Corporate Purpose	For	No	98.34%	0.90%
	8	Approve Creation of Capital Band within the Upper Limit of CHF 14.4 Million and the Lower Limit of CHF 13.1 Million with or without Exclusion of Preemptive Rights; Approve Creation of Conditional Capital Within the Capital Band	For	No	93.18%	5.93%
	9	Designate Caroline Cron as Independent Proxy	For	No	99.50%	0.09%
	10	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	84.74%	14.78%
	11	Transact Other Business (Voting)	Against	Yes		
ENGIE SA 26.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	For	No	96.30%	3.69%
	4	Approve Auditors' Special Report on Related-Party Transactions	For	No	99.98%	0.01%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.36%	0.63%
	6	Reelect Marie-Jose Nadeau as Director	For	No	98.23%	1.76%
	7	Reelect Patrice Durand as Director	For	No	98.14%	1.85%
	8	Approve Compensation Report of Corporate Officers	For	No	97.94%	2.05%
	9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Against	Yes	99.90%	0.09%
	10	Approve Compensation of Catherine MacGregor, CEO	Against	Yes	95.87%	4.12%
	11	Approve Remuneration Policy of Directors	For	No	96.61%	3.38%
	12	Approve Remuneration Policy of Chairman of the Board	For	No	99.92%	0.07%
	13	Approve Remuneration Policy of CEO	For	No	94.17%	5.82%
	14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.30%	1.69%
	15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	98.30%	1.69%
	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.79%	0.20%
	17	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%	0.01%
	A	Elect Lucie Muniesa as Director	For	No	99.23%	0.76%
	B	Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	For	Yes	24.38%	<b>75.61%</b>
Assa Abloy AB 26.04.23	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 Inspector(s) of Minutes of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive President's Report	Refer	No		
	8.a	Receive Financial Statements and Statutory Reports	Refer	No		
	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Refer	No		
	8.c	Receive Board's Report	Refer	No		
	9.a	Accept Financial Statements and Statutory Reports	For	No		
	9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	For	No		
	9.c	Approve Discharge of Board and President	For	No		
	10	Determine Number of Members (8) and Deputy Members (0) of Board	For	No		
	11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	11.b	Approve Remuneration of Auditors	For	No		
	12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsen (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Against	Yes		
	13	Ratify Ernst & Young as Auditors	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	For	No		
	15	Approve Remuneration Report	For	No		
	16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	For	No		
	17	Approve Performance Share Matching Plan LTI 2023	Against	Yes		
	18	Close Meeting	Refer	No		
Mikron Holding AG 26.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	1.2	Approve Remuneration Report	Against	Yes	96.00%	3.99%
	2	Approve Discharge of Board and Senior Management	For	No	99.90%	0.09%
	3.1	Approve Dividends of CHF 0.20 per Share	For	No	99.96%	0.03%
	3.2	Approve Allocation of Income	For	No	99.98%	0.01%
	4.1	Amend Articles Re: Restriction on Share Transferability	For	No	99.75%	0.05%
	4.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	96.02%	3.97%
	4.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.49%	0.50%
	5.1.1	Reelect Paul Zumbuehl as Director	For	No	97.77%	2.22%
	5.1.2	Reelect Andreas Casutt as Director	For	No	99.13%	0.86%
	5.1.3	Reelect Hans-Michael Hauser as Director	For	No	99.93%	0.06%
	5.1.4	Reelect Alexandra Bendler as Director	For	No	99.85%	0.14%
	5.1.5	Reelect Hans-Christian Schneider as Director	For	No	99.19%	0.80%
	5.2	Reelect Paul Zumbuehl as Board Chair	Against	Yes	96.47%	3.52%
	5.3.1	Reappoint Andreas Casutt as Member of the Compensation Committee	For	No	98.94%	1.05%
	5.3.2	Appoint Hans-Christian Schneider as Member of the Compensation Committee	For	No	99.08%	0.91%
	6.1	Approve Remuneration of Directors in the Amount of CHF 600,000	For	No	99.28%	0.71%
	6.2.1	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	For	No	99.30%	0.69%
	6.2.2	Approve Allocation of 30,185 Shares to the Executive Committee	For	No	98.53%	1.46%
	7	Designate Urs Lanz as Independent Proxy	For	No	99.97%	0.02%
	8	Ratify BDO AG as Auditors	For	No	99.91%	0.08%
	9	Transact Other Business (Voting)	Against	Yes		
Hong Kong Exchanges and Clearing Limited 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.35%	0.64%
	2a	Elect Cheah Cheng Hye as Director	For	No	99.80%	0.19%
	2b	Elect Leung Pak Hon, Hugo as Director	For	No	99.91%	0.08%
	3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Against	Yes	93.47%	6.52%
	4	Authorize Repurchase of Issued Share Capital	For	No	99.75%	0.24%
	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	96.45%	3.54%
SFS Group AG 26.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2.1	Approve Remuneration of Directors in the Amount of CHF 1.5 million	For	No	99.12%	0.87%
	2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	For	No	98.78%	1.21%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 million	For	No	96.58%	3.41%
	2.4	Approve Remuneration Report (Non-Binding)	Against	Yes	87.33%	12.66%
	3	Approve Discharge of Board and Senior Management	For	No	99.68%	0.31%
	4	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	For	No	99.65%	0.34%
	5.1	Amend Articles of Association	For	No	99.79%	0.13%
	5.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	96.22%	3.77%
	5.3	Amend Articles Re: Electronic Communication	For	No	99.41%	0.58%
	5.4	Amend Articles Re: Editorial Changes	For	No	99.87%	0.12%
	6.1	Reelect Peter Bauschatz as Director	For	No	99.90%	0.09%
	6.2	Reelect Nick Huber as Director	For	No	97.10%	2.89%
	6.3	Reelect Urs Kaufmann as Director	For	No	90.42%	9.57%
	6.4	Reelect Thomas Oetterli as Director and Board Chair	Against	Yes	88.42%	11.57%
	6.5	Reelect Manuela Suter as Director	For	No	99.57%	0.42%
	6.6	Reelect Joerg Walther as Director	For	No	99.60%	0.39%
	6.7	Elect Fabian Tschan as Director	For	No	99.34%	0.65%
	7.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against	Yes	90.26%	9.73%
	7.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Against	Yes	86.52%	13.47%
	7.3	Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Against	Yes	85.51%	14.48%
	8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	For	No	99.92%	0.07%
	9	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	94.56%	5.43%
	10	Transact Other Business (Voting)	Against	Yes		
Texas Instruments Incorporated 27.04.23	1a	Elect Director Mark A. Blinn	For	No	97.48%	2.35%
	1b	Elect Director Todd M. Bluedorn	For	No	98.37%	1.47%
	1c	Elect Director Janet F. Clark	For	No	98.12%	1.73%
	1d	Elect Director Carrie S. Cox	For	No	83.15%	16.69%
	1e	Elect Director Martin S. Craighead	For	No	98.27%	1.57%
	1f	Elect Director Curtis C. Farmer	For	No	99.04%	0.79%
	1g	Elect Director Jean M. Hobby	For	No	95.28%	4.57%
	1h	Elect Director Haviv Ilan	For	No	98.95%	0.90%
	1i	Elect Director Ronald Kirk	For	No	96.89%	2.95%
	1j	Elect Director Pamela H. Patsley	For	No	85.26%	14.54%
	1k	Elect Director Robert E. Sanchez	For	No	97.16%	2.68%
	1l	Elect Director Richard K. Templeton	For	No	95.55%	4.05%
	2	Amend Qualified Employee Stock Purchase Plan	For	No	99.47%	0.38%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.37%	15.32%
	5	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.80%	5.55%
	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	45.12%	54.56%
	7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Yes	22.78%	76.08%
Edison International 27.04.23	1a	Elect Director Jeanne Beliveau-Dunn	For	No	99.24%	0.75%
	1b	Elect Director Michael C. Camunetz	For	No	99.22%	0.77%
	1c	Elect Director Vanessa C.L. Chang	For	No	94.63%	5.36%
	1d	Elect Director James T. Morris	For	No	98.41%	1.58%
	1e	Elect Director Timothy T. O'Toole	For	No	98.87%	1.12%
	1f	Elect Director Pedro J. Pizarro	For	No	99.55%	0.44%
	1g	Elect Director Marcy L. Reed	For	No	99.40%	0.59%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1h	Elect Director Carey A. Smith	For	No	99.43%	0.56%
	1i	Elect Director Linda G. Stuntz	For	No	98.21%	1.78%
	1j	Elect Director Peter J. Taylor	For	No	96.87%	3.12%
	1k	Elect Director Keith Trent	For	No	99.28%	0.71%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.40%	4.59%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.56%	7.43%
Medacta Group SA 27.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report	Against	Yes		
	2.1	Approve Allocation of Income and Dividends of CHF 0.27 per Share	For	No		
	2.2	Approve Dividends of CHF 0.27 per Share from Capital Contribution Reserves	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Reelect Alberto Siccardi as Director	For	No		
	4.2	Reelect Maria Siccardi Tonolli as Director	For	No		
	4.3	Reelect Victor Balli as Director	For	No		
	4.4	Reelect Riccardo Braglia as Director	For	No		
	4.5	Reelect Philippe Weber as Director	For	No		
	5	Reelect Alberto Siccardi as Board Chair	For	No		
	6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	Against	Yes		
	6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Against	Yes		
	7	Designate Fulvio Pelli as Independent Proxy	For	No		
	8	Ratify Deloitte SA as Auditors	For	No		
	9.1.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.1 Million	For	No		
	9.1.2	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Against	Yes		
	9.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No		
	9.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	No		
	9.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 800,000	For	No		
	10.1	Amend Articles Re: Subscription Rights; Share Register	For	No		
	10.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes		
	10.3	Amend Articles of Association	For	No		
	10.4	Amend Articles Re: Compensation of Board and Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Pfizer Inc. 27.04.23	1.1	Elect Director Ronald E. Blaylock	For	No	97.83%	2.16%
	1.2	Elect Director Albert Bourla	Against	Yes	94.59%	5.40%
	1.3	Elect Director Susan Desmond-Hellmann	For	No	98.81%	1.18%
	1.4	Elect Director Joseph J. Echevarria	For	No	97.56%	2.43%
	1.5	Elect Director Scott Gottlieb	For	No	99.14%	0.85%
	1.6	Elect Director Helen H. Hobbs	For	No	97.68%	2.31%
	1.7	Elect Director Susan Hockfield	For	No	99.22%	0.77%
	1.8	Elect Director Dan R. Littman	For	No	98.63%	1.36%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.9	Elect Director Shantanu Narayen	For	No	99.00%	0.99%
	1.10	Elect Director Suzanne Nora Johnson	For	No	94.14%	5.85%
	1.11	Elect Director James Quincey	For	No	97.94%	2.05%
	1.12	Elect Director James C. Smith	For	No	97.05%	2.94%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.39%	4.60%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.77%	7.22%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	9.94%	<b>90.05%</b>
	6	Require Independent Board Chair	For	Yes	34.72%	<b>65.27%</b>
	7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	For	Yes	12.22%	<b>87.77%</b>
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	30.19%	<b>69.80%</b>
	9	Report on Political Expenditures Congruence	For	Yes	14.13%	<b>85.86%</b>
Healthpeak Properties, Inc. 27.04.23	1a	Elect Director Scott M. Brinker	For	No	99.21%	0.78%
	1b	Elect Director Brian G. Cartwright	For	No	98.21%	1.78%
	1c	Elect Director James B. Connor	For	No	99.63%	0.36%
	1d	Elect Director Christine N. Garvey	For	No	93.23%	6.76%
	1e	Elect Director R. Kent Griffin, Jr.	For	No	98.66%	1.33%
	1f	Elect Director David B. Henry	For	No	92.81%	7.18%
	1g	Elect Director Sara G. Lewis	For	No	97.23%	2.76%
	1h	Elect Director Katherine M. Sandstrom	For	No	98.26%	1.73%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.21%	7.78%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve Omnibus Stock Plan	For	No	90.78%	9.21%
	5	Ratify Deloitte & Touche LLP as Auditors	For	No	97.35%	2.64%
BASF SE 27.04.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	No	96.85%	3.14%
	3	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	80.74%	<b>19.25%</b>
	4	Approve Discharge of Management Board for Fiscal Year 2022	For	No	93.54%	6.45%
	5	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No	91.17%	8.82%
	6	Approve Remuneration Report	For	No	94.71%	5.28%
	7	Amend Articles Re: Electronic Participation	For	No	99.09%	0.90%
	8	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	82.38%	<b>17.61%</b>
	9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	85.03%	<b>14.96%</b>
GEA Group AG 27.04.23	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	Approve Remuneration Report	For	No	93.74%	6.25%
	4	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.91%	0.08%
	5	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	99.91%	0.08%
	6	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No	95.41%	4.58%
	7	Elect Hans Kempf to the Supervisory Board	For	No	96.53%	3.46%
	8.1	Amend Articles Re: Supervisory Board Term of Office	For	No	99.85%	0.14%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.2	Amend Articles Re: By-Elections to the Supervisory Board	For	No	99.99%	0.00%
	9	Approve Remuneration of Supervisory Board	For	No	99.57%	0.42%
	10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	85.85%	14.14%
	10.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	97.29%	2.70%
	10.3	Amend Articles Re: General Meeting Chair and Procedure	For	No	99.05%	0.94%
	11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	93.93%	6.06%
HIAG Immobilien Holding AG 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2.1	Approve Allocation of Income and Dividends of CHF 0.66 per Share	For	No		
	2.2	Approve Dividends of CHF 2.24 per Share from Capital Contribution Reserves	For	No		
	3	Approve Discharge of Board of Directors	For	No		
	4.1	Reelect Felix Grisard as Director	For	No		
	4.2	Reelect Salome Varnholt as Director	For	No		
	4.3	Reelect Jvo Grundler as Director	Against	Yes		
	4.4	Reelect Balz Halter as Director	For	No		
	4.5	Reelect Anya Meyer as Director	For	No		
	4.6	Reelect Micha Blattmann as Director	For	No		
	4.7	Reelect Felix Grisard as Board Chair	For	No		
	4.8	Reelect Balz Halter as Vice Chair	For	No		
	5.1	Reappoint Salome Varnholt as Member of the Compensation Committee	Against	Yes		
	5.2	Reappoint Balz Halter as Member of the Compensation Committee	Against	Yes		
	5.3	Appoint Anja Meyer as Member of the Compensation Committee	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 4 Million	For	No		
	6.3	Approve Remuneration Report	Against	Yes		
	7	Approve Remuneration Policy (Non-Binding)	Against	Yes		
	8	Designate Oscar Battegay as Independent Proxy	For	No		
	9	Ratify Ernst & Young AG as Auditors	Against	Yes		
	10	Transact Other Business (Voting)	Against	Yes		
J.B. Hunt Transport Services, Inc. 27.04.23	1.1	Elect Director Francesca M. Edwardson	For	No	96.42%	3.57%
	1.2	Elect Director Wayne Garrison	For	No	94.05%	5.94%
	1.3	Elect Director Sharilyn S. Gasaway	For	No	95.20%	4.79%
	1.4	Elect Director Thad (John B., III) Hill	For	No	94.43%	5.56%
	1.5	Elect Director Bryan Hunt	For	No	90.47%	9.52%
	1.6	Elect Director Persio Lisboa	For	No	99.03%	0.96%
	1.7	Elect Director John N. Roberts, III	For	No	97.70%	2.29%
	1.8	Elect Director James L. Robo	For	No	88.31%	11.68%
	1.9	Elect Director Kirk Thompson	For	No	93.83%	6.16%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.37%	2.62%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.96%	0.03%
Johnson & Johnson 27.04.23	1a	Elect Director Darius Adamczyk	For	No	99.08%	0.91%
	1b	Elect Director Mary C. Beckerle	For	No	99.23%	0.76%
	1c	Elect Director D. Scott Davis	For	No	97.42%	2.57%
	1d	Elect Director Jennifer A. Doudna	For	No	99.20%	0.79%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1e	Elect Director Joaquin Duato	Against	Yes	93.31%	6.68%
	1f	Elect Director Marillyn A. Hewson	For	No	98.35%	1.64%
	1g	Elect Director Paula A. Johnson	For	No	99.45%	0.54%
	1h	Elect Director Hubert Joly	For	No	98.31%	1.68%
	1i	Elect Director Mark B. McClellan	For	No	99.20%	0.79%
	1j	Elect Director Anne M. Mulcahy	For	No	94.18%	5.81%
	1k	Elect Director Mark A. Weinberger	For	No	99.20%	0.79%
	1l	Elect Director Nadja Y. West	For	No	99.49%	0.50%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.18%	6.81%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.52%	5.47%
	5	Adopt Mandatory Arbitration Bylaw - Withdrawn	Refer	No		
	6	Report on Government Financial Support and Equitable Access to Covid-19 Products	For	Yes	31.75%	68.24%
	7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	For	Yes		
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	14.42%	85.57%
Snap-on Incorporated 27.04.23	1.1	Elect Director David C. Adams	For	No	77.24%	22.75%
	1.2	Elect Director Karen L. Daniel	For	No	92.34%	7.65%
	1.3	Elect Director Ruth Ann M. Gillis	For	No	98.75%	1.24%
	1.4	Elect Director James P. Holden	For	No	89.89%	10.10%
	1.5	Elect Director Nathan J. Jones	For	No	94.37%	5.62%
	1.6	Elect Director Henry W. Kneuppel	For	No	91.75%	8.24%
	1.7	Elect Director W. Dudley Lehman	For	No	92.46%	7.53%
	1.8	Elect Director Nicholas T. Pinchuk	Against	Yes	90.75%	9.24%
	1.9	Elect Director Gregg M. Sherrill	For	No	94.57%	5.42%
	1.10	Elect Director Donald J. Stebbins	For	No	98.76%	1.23%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	91.23%	8.62%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.55%	7.14%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
VICI Properties Inc. 27.04.23	1a	Elect Director James R. Abrahamson	For	No	98.41%	1.58%
	1b	Elect Director Diana F. Cantor	For	No	99.08%	0.91%
	1c	Elect Director Monica H. Douglas	For	No	99.19%	0.80%
	1d	Elect Director Elizabeth I. Holland	For	No	98.89%	1.10%
	1e	Elect Director Craig Macnab	For	No	98.07%	1.92%
	1f	Elect Director Edward B. Pitoniak	For	No	99.77%	0.22%
	1g	Elect Director Michael D. Rumbolz	For	No	98.64%	1.35%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	99.82%	0.17%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.56%	4.43%
London Stock Exchange Group Plc 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3	Approve Remuneration Report	Against	Yes	98.59%	1.40%
	4	Approve Remuneration Policy	For	No	97.48%	2.51%
	5	Re-elect Dominic Blakemore as Director	For	No	98.33%	1.66%
	6	Re-elect Martin Brand as Director	For	No	97.67%	2.32%
	7	Re-elect Kathleen DeRose as Director	For	No	99.13%	0.86%
	8	Re-elect Tsega Gebreyes as Director	For	No	99.33%	0.66%
	9	Re-elect Cressida Hogg as Director	For	No	98.97%	1.02%
	10	Re-elect Anna Manz as Director	For	No	99.48%	0.51%
	11	Re-elect Val Rahmani as Director	For	No	97.18%	2.81%
	12	Re-elect Don Robert as Director	For	No	98.20%	1.79%
	13	Re-elect David Schwimmer as Director	For	No	99.61%	0.38%
	14	Re-elect Douglas Steenland as Director	For	No	97.71%	2.28%
	15	Re-elect Ashok Vaswani as Director	For	No	99.23%	0.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	16	Elect Scott Guthrie as Director	For	No	98.30%	1.69%
	17	Elect William Vereker as Director	For	No	99.97%	0.02%
	18	Reappoint Ernst & Young LLP as Auditors	For	No	99.73%	0.26%
	19	Authorise Board to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	20	Authorise Issue of Equity	For	No	97.39%	2.60%
	21	Authorise UK Political Donations and Expenditure	For	No	99.05%	0.94%
	22	Authorise Issue of Equity without Pre-emptive Rights	For	No	92.40%	7.59%
	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	91.82%	8.17%
	24	Authorise Market Purchase of Ordinary Shares	For	No	99.56%	0.43%
	25	Authorise Off-Market Purchase of Shares from Consortium Shareholders	For	No	99.76%	0.23%
	26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	97.39%	2.60%
CRH Plc 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	98.56%	1.43%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3	Approve Remuneration Report	For	No	89.04%	10.95%
	4a	Re-elect Richie Boucher as Director	For	No	92.25%	7.74%
	4b	Re-elect Caroline Dowling as Director	For	No	97.06%	2.93%
	4c	Re-elect Richard Fearon as Director	For	No	96.52%	3.47%
	4d	Re-elect Johan Karlstrom as Director	For	No	96.77%	3.22%
	4e	Re-elect Shaun Kelly as Director	For	No	96.75%	3.24%
	4f	Elect Badar Khan as Director	For	No	99.65%	0.34%
	4g	Re-elect Lamar McKay as Director	For	No	90.58%	9.41%
	4h	Re-elect Albert Manifold as Director	For	No	99.89%	0.10%
	4i	Re-elect Jim Mintern as Director	For	No	99.22%	0.77%
	4j	Re-elect Gillian Platt as Director	For	No	95.31%	4.68%
	4k	Re-elect Mary Rhinehart as Director	For	No	95.10%	4.89%
	4l	Re-elect Siobhan Talbot as Director	For	No	98.13%	1.86%
	4m	Elect Christina Verchere as Director	For	No	99.94%	0.05%
	5	Authorise Board to Fix Remuneration of Auditors	For	No	99.94%	0.05%
	6	Ratify Deloitte Ireland LLP as Auditors	For	No	99.25%	0.74%
	7	Authorise Issue of Equity	For	No	96.54%	3.45%
	8	Authorise Issue of Equity without Pre-emptive Rights	For	No	97.72%	2.27%
	9	Authorise Market Purchase of Ordinary Shares	For	No	98.82%	1.17%
	10	Authorise Reissuance of Treasury Shares	For	No	99.51%	0.48%
Flutter Entertainment Plc 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	2	Approve Remuneration Report	Against	Yes	95.79%	4.20%
	3	Approve Remuneration Policy	For	No	90.54%	9.45%
	4A	Elect Paul Edgecliffe-Johnson as Director	For	No	99.80%	0.19%
	4B	Elect Carolan Lennon as Director	For	No	99.78%	0.21%
	5A	Re-elect Nancy Cruickshank as Director	For	No	98.39%	1.60%
	5B	Re-elect Nancy Dubuc as Director	For	No	97.55%	2.44%
	5C	Re-elect Richard Flint as Director	For	No	99.74%	0.25%
	5D	Re-elect Alfred Hurley Jr as Director	For	No	95.18%	4.81%
	5E	Re-elect Peter Jackson as Director	For	No	99.82%	0.17%
	5F	Re-elect Holly Koeppl as Director	For	No	96.91%	3.08%
	5G	Re-elect David Lazzarato as Director	For	No	99.39%	0.60%
	5H	Re-elect Gary McGann as Director	For	No	93.36%	6.63%
	5I	Re-elect Atif Rafiq as Director	For	No	99.77%	0.22%
	5J	Re-elect Mary Turner as Director	For	No	98.95%	1.04%
	6	Authorise Board to Fix Remuneration of Auditors	For	No	99.36%	0.63%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.27%	3.72%
	8	Authorise Issue of Equity	For	No	96.91%	3.08%
	9A	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.89%	0.10%
	9B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No	99.53%	0.46%
	10	Authorise Market Purchase of Ordinary Shares	For	No	99.38%	0.61%
	11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	No	99.99%	0.00%
	12	Approve Long Term Incentive Plan	For	No	91.86%	8.13%
	13	Amend Restricted Share Plan	For	No	93.30%	6.69%
	14	Adopt New Articles of Association	For	No	99.99%	0.00%
UCB SA 27.04.23	1	Receive Directors' Reports (Non-Voting)	Refer	No		
	2	Receive Auditors' Reports (Non-Voting)	Refer	No		
	3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	4	Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	For	No	99.81%	0.08%
	5	Approve Remuneration Report	For	No	92.10%	7.80%
	6	Approve Discharge of Directors	For	No	92.69%	6.90%
	7	Approve Discharge of Auditors	For	No	97.52%	2.07%
	8.1.A	Reelect Jan Berger as Director	Against	Yes	97.36%	2.32%
	8.1.B	Indicate Jan Berger as Independent Director	For	No	99.88%	0.08%
	8.2	Reelect Cyril Janssen as Director	Against	Yes	96.64%	3.04%
	8.3.A	Elect Maelys Castella as Director	For	No	99.32%	0.36%
	8.3.B	Indicate Maelys Castella as Independent Director	For	No	99.67%	0.29%
	9	Approve Long-Term Incentive Plans	For	No	95.49%	3.72%
	10.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	For	No	99.77%	0.19%
	10.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	For	No	99.71%	0.25%
	10.3	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	For	No	99.71%	0.25%
BP Plc 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	98.67%	1.32%
	2	Approve Remuneration Report	For	No	81.94%	18.05%
	3	Approve Remuneration Policy	For	No	94.23%	5.76%
	4	Re-elect Helge Lund as Director	For	No	90.42%	9.57%
	5	Re-elect Bernard Looney as Director	For	No	98.72%	1.27%
	6	Re-elect Murray Auchincloss as Director	For	No	99.02%	0.97%
	7	Re-elect Paula Reynolds as Director	For	No	97.55%	2.44%
	8	Re-elect Melody Meyer as Director	For	No	94.57%	5.42%
	9	Re-elect Tushar Morzaria as Director	For	No	98.59%	1.40%
	10	Re-elect Sir John Sawers as Director	For	No	97.69%	2.30%
	11	Re-elect Pamela Daley as Director	For	No	98.59%	1.40%
	12	Re-elect Karen Richardson as Director	For	No	99.03%	0.96%
	13	Re-elect Johannes Teysen as Director	For	No	97.70%	2.29%
	14	Elect Amanda Blanc as Director	For	No	99.37%	0.62%
	15	Elect Satish Pai as Director	For	No	99.05%	0.94%
	16	Elect Hina Nagarajan as Director	For	No	99.35%	0.64%
	17	Reappoint Deloitte LLP as Auditors	For	No	99.80%	0.19%
	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.69%	0.30%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	19	Authorise UK Political Donations and Expenditure	For	No	97.86%	2.13%
	20	Authorise Issue of Equity	For	No	95.89%	4.10%
	21	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.71%	1.28%
	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.75%	2.24%
	23	Authorise Market Purchase of Ordinary Shares	For	No	98.56%	1.43%
	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.54%	6.45%
	25	Approve Shareholder Resolution on Climate Change Targets	For	Yes	16.74%	<b>83.25%</b>
Avery Dennison Corporation 27.04.23	1a	Elect Director Bradley A. Alford	For	No	95.17%	4.82%
	1b	Elect Director Anthony K. Anderson	For	No	97.03%	2.96%
	1c	Elect Director Mitchell R. Butier	Against	Yes	94.02%	5.97%
	1d	Elect Director Ken C. Hicks	For	No	96.46%	3.53%
	1e	Elect Director Andres A. Lopez	For	No	99.29%	0.70%
	1f	Elect Director Francesca Reverberi	For	No	99.77%	0.22%
	1g	Elect Director Patrick T. Siewert	For	No	92.81%	7.18%
	1h	Elect Director Julia A. Stewart	For	No	93.24%	6.75%
	1i	Elect Director Martha N. Sullivan	For	No	98.14%	1.85%
	1j	Elect Director William R. Wagner	For	No	99.78%	0.21%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.34%	7.13%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.76%	4.17%
FMC Corporation 27.04.23	1a	Elect Director Pierre Brondeau	For	No	94.92%	5.07%
	1b	Elect Director Eduardo E. Cordeiro	For	No	94.06%	5.93%
	1c	Elect Director Carol Anthony ("John") Davidson	For	No	99.23%	0.76%
	1d	Elect Director Mark Douglas	For	No	97.89%	2.10%
	1e	Elect Director Kathy L. Fortmann	For	No	97.33%	2.66%
	1f	Elect Director C. Scott Greer	For	No	92.59%	7.40%
	1g	Elect Director K'Lynne Johnson	For	No	97.76%	2.23%
	1h	Elect Director Dirk A. Kempthorne	For	No	94.78%	5.21%
	1i	Elect Director Margareth Ovrum	For	No	96.83%	3.16%
	1j	Elect Director Robert C. Pallash	For	No	94.40%	5.59%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.40%	4.38%
	3	Approve Omnibus Stock Plan	For	No	93.43%	6.48%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.25%	8.52%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
Kerry Group Plc 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.50%	0.49%
	2	Approve Final Dividend	For	No	99.94%	0.05%
	3a	Elect Patrick Rohan as Director	For	No	98.25%	1.74%
	4a	Re-elect Gerry Behan as Director	For	No	97.01%	2.98%
	4b	Re-elect Hugh Brady as Director	For	No	96.09%	3.90%
	4c	Re-elect Fiona Dawson as Director	For	No	99.88%	0.11%
	4d	Re-elect Karin Dorrepaal as Director	For	No	97.10%	2.89%
	4e	Re-elect Emer Gilvary as Director	For	No	97.95%	2.04%
	4f	Re-elect Michael Kerr as Director	For	No	96.37%	3.62%
	4g	Re-elect Marguerite Larkin as Director	For	No	98.08%	1.91%
	4h	Re-elect Tom Moran as Director	For	No	93.26%	6.73%
	4i	Re-elect Christopher Rogers as Director	For	No	92.60%	7.39%
	4j	Re-elect Edmond Scanlon as Director	For	No	98.37%	1.62%
	4k	Re-elect Jinlong Wang as Director	For	No	97.82%	2.17%
	5	Authorise Board to Fix Remuneration of Auditors	For	No	99.95%	0.04%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	87.58%	12.41%
	7	Approve Remuneration Report	Against	Yes	95.30%	4.69%
	8	Authorise Issue of Equity	For	No	95.65%	4.34%
	9	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.43%	0.56%
	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No	99.02%	0.97%
	11	Authorise Market Purchase of Ordinary Shares	For	No	99.74%	0.25%
	12	Approve Employee Share Plan	For	No	99.79%	0.20%
WISeKey International Holding Ltd. 27.04.23	1	Approve Extraordinary Dividends from Capital Contribution Reserves in the Form of Shares in SEALSQ Corp	For	No		
	2	Approve Transfer from Capital Contribution to Free Reserves	For	No		
	3	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes		
	4	Transact Other Business (Voting)	Against	Yes		
AXA SA 27.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.93%	0.06%
	3	Approve Allocation of Income and Dividends of EUR 1.70 per Share	For	No	99.95%	0.04%
	4	Approve Compensation Report of Corporate Officers	For	No	95.18%	4.81%
	5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	For	No	97.88%	2.11%
	6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	For	No	97.95%	2.04%
	7	Approve Compensation of Thomas Buberl, CEO	For	No	87.12%	12.87%
	8	Approve Remuneration Policy of CEO	For	No	92.00%	7.99%
	9	Approve Remuneration Policy of Chairman of the Board	For	No	97.97%	2.02%
	10	Approve Remuneration Policy of Directors	For	No	98.72%	1.27%
	11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%	0.01%
	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.16%	0.83%
	13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	No	99.93%	0.06%
	14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	For	No	96.19%	3.80%
	15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	For	No	96.69%	3.30%
	16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	For	No	94.63%	5.36%
	17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	No	96.17%	3.82%
	18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	For	No	98.14%	1.85%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	97.68%	2.31%
	20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	For	No	96.74%	3.25%
	21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	For	No	96.94%	3.05%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	96.68%	3.31%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	96.65%	3.34%
	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.62%	0.37%
	25	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
AstraZeneca PLC 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.80%	0.19%
	2	Approve Dividends	For	No	98.92%	1.07%
	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.39%	0.60%
	4	Authorise Board to Fix Remuneration of Auditors	For	No	99.97%	0.02%
	5a	Re-elect Michel Demare as Director	For	No	97.88%	2.11%
	5b	Re-elect Pascal Soriot as Director	For	No	99.37%	0.62%
	5c	Re-elect Aradhana Sarin as Director	For	No	99.75%	0.24%
	5d	Re-elect Philip Broadley as Director	For	No	99.28%	0.71%
	5e	Re-elect Euan Ashley as Director	For	No	99.97%	0.02%
	5f	Re-elect Deborah DiSanzo as Director	For	No	99.97%	0.02%
	5g	Re-elect Diana Layfield as Director	For	No	99.97%	0.02%
	5h	Re-elect Sheri McCoy as Director	For	No	97.88%	2.11%
	5i	Re-elect Tony Mok as Director	For	No	99.97%	0.02%
	5j	Re-elect Nazneen Rahman as Director	For	No	99.85%	0.14%
	5k	Re-elect Andreas Rummelt as Director	For	No	99.97%	0.02%
	5l	Re-elect Marcus Wallenberg as Director	For	No	80.92%	19.07%
	6	Approve Remuneration Report	Against	Yes	94.23%	5.76%
	7	Authorise UK Political Donations and Expenditure	For	No	97.75%	2.24%
	8	Authorise Issue of Equity	For	No	91.95%	8.04%
	9	Authorise Issue of Equity without Pre-emptive Rights	For	No	94.15%	5.84%
	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	91.24%	8.75%
	11	Authorise Market Purchase of Ordinary Shares	For	No	98.91%	1.08%
	12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.41%	6.58%
	13	Adopt New Articles of Association	For	No	99.26%	0.73%
AstraZeneca Plc 27.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.80%	0.19%
	2	Approve Dividends	For	No	98.92%	1.07%
	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.39%	0.60%
	4	Authorise Board to Fix Remuneration of Auditors	For	No	99.97%	0.02%
	5a	Re-elect Michel Demare as Director	For	No	97.88%	2.11%
	5b	Re-elect Pascal Soriot as Director	For	No	99.37%	0.62%
	5c	Re-elect Aradhana Sarin as Director	For	No	99.75%	0.24%
	5d	Re-elect Philip Broadley as Director	For	No	99.28%	0.71%
	5e	Re-elect Euan Ashley as Director	For	No	99.97%	0.02%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5f	Re-elect Deborah DiSanzo as Director	For	No	99.97%	0.02%
	5g	Re-elect Diana Layfield as Director	For	No	99.97%	0.02%
	5h	Re-elect Sheri McCoy as Director	For	No	97.88%	2.11%
	5i	Re-elect Tony Mok as Director	For	No	99.97%	0.02%
	5j	Re-elect Nazneen Rahman as Director	For	No	99.85%	0.14%
	5k	Re-elect Andreas Rummelt as Director	For	No	99.97%	0.02%
	5l	Re-elect Marcus Wallenberg as Director	For	No	80.92%	19.07%
	6	Approve Remuneration Report	Against	Yes	94.23%	5.76%
	7	Authorise UK Political Donations and Expenditure	For	No	97.75%	2.24%
	8	Authorise Issue of Equity	For	No	91.95%	8.04%
	9	Authorise Issue of Equity without Pre-emptive Rights	For	No	94.15%	5.84%
	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	91.24%	8.75%
	11	Authorise Market Purchase of Ordinary Shares	For	No	98.91%	1.08%
	12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.41%	6.58%
	13	Adopt New Articles of Association	For	No	99.26%	0.73%
Danone SA 27.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.44%	0.55%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	3	Approve Allocation of Income and Dividends of EUR 2 per Share	For	No	99.15%	0.84%
	4	Reelect Valerie Chapoulaud-Floquet as Director	For	No	98.32%	1.67%
	5	Reelect Gilles Schnepf as Director	For	No	99.13%	0.86%
	6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	For	No	99.43%	0.56%
	7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	For	No	93.91%	6.08%
	8	Approve Compensation Report of Corporate Officers	For	No	96.24%	3.75%
	9	Approve Compensation of Antoine de Saint-Affrique, CEO	For	No	93.34%	6.65%
	10	Approve Compensation of Gilles Schnepf, Chairman of the Board	For	No	99.88%	0.11%
	11	Approve Remuneration Policy of Executive Corporate Officers	For	No	93.80%	6.19%
	12	Approve Remuneration Policy of Chairman of the Board	For	No	99.89%	0.10%
	13	Approve Remuneration Policy of Directors	For	No	99.76%	0.23%
	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.89%	1.10%
	15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	No	94.51%	5.48%
	16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	For	No	96.42%	3.57%
	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	For	No	95.99%	4.00%
	18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	For	No	98.58%	1.41%
	19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	98.38%	1.61%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	For	No	99.30%	0.69%
	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.32%	1.67%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	98.32%	1.67%
	23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	No	97.51%	2.48%
	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.34%	0.65%
	25	Authorize Filing of Required Documents/Other Formalities	For	No	99.92%	0.07%
	26	Elect Sanjiv Mehta as Director	For	No	99.25%	0.74%
Intuitive Surgical, Inc. 27.04.23	1a	Elect Director Craig H. Barratt	For	No	96.55%	3.44%
	1b	Elect Director Joseph C. Beery	For	No	99.18%	0.81%
	1c	Elect Director Gary S. Guthart	For	No	99.44%	0.55%
	1d	Elect Director Amal M. Johnson	For	No	95.70%	4.29%
	1e	Elect Director Don R. Kania	For	No	97.88%	2.11%
	1f	Elect Director Amy L. Ladd	For	No	98.41%	1.58%
	1g	Elect Director Keith R. Leonard, Jr.	For	No	99.18%	0.81%
	1h	Elect Director Alan J. Levy	For	No	93.41%	6.58%
	1i	Elect Director Jami Dover Nachtsheim	For	No	97.10%	2.89%
	1j	Elect Director Monica P. Reed	For	No	98.40%	1.59%
	1k	Elect Director Mark J. Rubash	For	No	94.36%	5.63%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.35%	8.44%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.27%	0.37%	
5	Report on Gender/Racial Pay Gap	For	Yes	34.81%	63.79%	
Kering SA 27.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	3	Approve Allocation of Income and Dividends of EUR 14 per Share	For	No	99.98%	0.01%
	4	Approve Compensation Report of Corporate Officers	For	No	92.76%	7.23%
	5	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Against	Yes	77.43%	22.56%
	6	Approve Compensation of Jean-Francois Palus, Vice-CEO	For	No	90.31%	9.68%
	7	Approve Remuneration Policy of Executive Corporate Officers	For	No	94.27%	5.72%
	8	Approve Remuneration Policy of Directors	For	No	99.38%	0.61%
	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.47%	0.52%
	10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.96%	0.03%
	11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	No	96.50%	3.49%
	12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	No	99.95%	0.04%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	No	98.51%	1.48%
	14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	For	No	94.09%	5.90%
	15	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	For	No	98.61%	1.38%
	16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	For	No	93.22%	6.77%
	17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	99.33%	0.66%
	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.28%	0.71%
	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.41%	0.58%
	20	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Veolia Environnement SA 27.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.56%	0.43%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	3	Approve Non-Deductible Expenses	For	No	99.62%	0.37%
	4	Approve Allocation of Income and Dividends of EUR 1.12 per Share	For	No	97.11%	2.88%
	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	98.78%	1.21%
	6	Reelect Maryse Aulagnon as Director	For	No	93.19%	6.80%
	7	Elect Olivier Andries as Director	For	No	99.05%	0.94%
	8	Elect Veronique Bedague-Hamilius as Director	For	No	97.29%	2.70%
	9	Elect Francisco Reynes as Director	For	No	97.37%	2.62%
	10	Renew Appointment of Ernst & Young et Autres as Auditor	Against	Yes	71.79%	28.20%
	11	Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022	Against	Yes	93.31%	6.68%
	12	Approve Compensation of Antoine Frerot, Chairman of the Board from July 1, 2022 until December 31, 2022	Against	Yes	95.60%	4.39%
	13	Approve Compensation of Estelle Brachlianoff, CEO from July 1, 2022 until December 31, 2022	Against	Yes	92.61%	7.38%
	14	Approve Compensation Report of Corporate Officers	For	No	95.15%	4.84%
	15	Approve Remuneration Policy of Chairman of the Board	For	No	93.02%	6.97%
	16	Approve Remuneration Policy of CEO	For	No	89.40%	10.59%
	17	Approve Remuneration Policy of Directors	For	No	99.41%	0.58%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	96.40%	3.59%
	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.82%	0.17%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.83%	0.16%
	21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	No	95.61%	4.38%
	22	Amend Article 15 of Bylaws Re: Corporate Purpose	Against	Yes		
	23	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Atlas Copco AB 27.04.23	1	Opening of Meeting; Elect Chairman of Meeting	For	No		
	2	Prepare and Approve List of Shareholders	For	No		
	3	Approve Agenda of Meeting	For	No		
	4	Designate Inspector(s) of Minutes of Meeting	For	No		
	5	Acknowledge Proper Convening of Meeting	For	No		
	6	Receive Financial Statements and Statutory Reports	Refer	No		
	7	Receive CEO's Report	Refer	No		
	8.a	Accept Financial Statements and Statutory Reports	For	No		
	8.b1	Approve Discharge of Staffan Bohman	For	No		
	8.b2	Approve Discharge of Johan Forssell	For	No		
	8.b3	Approve Discharge of Helene Mellquist	For	No		
	8.b4	Approve Discharge of Anna Ohlsson-Leijon	For	No		
	8.b5	Approve Discharge of Mats Rahmstrom	For	No		
	8.b6	Approve Discharge of Gordon Riske	For	No		
	8.b7	Approve Discharge of Hans Straberg	For	No		
	8.b8	Approve Discharge of Peter Wallenberg Jr	For	No		
	8.b9	Approve Discharge of Mikael Bergstedt	For	No		
	8.b10	Approve Discharge of Benny Larsson	For	No		
	8.b11	Approve Discharge of CEO Mats Rahmstrom	For	No		
	8.c	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	For	No		
	8.d	Approve Record Date for Dividend Payment	For	No		
	9.a	Determine Number of Members (8) and Deputy Members of Board (0)	For	No		
	9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No		
	10.a1	Reelect Johan Forssell as Director	Against	Yes		
	10.a2	Reelect Helene Mellquist as Director	For	No		
	10.a3	Reelect Anna Ohlsson-Leijon as Director	For	No		
	10.a4	Reelect Mats Rahmstrom as Director	For	No		
	10.a5	Reelect Gordon Riske as Director	For	No		
	10.a6	Reelect Hans Straberg as Director	Against	Yes		
	10.a7	Reelect Peter Wallenberg Jr as Director	Against	Yes		
	10.b	Elect Jumana Al-Sibai as New Director	For	No		
	10.c	Reelect Hans Straberg as Board Chair	Against	Yes		
	10.d	Ratify Ernst & Young as Auditors	For	No		
	11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For	No		
	11.b	Approve Remuneration of Auditors	For	No		
	12.a	Approve Remuneration Report	For	No		
	12.b	Approve Stock Option Plan 2023 for Key Employees	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13.a	Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	For	No		
	13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	No		
	13.c	Transfer Class A Shares Related to Personnel Option Plan for 2023	For	No		
	13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	No		
	13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019 and 2020	For	No		
	14	Amend Articles Re: Attendance at General Meeting	For	No		
	15	Close Meeting	Refer	No		
Sandvik Aktiebolag 27.04.23	1	Open Meeting	Refer	No		
	2	Elect Patrik Marcellus as Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	For	No		
	4	Designate Inspector(s) of Minutes of Meeting	Refer	No		
	5	Approve Agenda of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive Financial Statements and Statutory Reports	Refer	No		
	8	Receive President's Report	Refer	No		
	9	Accept Financial Statements and Statutory Reports	For	No		
	10.1	Approve Discharge of Johan Molin	For	No		
	10.2	Approve Discharge of Jennifer Allerton	For	No		
	10.3	Approve Discharge of Claes Boustedt	For	No		
	10.4	Approve Discharge of Marika Fredriksson	For	No		
	10.5	Approve Discharge of Andreas Nordbrandt	For	No		
	10.6	Approve Discharge of Helena Stjernholm	For	No		
	10.7	Approve Discharge of Stefan Widing	For	No		
	10.8	Approve Discharge of Kai Warn	For	No		
	10.9	Approve Discharge of Thomas Andersson	For	No		
	10.10	Approve Discharge of Thomas Lilja	For	No		
	10.11	Approve Discharge of Fredrik Haf	For	No		
	10.12	Approve Discharge of Erik Knebel	For	No		
	10.13	Approve Discharge of Tomas Karnstrom	For	No		
	11	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	For	No		
	12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	For	No		
	13	Approve Remuneration of Directors in the Amount of SEK 2.88 Million for Chairman and SEK 770,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	For	No		
	14.1	Reelect Jennifer Allerton as Director	For	No		
	14.2	Reelect Claes Boustedt as Director	For	No		
	14.3	Reelect Marika Fredriksson as Director	For	No		
	14.4	Reelect Johan Molin as Director	Against	Yes		
	14.5	Reelect Andreas Nordbrandt as Director	For	No		
	14.6	Reelect Helena Stjernholm as Director	For	No		
	14.7	Reelect Stefan Widing as Director	For	No		
	14.8	Reelect Kai Warn as Director	For	No		
	15	Reelect Johan Molin as Chair of the Board	Against	Yes		
	16	Ratify PricewaterhouseCoopers as Auditors	For	No		
	17	Approve Remuneration Report	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	18	Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Against	Yes		
	19	Authorize Share Repurchase Program	For	No		
	20	Close Meeting	Refer	No		
APG SGA SA 27.04.23	1	Receive Auditor's Report	Refer	No		
	2.1	Accept Annual Report	For	No		
	2.2	Accept Consolidated Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Reelect Daniel Hofer as Director	Against	Yes		
	5.2	Reelect Xavier Le Clef as Director	For	No		
	5.3	Elect David Bourg as Director	For	No		
	5.4	Reelect Maya Bundt as Director	For	No		
	5.5	Reelect Jolanda Grob as Director	For	No		
	5.6	Reelect Markus Scheidegger as Director	Against	Yes		
	6	Reelect Daniel Hofer as Board Chair	Against	Yes		
	7.1	Reappoint Jolanda Grob as Member of the Compensation Committee	Against	Yes		
	7.2	Reappoint Markus Scheidegger as Member of the Compensation Committee	Against	Yes		
	8	Approve Remuneration of Directors in the Amount of CHF 850,000	For	No		
	9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	No		
	10	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against	Yes		
	11	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	12	Designate Costin van Berchem as Independent Proxy	For	No		
	13	Transact Other Business (Voting)	Against	Yes		
Abbott Laboratories 28.04.23	1.1	Elect Director Robert J. Alpern	For	No	96.75%	3.05%
	1.2	Elect Director Claire Babineaux-Fontenot	For	No	99.13%	0.68%
	1.3	Elect Director Sally E. Blount	For	No	97.75%	2.05%
	1.4	Elect Director Robert B. Ford	Against	Yes	92.12%	7.31%
	1.5	Elect Director Paola Gonzalez	For	No	98.82%	0.98%
	1.6	Elect Director Michelle A. Kumbier	For	No	98.04%	1.76%
	1.7	Elect Director Darren W. McDew	For	No	98.60%	1.20%
	1.8	Elect Director Nancy McKinstry	For	No	75.30%	24.50%
	1.9	Elect Director Michael G. O'Grady	For	No	99.28%	0.52%
	1.10	Elect Director Michael F. Roman	For	No	83.75%	16.07%
	1.11	Elect Director Daniel J. Starks	For	No	96.83%	2.97%
	1.12	Elect Director John G. Stratton	For	No	71.99%	27.80%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.82%	0.90%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.00%	9.44%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	No	4.26%	94.04%
	6	Require Independent Board Chair	For	Yes	30.45%	69.18%
	7	Report on Lobbying Payments and Policy	For	Yes	22.97%	76.01%
	8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against	No	14.44%	85.05%
ASMALLWORLD AG 28.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.76%	0.19%
	2	Approve Discharge of Board and Senior Management	For	No	99.59%	0.36%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Allocation of Income and Omission of Dividends	For	No	99.67%	0.30%
	4.1	Reelect Michael Manz as Director and Board Chair	For	No	98.80%	1.10%
	4.2.1	Reelect Jan Luescher as Director	Against	Yes	97.83%	2.07%
	4.2.2	Reelect Alexander Koenig as Director	For	No	98.84%	1.09%
	4.2.3	Reelect Christopher Hartley as Director	For	No	98.80%	1.10%
	5.1	Reappoint Michael Manz as Member of the Compensation Committee	Against	Yes	97.87%	2.03%
	5.2	Reappoint Alexander Koenig as Member of the Compensation Committee	Against	Yes	97.71%	2.22%
	6	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.77%	0.18%
	7	Designate bellpark legal ag as Independent Proxy	For	No	99.83%	0.16%
	8.1	Approve Remuneration of Directors in the Amount of CHF 50,000	Against	Yes	97.39%	2.23%
	8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1 Million	For	No	99.22%	0.39%
	8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million for Fiscal Year 2023	Against	Yes	97.23%	2.37%
	8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 233,104 for Fiscal Year 2022	Against	Yes	97.33%	2.28%
	9.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	97.83%	2.10%
	9.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.49%	0.40%
	9.3	Approve Creation of Capital Band within the Upper Limit of CHF 15 Million and the Lower Limit of CHF 9 Million with or without Exclusion of Preemptive Rights	Against	Yes	97.25%	2.33%
	10	Transact Other Business (Voting)	Against	Yes		
Geely Automobile Holdings Limited 28.04.23	1	Adopt 2023 Share Option Scheme and Related Transactions	Against	Yes	84.03%	15.96%
	2	Approve Amended Share Award Scheme and Related Transactions	Against	Yes	87.18%	12.81%
	3	Approve Service Provider Sub-limit and Related Transactions	Against	Yes	79.52%	20.47%
Pearson Plc 28.04.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Final Dividend	For	No	98.59%	1.40%
	3	Re-elect Andy Bird as Director	For	No	99.98%	0.01%
	4	Re-elect Sherry Coutu as Director	For	No	93.20%	6.79%
	5	Re-elect Sally Johnson as Director	For	No	99.81%	0.18%
	6	Re-elect Omid Kordestani as Director	For	No	99.95%	0.04%
	7	Re-elect Esther Lee as Director	For	No	99.82%	0.17%
	8	Re-elect Graeme Pitkethly as Director	For	No	99.91%	0.08%
	9	Re-elect Tim Score as Director	For	No	97.67%	2.32%
	10	Re-elect Annette Thomas as Director	For	No	99.46%	0.53%
	11	Re-elect Lincoln Wallen as Director	For	No	99.98%	0.01%
	12	Approve Remuneration Policy	Against	Yes	53.63%	46.36%
	13	Approve Remuneration Report	Against	Yes	86.84%	13.15%
	14	Reappoint Ernst & Young LLP as Auditors	For	No	99.40%	0.59%
	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.99%	0.00%
	16	Authorise Issue of Equity	For	No	93.96%	6.03%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	17	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.02%	1.97%
	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.36%	2.63%
	19	Authorise Market Purchase of Ordinary Shares	For	No	99.33%	0.66%
	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	95.94%	4.05%
Bayer AG 28.04.23	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.40 per Share for Fiscal Year 2022	For	No	99.72%	0.27%
	2	Approve Discharge of Management Board for Fiscal Year 2022	For	No	95.72%	4.27%
	3	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	94.18%	5.81%
	4.1	Elect Norbert Winkeljohann to the Supervisory Board	Against	Yes	79.55%	20.44%
	4.2	Elect Kimberly Mathisen to the Supervisory Board	For	No	95.07%	4.92%
	5	Approve Remuneration Report	Against	Yes		
	6	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	78.98%	21.01%
	7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	93.36%	6.63%
	8	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	For	No	99.66%	0.33%
	9	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against	No		
Geely Automobile Holdings Limited 28.04.23	1	Approve Acquisition Agreement, Supplemental Agreement and Related Transactions	For	No	85.18%	14.81%
	2	Approve CKDs and Automobile Components Sales Agreement, Annual Caps and Related Transactions	For	No	84.19%	15.80%
Helvetia Holding AG 28.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	1.2	Approve Remuneration Report	For	No	90.90%	9.09%
	2	Approve Discharge of Board and Senior Management	For	No	99.60%	0.39%
	3	Approve Allocation of Income and Dividends of CHF 5.90 per Share	For	No	99.77%	0.22%
	4.1	Reelect Thomas Schmuckli as Director and Board Chair	For	No	98.91%	1.08%
	4.2.1	Reelect Hans Kuenzle as Director	For	No	97.24%	2.75%
	4.2.2	Elect Rene Cotting as Director	For	No	98.52%	1.47%
	4.2.3	Reelect Beat Fellmann as Director	For	No	99.27%	0.72%
	4.2.4	Reelect Ivo Furrer as Director	For	No	99.12%	0.87%
	4.2.5	Reelect Luigi Lubelli as Director	For	No	99.48%	0.51%
	4.2.6	Reelect Gabriela Payer as Director	For	No	97.41%	2.58%
	4.2.7	Reelect Andreas von Planta as Director	For	No	96.80%	3.19%
	4.2.8	Reelect Regula Wallimann as Director	For	No	97.48%	2.51%
	4.2.9	Elect Yvonne Macus as Director	For	No	99.55%	0.44%
	4.3.1	Appoint Hans Kuenzle as Member of the Nomination and Compensation Committee	For	No	96.86%	3.13%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	For	No	96.85%	3.14%
	4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	For	No	96.24%	3.75%
	4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	For	No	97.22%	2.77%
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	For	No	98.15%	1.84%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For	No	95.69%	4.30%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	For	No	94.27%	5.72%
	6.1	Amend Articles Re: Shares and Share Register	For	No	99.76%	0.23%
	6.2	Amend Articles Re: General Meetings	For	No	99.71%	0.28%
	6.3	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	90.98%	9.01%
	6.4	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	98.78%	1.21%
	7	Designate Advokatur & Notariat Bachmann as Independent Proxy	For	No	98.67%	1.32%
	8	Ratify KPMG AG as Auditors	For	No	98.66%	1.33%
	9	Transact Other Business (Voting)	Against	Yes		
Intesa Sanpaolo SpA 28.04.23	1a	Accept Financial Statements and Statutory Reports	For	No	99.69%	0.10%
	1b	Approve Allocation of Income	For	No	99.58%	0.27%
	2a	Approve Remuneration Policy	For	No	88.06%	9.51%
	2b	Approve Second Section of the Remuneration Report	For	No	93.84%	5.05%
	2c	Approve Annual Incentive Plan	For	No	97.69%	2.16%
	3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	No	98.48%	1.37%
	3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.48%	0.38%
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
Merck KGaA 28.04.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	For	No	99.91%	0.08%
	3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	No	99.87%	0.12%
	4	Approve Discharge of Management Board for Fiscal Year 2022	For	No	98.97%	1.02%
	5	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	78.70%	21.29%
	6	Approve Remuneration Report	For	No	84.63%	15.36%
	7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	For	No	88.07%	11.92%
	8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	79.28%	20.71%
	8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	91.54%	8.45%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
RELIEF THERAPEUTICS Holding AG 28.04.23	1.1	Amend Articles Re: Board Quorum Requirement for Public Deeds	For	No	95.80%	3.43%
	1.2	Approve 400:1 Reverse Stock Split	For	No	95.86%	3.33%
	1.3	Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights	For	No	90.25%	8.96%
	1.4	Approve Creation of CHF 16.7 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Against	Yes	90.67%	8.44%
	2	Transact Other Business (Voting)	Against	Yes		
Schweizerische Nationalbank 28.04.23	1	Open Meeting and Speech of Chairman (Non-Voting)	Refer	No		
	2	Speech of Thomas Jordan (Non-Voting)	Refer	No		
	3	Receive Auditor's Report (Non-Voting)	Refer	No		
	4	Accept Financial Statements and Statutory Reports	For	No		
	5	Approve Discharge of Board of the Bank	For	No		
	6	Elect Angelo Ranaldo as Director	For	No		
	7	Ratify KPMG AG as Auditors	For	No		
	8	Allow Questions (Non-Voting)	Refer	No		
	9	Close Meeting (Non-Voting)	Refer	No		
	10	Transact Other Business (Voting)	Against	Yes		
Woodside Energy Group Ltd. 28.04.23	2a	Elect Ian Macfarlane as Director	Against	Yes	65.18%	34.81%
	2b	Elect Larry Archibald as Director	Against	Yes	86.56%	13.43%
	2c	Elect Swee Chen Goh as Director	Against	Yes	89.99%	10.00%
	2d	Elect Arnaud Breuillac as Director	For	No	97.35%	2.64%
	2e	Elect Angela Minas as Director	For	No	96.70%	3.29%
	3	Approve Remuneration Report	For	No	79.02%	20.97%
	4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	For	No	96.80%	3.19%
	5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	No	97.75%	2.24%
	6a	Approve the Amendments to the Company's Constitution	Against	No	6.65%	93.34%
6b	Approve Contingent Resolution - Capital Protection	For	Yes			
medmix AG 28.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.49%	0.27%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	87.44%	12.27%
	2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	For	No	96.67%	3.22%
	3	Approve Discharge of Board and Senior Management	For	No	98.94%	0.55%
	4.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.5 Million	For	No	97.20%	2.54%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	No	95.44%	4.28%
	5.1	Elect Robert ten Hoedt as Director and Board Chair	Against	Yes	80.66%	19.15%
	5.2.1	Reelect Marco Musetti as Director	For	No	89.33%	10.48%
	5.2.2	Reelect Gregoire Poux-Guillaume as Director	For	No	94.95%	4.87%
	5.2.3	Reelect Barbara Angehrn as Director	For	No	99.43%	0.39%
	5.2.4	Reelect Rene Willi as Director	For	No	99.59%	0.22%
	5.2.5	Reelect Daniel Flammer as Director	Against	Yes	85.79%	14.01%
	5.2.6	Reelect David Metzger as Director	Against	Yes	91.43%	8.36%
6.1.1	Reappoint Barbara Angehrn as Member of the Nomination and Compensation Committee	For	No	99.08%	0.73%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1.2	Reappoint Rob ten Hoedt as Member of the Nomination and Compensation Committee	Against	Yes	75.69%	24.12%
	6.2	Appoint David Metzger as Member of the Nomination and Compensation Committee	Against	Yes	85.87%	13.89%
	7	Ratify KPMG AG as Auditors	For	No	99.51%	0.31%
	8	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.77%	0.05%
	9.1	Amend Corporate Purpose	For	No	99.62%	0.19%
	9.2	Amend Articles Re: Shares and Share Register	For	No	99.49%	0.27%
	9.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	91.61%	8.19%
	9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.50%	0.25%
	10	Transact Other Business (Voting)	Against	Yes		
Baloise Holding AG 28.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.86%	0.13%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	85.51%	14.48%
	2	Approve Discharge of Board and Senior Management	For	No	99.71%	0.28%
	3	Approve Allocation of Income and Dividends of CHF 7.40 per Share	For	No	99.89%	0.10%
	4.1	Change Company Name to Baloise Holding AG	For	No	99.80%	
	4.2	Approve Creation of Capital Band within the Upper Limit of CHF 5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights	For	No	84.40%	
	4.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No	96.10%	
	4.4	Amend Articles Re: Board Meetings and Resolutions; Electronic Communication	For	No	99.70%	
	4.5	Amend Articles Re: Compensation of Board and Senior Management	For	No	98.60%	
	5.1.a	Reelect Thomas von Planta as Director and Board Chair	For	No	91.02%	8.97%
	5.1.b	Reelect Christoph Maeder as Director	For	No	95.22%	4.77%
	5.1.c	Reelect Maya Bundt as Director	For	No	99.50%	0.49%
	5.1.d	Reelect Claudia Dill as Director	For	No	99.58%	0.41%
	5.1.e	Reelect Christoph Gloor as Director	For	No	94.83%	5.16%
	5.1.f	Reelect Hugo Lasat as Director	For	No	99.33%	0.66%
	5.1.g	Reelect Karin Diedenhofen as Director	For	No	99.43%	0.56%
	5.1.h	Reelect Markus Neuhaus as Director	For	No	98.89%	1.10%
	5.1.i	Reelect Hans-Joerg Schmidt-Trenz as Director	For	No	99.11%	0.88%
	5.1.j	Reelect Marie-Noealle Venturi-Zen-Ruffinen as Director	For	No	95.63%	4.36%
	5.2.1	Reappoint Christoph Gloor as Member of the Compensation Committee	For	No	94.22%	5.77%
	5.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	For	No	98.89%	1.10%
	5.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	For	No	92.47%	7.52%
	5.2.4	Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	For	No	98.56%	1.43%
	5.3	Designate Christophe Sarasin as Independent Proxy	For	No	99.88%	0.11%
	5.4	Ratify Ernst & Young AG as Auditors	For	No	98.09%	1.90%
	6.1	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	No	97.45%	2.54%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	No	97.86%	2.13%
	6.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	For	No	96.88%	3.11%
	7.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
	7.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
Geely Automobile Holdings Limited 28.04.23	1	Approve Proton Agreement and Related Transactions	For	No	98.80%	1.19%
	2	Approve DHG Agreement and Related Transactions	For	No	98.79%	1.20%
Agnico Eagle Mines Limited 28.04.23	1.1	Elect Director Leona Aglukkaq	For	No	96.11%	3.88%
	1.2	Elect Director Ammar Al-Joundi	For	No	98.35%	1.64%
	1.3	Elect Director Sean Boyd	For	No	93.60%	6.39%
	1.4	Elect Director Martine A. Celej	For	No	80.09%	19.90%
	1.5	Elect Director Robert J. Gemmell	Withhold	Yes		
	1.6	Elect Director Jonathan Gill	For	No	96.87%	3.12%
	1.7	Elect Director Peter Grosskopf	For	No	87.41%	12.58%
	1.8	Elect Director Elizabeth Lewis-Gray	For	No	96.99%	3.00%
	1.9	Elect Director Deborah McCombe	For	No	96.91%	3.08%
	1.10	Elect Director Jeffrey Parr	For	No	94.12%	5.87%
	1.11	Elect Director J. Merfyn Roberts	For	No	93.52%	6.47%
	1.12	Elect Director Jamie C. Sokalsky	For	No	94.10%	5.89%
	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	80.43%	19.56%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	25.15%	74.84%
Iberdrola SA 28.04.23	1	Approve Consolidated and Standalone Financial Statements	For	No	99.12%	0.08%
	2	Approve Consolidated and Standalone Management Reports	For	No	99.13%	0.06%
	3	Approve Non-Financial Information Statement	For	No	98.95%	0.22%
	4	Approve Discharge of Board	For	No	97.96%	0.52%
	5	Amend Preamble and Heading of the Preliminary Title of the Bylaws	For	No	99.25%	0.07%
	6	Amend Articles Re: Corporate Structure of the Iberdrola Group	For	No	99.25%	0.07%
	7	Amend Article 8 Re: Internal Regulations and Compliance System	For	No	99.23%	0.07%
	8	Approve Engagement Dividend	For	No	99.25%	0.16%
	9	Approve Allocation of Income and Dividends	For	No	99.21%	0.18%
	10	Approve Scrip Dividends	For	No	99.11%	0.25%
	11	Approve Scrip Dividends	For	No	99.11%	0.25%
	12	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	98.64%	0.70%
	13	Advisory Vote on Remuneration Report	For	No	87.69%	11.32%
	14	Approve Restricted Stock Plan	For	No	90.56%	7.92%
	15	Reelect Maria Helena Antolin Raybaud as Director	For	No	94.94%	4.11%
	16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	For	No	98.56%	0.54%
	17	Reelect Manuel Moreu Munaiz as Director	For	No	95.98%	3.27%
	18	Reelect Sara de la Rica Goiricelaya as Director	For	No	98.29%	0.81%
	19	Reelect Xabier Sagredo Ormaza as Director	For	No	97.92%	1.15%
	20	Reelect Jose Ignacio Sanchez Galan as Director	For	No	94.30%	4.05%
	21	Fix Number of Directors at 14	For	No	99.11%	0.20%
	22	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.31%	0.07%
Walliser Kantonalbank	1	Open Meeting (Non-Voting)	Refer	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
28.04.23	2	Receive President's Speech (Non-Voting)	Refer	No		
	3	Elect Vote Counter (Non-Voting)	Refer	No		
	4	Receive Report of the Group Management and Auditor's Report (Non-Voting)	Refer	No		
	5	Accept Financial Statements and Statutory Reports	For	No	99.08%	0.02%
	6	Approve Allocation of Income and Dividends of CHF 3.55 per Share	For	No	99.03%	0.04%
	7	Approve Discharge of Board of Directors	For	No	98.64%	0.06%
	8	Ratify Deloitte AG as Auditors	For	No	98.29%	0.14%
	9	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	94.16%	4.03%
	10	Designate ECSA Fiduciaire SA as Independent Proxy	For	No	98.69%	0.10%
	11	Transact Other Business (Voting)	Against	Yes		
	Graco Inc. 28.04.23	1a	Elect Director Lee R. Mitau	For	No	82.32%
1b		Elect Director Martha A. Morfitt	For	No	91.85%	8.14%
1c		Elect Director Mark W. Sheahan	For	No	98.09%	1.90%
1d		Elect Director Kevin J. Wheeler	For	No	95.63%	4.36%
2		Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.90%	4.04%
Kellogg Company 28.04.23	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.81%	10.18%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	1a	Elect Director Stephanie A. Burns	For	No	94.62%	5.37%
	1b	Elect Director Steve Cahillane	Against	Yes	94.65%	5.34%
	1c	Elect Director La June Montgomery Tabron	For	No	99.10%	0.89%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.77%	3.78%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
Swiss Life Holding AG 28.04.23	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.56%	5.09%
	5	Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	Against	No	2.01%	96.94%
	6	Report on Median Gender/Racial Pay Gap	For	Yes	23.82%	75.59%
	1.1	Accept Financial Statements and Statutory Reports	For	No	99.53%	0.21%
	1.2	Approve Remuneration Report	For	No	93.39%	5.70%
	2	Approve Allocation of Income and Dividends of CHF 30.00 per Share	For	No	99.68%	0.09%
Swiss Life Holding AG 28.04.23	3	Approve Discharge of Board of Directors	For	No	98.96%	0.51%
	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.9 Million	For	No	93.11%	6.88%
	4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	For	No	96.62%	3.37%
	4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For	No	96.57%	3.42%
	5.1	Reelect Rolf Doerig as Director and Board Chair	For	No	95.19%	4.51%
	5.2	Reelect Thomas Buess as Director	For	No	98.68%	0.98%
	5.3	Reelect Monika Buetler as Director	For	No	97.39%	2.29%
	5.4	Reelect Adrienne Fumagalli as Director	For	No	99.16%	0.50%
	5.5	Reelect Ueli Dietiker as Director	For	No	98.82%	0.82%
	5.6	Reelect Damir Filipovic as Director	For	No	94.58%	5.03%
	5.7	Reelect Stefan Loacker as Director	For	No	98.62%	1.00%
	5.8	Reelect Henry Peter as Director	For	No	81.39%	18.21%
5.9	Reelect Martin Schmid as Director	For	No	97.46%	2.08%	
5.10	Reelect Franziska Sauber as Director	For	No	87.02%	12.60%	
5.11	Reelect Klaus Tschuetscher as Director	For	No	94.37%	5.22%	
5.12	Elect Philomena Colatrella as Director	For	No	98.65%	0.83%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.13	Elect Severin Moser as Director	For	No	98.98%	0.50%
	5.14	Reappoint Martin Schmid as Member of the Compensation Committee	For	No	94.89%	4.53%
	5.15	Reappoint Franziska Sauber as Member of the Compensation Committee	For	No	82.96%	16.44%
	5.16	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	No	91.28%	8.16%
	6	Designate Andreas Zuercher as Independent Proxy	For	No	99.63%	0.09%
	7	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	78.21%	21.40%
	8	Approve CHF 130,800 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.15%	0.27%
	9	Transact Other Business (Voting)	Against	Yes		
Metall Zug AG 28.04.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.00%
	1.2	Approve Remuneration Report	Against	Yes	97.54%	2.23%
	2	Approve Allocation of Income and Dividends of CHF 3.00 per Registered Share Series A and CHF 30.00 per Registered Share Series B	For	No	99.99%	0.00%
	3	Approve CHF 675,000 Investment in the CO2-Funds as Part of the CO2-Compensating Measures	For	No	96.15%	0.28%
	4	Approve Discharge of Board and Senior Management	For	No	99.96%	0.02%
	5.1.a	Reelect Martin Wipfli as Director	For	No	98.50%	1.49%
	5.1.b	Reelect Dominik Berchtold as Director	For	No	99.68%	0.31%
	5.1.c	Reelect Claudia Pletscher as Director	For	No	99.87%	0.12%
	5.1.d	Elect Claudia Pletscher as Shareholder Representative of Series B Shares	For	No		
	5.1.e	Reelect Bernhard Eschermann as Director	For	No	99.97%	0.02%
	5.2	Elect David Dean as Director	For	No	99.97%	0.02%
	5.3	Reelect Martin Wipfli as Board Chair	For	No	98.49%	1.50%
	5.4.1	Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Against	Yes	98.86%	0.91%
	5.4.2	Reappoint Bernhard Eschermann as Member of the Personnel and Compensation Committee	Against	Yes	99.63%	0.35%
	5.5	Designate Blum & Partner AG as Independent Proxy	For	No	99.97%	0.02%
	5.6	Ratify Ernst & Young AG as Auditors	For	No	99.88%	0.11%
	6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 900,000	For	No	99.90%	0.04%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 800,000	For	No	99.91%	0.03%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	For	No	99.78%	0.16%
	7.1	Amend Corporate Purpose	For	No	96.46%	0.00%
	7.2	Amend Articles Re: Shares and Share Register	For	No	96.45%	0.00%
	7.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	96.30%	0.16%
	7.4	Amend Articles Re: Duties and Powers of the Board of Directors	For	No	96.45%	0.00%
	7.5	Amend Articles Re: Duties and Powers of the Auditors	For	No	96.46%	0.00%
	7.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee; Compensation	For	No	96.45%	0.00%
	8	Transact Other Business (Voting)	Against	Yes		
Glarner Kantonalbank AG 28.04.23	1	Accept Financial Statements and Statutory Reports	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Remuneration of Directors in the Amount of CHF 435,391	For	No		
	3	Approve Allocation of Income and Dividends of CHF 1.10 per Share	For	No		
	4	Approve Discharge of Board of Directors, Senior Management and Statutory Auditor	For	No		
	5.1	Approve Creation of Capital Band within the Upper Limit of CHF 141.8 Million and the Lower Limit of CHF 135 Million with or without Exclusion of Preemptive Rights	For	No		
	5.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No		
	5.3	Amend Articles Re: Independent Proxy	For	No		
	5.4	Amend Articles of Association	For	No		
	6.1	Reelect Martin Leutenegger as Director and Board Chair	For	No		
	6.2	Reelect Benjamin Muehleemann as Director and Representative of the Governing Council	For	No		
	6.3	Reelect Urs Gnos as Director	For	No		
	6.4	Reelect Rudolf Staeger as Director	For	No		
	6.5	Reelect Sonja Stirnimann as Director	For	No		
	6.6	Reelect Dominic Rau as Director	For	No		
	6.7	Reelect Konrad Marti as Director	For	No		
	7	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	8	Designate Giuseppe Mongiovi as Independent Proxy	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Eli Lilly and Company 01.05.23	1a	Elect Director William G. Kaelin, Jr.	For	No	98.15%	1.84%
	1b	Elect Director David A. Ricks	Against	Yes	95.94%	4.05%
	1c	Elect Director Marschall S. Runge	For	No	99.61%	0.38%
	1d	Elect Director Karen Walker	For	No	97.26%	2.73%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.81%	4.18%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.17%	3.82%
	5	Declassify the Board of Directors	For	No	70.16%	11.44%
	6	Eliminate Supermajority Vote Requirement	For	No	69.71%	11.89%
	7	Report on Lobbying Payments and Policy	For	Yes	31.39%	68.60%
	8	Adopt Simple Majority Vote	For	Yes	40.68%	59.31%
	9	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	10.37%	89.62%
	10	Report on Risks of Supporting Abortion	Against	No	1.90%	98.09%
	11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	Yes	22.48%	77.51%
	12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	Yes	27.12%	72.87%
	13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	No	4.11%	95.88%
Aflac Incorporated 01.05.23	1a	Elect Director Daniel P. Amos	Against	Yes	98.26%	1.73%
	1b	Elect Director W. Paul Bowers	For	No	99.25%	0.74%
	1c	Elect Director Arthur R. Collins	For	No	99.54%	0.45%
	1d	Elect Director Miwako Hosoda	For	No	99.64%	0.35%
	1e	Elect Director Thomas J. Kenny	For	No	99.65%	0.34%
	1f	Elect Director Georgette D. Kiser	For	No	99.11%	0.88%
	1g	Elect Director Karole F. Lloyd	For	No	99.35%	0.64%
	1h	Elect Director Nobuchika Mori	For	No	99.59%	0.40%
	1i	Elect Director Joseph L. Moskowitz	For	No	98.83%	1.16%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director Barbara K. Rimer	For	No	98.26%	1.73%
	1k	Elect Director Katherine T. Rohrer	For	No	98.68%	1.31%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.33%	2.66%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	97.43%	2.56%
Genuine Parts Company 01.05.23	1.1	Elect Director Elizabeth W. Camp	For	No	99.35%	0.64%
	1.2	Elect Director Richard Cox, Jr.	For	No	99.37%	0.62%
	1.3	Elect Director Paul D. Donahue	Withhold	Yes	93.53%	6.46%
	1.4	Elect Director Gary P. Fayard	For	No	99.37%	0.62%
	1.5	Elect Director P. Russell Hardin	For	No	95.17%	4.82%
	1.6	Elect Director John R. Holder	For	No	97.39%	2.60%
	1.7	Elect Director Donna W. Hyland	For	No	92.87%	7.12%
	1.8	Elect Director John D. Johns	For	No	95.62%	4.37%
	1.9	Elect Director Jean-Jacques Lafont	For	No	98.48%	1.51%
	1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	For	No	96.87%	3.12%
	1.11	Elect Director Wendy B. Needham	For	No	94.34%	5.65%
	1.12	Elect Director Juliette W. Pryor	For	No	98.46%	1.53%
	1.13	Elect Director E. Jenner Wood, III	For	No	98.78%	1.21%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.06%	7.69%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.18%	4.71%
Albemarle Corporation 02.05.23	1a	Elect Director M. Lauren Brilas	For	No	95.95%	4.04%
	1b	Elect Director Ralf H. Cramer	For	No	98.84%	1.15%
	1c	Elect Director J. Kent Masters, Jr.	Against	Yes	95.60%	4.39%
	1d	Elect Director Glenda J. Minor	For	No	98.30%	1.69%
	1e	Elect Director James J. O'Brien	For	No	95.76%	4.23%
	1f	Elect Director Diarmuid B. O'Connell	For	No	97.60%	2.39%
	1g	Elect Director Dean L. Seavers	For	No	97.27%	2.72%
	1h	Elect Director Gerald A. Steiner	For	No	98.15%	1.84%
	1i	Elect Director Holly A. Van Deursen	For	No	98.50%	1.49%
	1j	Elect Director Alejandro D. Wolff	For	No	95.57%	4.42%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.00%	5.99%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.13%	5.86%
	5	Approve Non-Employee Director Restricted Stock Plan	For	No	98.16%	1.83%
Expeditors International of Washington, Inc. 02.05.23	1.1	Elect Director Glenn M. Alger	For	No	98.20%	1.79%
	1.2	Elect Director Robert P. Carlile	For	No	96.30%	3.69%
	1.3	Elect Director James M. DuBois	For	No	98.49%	1.50%
	1.4	Elect Director Mark A. Emmert	For	No	85.50%	14.49%
	1.5	Elect Director Diane H. Gulyas	For	No	96.85%	3.14%
	1.6	Elect Director Jeffrey S. Musser	For	No	98.40%	1.59%
	1.7	Elect Director Brandon S. Pedersen	For	No	97.11%	2.88%
	1.8	Elect Director Liane J. Pelletier	For	No	93.48%	6.51%
	1.9	Elect Director Olivia D. Polius	For	No	99.00%	0.99%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.64%	11.35%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	92.65%	7.10%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	67.25%	32.74%
	6	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	Yes	57.28%	42.71%
Public Storage 02.05.23	1a	Elect Director Ronald L. Havner, Jr.	For	No	96.40%	3.59%
	1b	Elect Director Tamara Hughes Gustavson	For	No	98.77%	1.22%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1c	Elect Director Leslie S. Heisz	For	No	93.38%	6.61%
	1d	Elect Director Shankh S. Mitra	For	No	99.24%	0.75%
	1e	Elect Director David J. Neithercut	For	No	99.09%	0.90%
	1f	Elect Director Rebecca Owen	For	No	99.45%	0.54%
	1g	Elect Director Kristy M. Pipes	For	No	96.92%	3.07%
	1h	Elect Director Avedick B. Poladian	For	No	96.86%	3.13%
	1i	Elect Director John Reyes	For	No	98.98%	1.01%
	1j	Elect Director Joseph D. Russell, Jr.	For	No	99.25%	0.74%
	1k	Elect Director Tariq M. Shaukat	For	No	99.08%	0.91%
	1l	Elect Director Ronald P. Spogli	For	No	96.50%	3.49%
	1m	Elect Director Paul S. Williams	For	No	95.15%	4.84%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.36%	1.63%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.60%	5.39%
	5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes	34.70%	<b>65.29%</b>
Raytheon Technologies Corporation 02.05.23	1a	Elect Director Tracy A. Atkinson	For	No	98.80%	1.19%
	1b	Elect Director Leanne G. Caret	For	No	99.67%	0.32%
	1c	Elect Director Bernard A. Harris, Jr.	For	No	98.85%	1.14%
	1d	Elect Director Gregory J. Hayes	Against	Yes	95.44%	4.55%
	1e	Elect Director George R. Oliver	For	No	99.55%	0.44%
	1f	Elect Director Robert K. (Kelly) Ortberg	For	No	99.63%	0.36%
	1g	Elect Director Dinesh C. Paliwal	For	No	99.20%	0.79%
	1h	Elect Director Ellen M. Pawlikowski	For	No	99.40%	0.59%
	1i	Elect Director Denise L. Ramos	For	No	99.43%	0.56%
	1j	Elect Director Fredric G. Reynolds	For	No	98.42%	1.57%
	1k	Elect Director Brian C. Rogers	For	No	99.63%	0.36%
	1l	Elect Director James A. Winnefeld, Jr.	For	No	99.11%	0.88%
	1m	Elect Director Robert O. Work	Against	Yes	97.25%	2.74%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.37%	4.31%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.76%	3.12%
	5	Eliminate Supermajority Vote Requirement	For	No	78.13%	0.44%
	6	Amend Certificate of Incorporation to Eliminate Personal Liability of Officers for Monetary Damages For Breach of Fiduciary Duty as an Officer	For	No	61.30%	<b>17.29%</b>
	7	Require Independent Board Chair	For	Yes	43.09%	<b>56.56%</b>
	8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For	Yes	37.35%	<b>61.51%</b>
Packaging Corporation of America 02.05.23	1.1	Elect Director Cheryl K. Beebe	For	No	87.43%	<b>12.56%</b>
	1.2	Elect Director Duane C. Farrington	For	No	99.34%	0.65%
	1.3	Elect Director Donna A. Harman	For	No	99.32%	0.67%
	1.4	Elect Director Mark W. Kowlzan	Against	Yes	89.93%	<b>10.06%</b>
	1.5	Elect Director Robert C. Lyons	For	No	96.02%	3.97%
	1.6	Elect Director Thomas P. Maurer	For	No	99.32%	0.67%
	1.7	Elect Director Samuel M. Mencoff	For	No	83.24%	<b>16.75%</b>
	1.8	Elect Director Roger B. Porter	For	No	78.47%	<b>21.52%</b>
	1.9	Elect Director Thomas S. Souleles	For	No	91.90%	8.09%
	1.10	Elect Director Paul T. Stecko	For	No	93.03%	6.96%
	2	Ratify KPMG LLP as Auditors	For	No	97.88%	2.05%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.63%	5.19%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
American Express Company 02.05.23	1a	Elect Director Thomas J. Baltimore	For	No	79.79%	<b>20.20%</b>
	1b	Elect Director John J. Brennan	For	No	96.66%	3.33%
	1c	Elect Director Peter Chernin	For	No	91.39%	8.60%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1d	Elect Director Walter J. Clayton, III	For	No	99.52%	0.47%
	1e	Elect Director Ralph de la Vega	For	No	98.03%	1.96%
	1f	Elect Director Theodore J. Leonsis	For	No	95.65%	4.34%
	1g	Elect Director Deborah P. Majoras	For	No	99.20%	0.79%
	1h	Elect Director Karen L. Parkhill	For	No	99.64%	0.35%
	1i	Elect Director Charles E. Phillips	For	No	98.39%	1.60%
	1j	Elect Director Lynn A. Pike	For	No	98.59%	1.40%
	1k	Elect Director Stephen J. Squeri	Against	Yes	95.96%	4.03%
	1l	Elect Director Daniel L. Vasella	For	No	96.36%	3.63%
	1m	Elect Director Lisa W. Wardell	For	No	99.12%	0.87%
	1n	Elect Director Christopher D. Young	For	No	97.45%	2.54%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.44%	1.55%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	54.16%	45.83%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	35.23%	64.76%
	6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	11.53%	88.46%
Baxter International Inc. 02.05.23	1a	Elect Director Jose (Joe) E. Almeida	Against	Yes	91.47%	8.52%
	1b	Elect Director Michael F. Mahoney	For	No	96.49%	3.50%
	1c	Elect Director Patricia B. Morrison	For	No	99.00%	0.99%
	1d	Elect Director Stephen N. Oesterle	For	No	97.73%	2.26%
	1e	Elect Director Nancy M. Schlichting	For	No	95.58%	4.41%
	1f	Elect Director Brent Shafer	For	No	98.98%	1.01%
	1g	Elect Director Cathy R. Smith	For	No	91.36%	8.63%
	1h	Elect Director Amy A. Wendell	For	No	96.98%	3.01%
	1i	Elect Director David S. Wilkes	For	No	99.01%	0.98%
	1j	Elect Director Peter M. Wilver	For	No	96.14%	3.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	77.54%	22.18%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.27%	5.59%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	9.66%	89.91%
	6	Adopt Share Retention Policy For Senior Executives	For	Yes	31.09%	68.53%
Barrick Gold Corporation 02.05.23	1.1	Elect Director Mark Bristow	For	No	99.48%	0.51%
	1.2	Elect Director Helen Cai	For	No	97.15%	2.84%
	1.3	Elect Director Gustavo A. Cisneros	For	No	86.67%	13.32%
	1.4	Elect Director Christopher L. Coleman	For	No	92.76%	7.23%
	1.5	Elect Director Isela Costantini	For	No	98.91%	1.08%
	1.6	Elect Director J. Michael Evans	For	No	89.79%	10.20%
	1.7	Elect Director Brian L. Greenspun	For	No	97.21%	2.78%
	1.8	Elect Director J. Brett Harvey	For	No	85.68%	14.31%
	1.9	Elect Director Anne Kabagambe	For	No	98.79%	1.20%
	1.10	Elect Director Andrew J. Quinn	For	No	98.82%	1.17%
	1.11	Elect Director Loreto Silva	For	No	98.93%	1.06%
	1.12	Elect Director John L. Thornton	Withhold	Yes	81.90%	18.09%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	85.65%	14.34%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	77.53%	22.46%
Bristol-Myers Squibb Company 02.05.23	1A	Elect Director Peter J. Arduini	For	No	97.09%	2.90%
	1B	Elect Director Deepak L. Bhatt	For	No	99.36%	0.63%
	1C	Elect Director Giovanni Caforio	Against	Yes	92.38%	7.61%
	1D	Elect Director Julia A. Haller	For	No	98.36%	1.63%
	1E	Elect Director Manuel Hidalgo Medina	For	No	98.37%	1.62%



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	1F	Elect Director Paula A. Price	For	No	97.28%	2.71%
	1G	Elect Director Derica W. Rice	For	No	95.38%	4.61%
	1H	Elect Director Theodore R. Samuels	For	No	94.81%	5.18%
	1I	Elect Director Gerald L. Storch	For	No	92.68%	7.31%
	1J	Elect Director Karen H. Vousden	For	No	97.29%	2.70%
	1K	Elect Director Phyllis R. Yale	For	No	98.05%	1.94%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.99%	7.56%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	96.75%	3.03%
	5	Require Independent Board Chair	For	Yes	31.69%	<b>67.92%</b>
	6	Commission a Civil Rights and Non-Discrimination Audit	Against	No	1.52%	<b>96.20%</b>
	7	Amend Right to Call Special Meeting	Against	No	5.77%	<b>92.65%</b>
OmnicomGroup Inc. 02.05.23	1.1	Elect Director John D. Wren	Against	Yes	95.18%	4.81%
	1.2	Elect Director Mary C. Choksi	For	No	96.68%	3.31%
	1.3	Elect Director Leonard S. Coleman, Jr.	For	No	93.01%	6.98%
	1.4	Elect Director Mark D. Gerstein	For	No	99.73%	0.26%
	1.5	Elect Director Ronnie S. Hawkins	For	No	99.56%	0.43%
	1.6	Elect Director Deborah J. Kissire	For	No	95.79%	4.20%
	1.7	Elect Director Gracia C. Martore	For	No	99.00%	0.99%
	1.8	Elect Director Patricia Salas Pineda	For	No	99.22%	0.77%
	1.9	Elect Director Linda Johnson Rice	For	No	92.72%	7.27%
	1.10	Elect Director Valerie M. Williams	For	No	95.77%	4.22%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.11%	6.88%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	93.02%	6.97%
	5	Require Independent Board Chair	For	Yes	29.41%	<b>70.58%</b>
NVR, Inc. 02.05.23	1.1	Elect Director Paul C. Saville	For	No	97.08%	2.91%
	1.2	Elect Director C.E. Andrews	For	No	92.76%	7.23%
	1.3	Elect Director Sallie B. Bailey	For	No	98.99%	1.00%
	1.4	Elect Director Thomas D. Eckert	For	No	96.72%	3.27%
	1.5	Elect Director Alfred E. Festa	For	No	84.28%	<b>15.71%</b>
	1.6	Elect Director Alexandra A. Jung	For	No	99.35%	0.64%
	1.7	Elect Director Mel Martinez	For	No	97.05%	2.94%
	1.8	Elect Director David A. Preiser	For	No	93.91%	6.08%
	1.9	Elect Director W. Grady Rosier	For	No	96.41%	3.58%
	1.10	Elect Director Susan Williamson Ross	For	No	92.80%	7.19%
	2	Ratify KPMG LLP as Auditors	Against	Yes	93.72%	6.27%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	75.20%	<b>24.79%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
argenx SE 02.05.23	1	Open Meeting	Refer	No		
	2	Receive Report of Management Board (Non-Voting)	Refer	No		
	3	Approve Remuneration Report	Against	Yes	44.14%	<b>55.85%</b>
	4.a	Discuss Annual Report for FY 2022	Refer	No		
	4.b	Adopt Financial Statements and Statutory Reports	For	No	97.48%	2.51%
	4.c	Discussion on Company's Corporate Governance Structure	Refer	No		
	4.d	Approve Allocation of Losses to the Retained Earnings of the Company	For	No	99.72%	0.27%
	4.e	Approve Discharge of Directors	For	No	99.00%	0.99%
	5	Reelect Don deBethizy as Non-Executive Director	Against	Yes	69.96%	<b>30.03%</b>
	6	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	No	99.49%	0.50%
	7	Ratify Deloitte Accountants B.V. as Auditors	For	No	99.97%	0.02%

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	8	Other Business (Non-Voting)	Refer	No		
	9	Close Meeting	Refer	No		
	1	Open Meeting	Refer	No		
	2	Receive Report of Management Board (Non-Voting)	Refer	No		
	3	Approve Remuneration Report	Against	Yes	44.14%	55.85%
	4.a	Discuss Annual Report for FY 2022	Refer	No		
	4.b	Adopt Financial Statements and Statutory Reports	For	No	97.48%	2.51%
	4.c	Discussion on Company's Corporate Governance Structure	Refer	No		
	4.d	Approve Allocation of Losses to the Retained Earnings of the Company	For	No	99.72%	0.27%
	4.e	Approve Discharge of Directors	For	No	99.00%	0.99%
	5	Reelect Don deBethizy as Non-Executive Director	Against	Yes	69.96%	30.03%
	6	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	No	99.49%	0.50%
	7	Ratify Deloitte Accountants B.V. as Auditors	For	No	99.97%	0.02%
	8	Other Business (Non-Voting)	Refer	No		
	9	Close Meeting	Refer	No		
TC Energy Corporation 02.05.23	1.1	Elect Director Cheryl F. Campbell	For	No	99.59%	0.40%
	1.2	Elect Director Michael R. Culbert	For	No	99.43%	0.56%
	1.3	Elect Director William D. Johnson	For	No	99.49%	0.50%
	1.4	Elect Director Susan C. Jones	For	No	99.47%	0.52%
	1.5	Elect Director John E. Lowe	For	No	99.12%	0.87%
	1.6	Elect Director David MacNaughton	For	No	99.17%	0.82%
	1.7	Elect Director Francois L. Poirier	For	No	99.62%	0.37%
	1.8	Elect Director Una Power	For	No	99.01%	0.98%
	1.9	Elect Director Mary Pat Salomone	Against	Yes	93.87%	6.12%
	1.10	Elect Director Indira Samarasekera	For	No	99.18%	0.81%
	1.11	Elect Director Siim A. Vanaselja	For	No	90.26%	9.73%
	1.12	Elect Director Thierry Vandal	For	No	98.99%	1.00%
	1.13	Elect Director Dheeraj "D" Verma	For	No	99.51%	0.48%
	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	89.00%	10.99%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	94.19%	5.80%
Franco-Nevada Corporation 02.05.23	1.1	Elect Director David Harquail	For	No	98.54%	1.45%
	1.2	Elect Director Paul Brink	For	No	99.64%	0.35%
	1.3	Elect Director Tom Albanese	For	No	99.64%	0.35%
	1.4	Elect Director Derek W. Evans	For	No	92.43%	7.56%
	1.5	Elect Director Catharine Farrow	For	No	97.37%	2.62%
	1.6	Elect Director Maureen Jensen	For	No	98.51%	1.48%
	1.7	Elect Director Jennifer Maki	For	No	98.46%	1.53%
	1.8	Elect Director Randall Oliphant	For	No	98.78%	1.21%
	1.9	Elect Director Jacques Perron	For	No	99.67%	0.32%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	98.16%	1.83%
	3	Advisory Vote on Executive Compensation Approach	For	No	96.83%	3.16%
Banque Cantonale de Geneve 02.05.23	1	Confirm Quorum, Elect Meeting Secretary	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of CHF 5.50 per Share and a Special Dividend Allocated to the State of Geneva	For	No		
	4	Approve Discharge of Board of Directors	For	No		
	5	Ratify Deloitte SA as Auditors	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
	6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
Essential Utilities, Inc. 03.05.23	1.1	Elect Director Elizabeth B. Amato	For	No	97.24%	2.75%
	1.2	Elect Director David A. Ciesinski	For	No	98.25%	1.74%
	1.3	Elect Director Christopher H. Franklin	Withhold	Yes	94.63%	5.36%
	1.4	Elect Director Daniel J. Hilferty	For	No	98.24%	1.75%
	1.5	Elect Director Edwina Kelly	For	No	98.95%	1.04%
	1.6	Elect Director W. Bryan Lewis	For	No	98.99%	1.00%
	1.7	Elect Director Ellen T. Ruff	For	No	96.45%	3.54%
	1.8	Elect Director Lee C. Stewart	For	No	97.41%	2.58%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.00%	3.99%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.98%	4.01%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Moderna, Inc. 03.05.23	1.1	Elect Director Stephen Berenson	For	No	77.93%	22.06%
	1.2	Elect Director Sandra Horning	For	No	96.92%	3.07%
	1.3	Elect Director Paul Sagan	Withhold	Yes	75.34%	24.65%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.91%	12.08%
	3	Ratify Ernst & Young LLP as Auditors	For	No	98.89%	1.10%
	4	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	For	Yes	7.40%	92.59%
Regency Centers Corporation 03.05.23	1a	Elect Director Martin E. Stein, Jr.	For	No	97.99%	2.00%
	1b	Elect Director Bryce Blair	For	No	99.21%	0.78%
	1c	Elect Director C. Ronald Blankenship	For	No	95.30%	4.69%
	1d	Elect Director Kristin A. Campbell	For	No	99.78%	0.21%
	1e	Elect Director Deirdre J. Evens	For	No	98.33%	1.66%
	1f	Elect Director Thomas W. Furphy	For	No	99.53%	0.46%
	1g	Elect Director Karin M. Klein	For	No	98.82%	1.17%
	1h	Elect Director Peter D. Linneman	For	No	92.99%	7.00%
	1i	Elect Director David P. O'Connor	For	No	98.06%	1.93%
	1j	Elect Director Lisa Palmer	For	No	99.52%	0.47%
	1k	Elect Director James H. Simmons, III	For	No	99.75%	0.24%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.82%	5.17%
	4	Ratify KPMG LLP as Auditors	Against	Yes	95.85%	4.14%
S&P Global Inc. 03.05.23	1.1	Elect Director Marco Alvera	For	No	98.56%	1.43%
	1.2	Elect Director Jacques Esculier	For	No	99.46%	0.53%
	1.3	Elect Director Gay Huey Evans	For	No	99.27%	0.72%
	1.4	Elect Director William D. Green	For	No	96.75%	3.24%
	1.5	Elect Director Stephanie C. Hill	For	No	98.76%	1.23%
	1.6	Elect Director Rebecca Jacoby	For	No	98.69%	1.30%
	1.7	Elect Director Robert P. Kelly	For	No	97.45%	2.54%
	1.8	Elect Director Ian Paul Livingston	For	No	99.48%	0.51%
	1.9	Elect Director Deborah D. McWhinney	For	No	99.38%	0.61%
	1.10	Elect Director Maria R. Morris	For	No	98.93%	1.06%
	1.11	Elect Director Douglas L. Peterson	For	No	99.59%	0.40%
	1.12	Elect Director Richard E. Thornburgh	For	No	97.27%	2.72%
	1.13	Elect Director Gregory Washington	For	No	99.22%	0.77%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.58%	6.41%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.83%	6.16%
Ally Financial Inc. 03.05.23	1a	Elect Director Franklin W. Hobbs	For	No	93.92%	6.07%
	1b	Elect Director Kenneth J. Bacon	For	No	94.65%	5.34%
	1c	Elect Director William H. Cary	For	No	98.96%	1.03%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1d	Elect Director Mayree C. Clark	For	No	94.16%	5.83%
	1e	Elect Director Kim S. Fennebresque	For	No	85.68%	14.31%
	1f	Elect Director Melissa Goldman	For	No	99.78%	0.21%
	1g	Elect Director Marjorie Magner	For	No	94.27%	5.72%
	1h	Elect Director David Reilly	For	No	99.37%	0.62%
	1i	Elect Director Brian H. Sharples	For	No	99.29%	0.70%
	1j	Elect Director Michael F. Steib	For	No	99.29%	0.70%
	1k	Elect Director Jeffrey J. Brown	For	No	99.27%	0.72%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	51.70%	48.18%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.19%	5.74%
General Dynamics Corporation 03.05.23	1a	Elect Director Richard D. Clarke	For	No	99.40%	0.59%
	1b	Elect Director James S. Crown	For	No	93.48%	6.51%
	1c	Elect Director Rudy F. deLeon	For	No	98.70%	1.29%
	1d	Elect Director Cecil D. Haney	For	No	92.35%	7.64%
	1e	Elect Director Mark M. Malcolm	For	No	99.48%	0.51%
	1f	Elect Director James N. Mattis	For	No	98.29%	1.70%
	1g	Elect Director Phebe N. Novakovic	Against	Yes	96.00%	3.99%
	1h	Elect Director C. Howard Nye	For	No	98.59%	1.40%
	1i	Elect Director Catherine B. Reynolds	For	No	99.46%	0.53%
	1j	Elect Director Laura J. Schumacher	For	No	97.37%	2.62%
	1k	Elect Director Robert K. Steel	For	No	98.35%	1.64%
	1l	Elect Director John G. Stratton	For	No	78.08%	21.91%
	1m	Elect Director Peter A. Wall	For	No	98.36%	1.63%
	2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	74.93%	8.29%
	3	Ratify KPMG LLP as Auditors	Against	Yes	98.31%	1.59%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.16%	3.64%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
	6	Report on Human Rights Risk Assessment	For	Yes	24.92%	74.36%
	7	Require Independent Board Chair	For	Yes	39.44%	60.39%
PepsiCo, Inc. 03.05.23	1a	Elect Director Segun Agbaje	For	No	98.78%	1.21%
	1b	Elect Director Jennifer Bailey	For	No	99.58%	0.41%
	1c	Elect Director Cesar Conde	For	No	97.84%	2.15%
	1d	Elect Director Ian Cook	For	No	95.39%	4.60%
	1e	Elect Director Edith W. Cooper	For	No	99.22%	0.77%
	1f	Elect Director Susan M. Diamond	For	No	99.56%	0.43%
	1g	Elect Director Dina Dublon	For	No	96.84%	3.15%
	1h	Elect Director Michelle Gass	For	No	98.26%	1.73%
	1i	Elect Director Ramon L. Laguarta	Against	Yes	93.17%	6.82%
	1j	Elect Director Dave J. Lewis	For	No	98.91%	1.08%
	1k	Elect Director David C. Page	For	No	98.59%	1.40%
	1l	Elect Director Robert C. Pohlrad	For	No	96.25%	3.74%
	1m	Elect Director Daniel Vasella	For	No	93.90%	6.09%
	1n	Elect Director Darren Walker	For	No	98.36%	1.63%
	1o	Elect Director Alberto Weisser	For	No	96.47%	3.52%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.53%	5.46%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.11%	10.88%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	25.13%	74.86%
	6	Issue Transparency Report on Global Public Policy and Political Influence	For	Yes	18.51%	81.48%
	7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	For	Yes	16.05%	83.94%
	8	Publish Annual Congruency Report on Net-Zero Emissions Policy	Against	No	1.97%	98.02%
Philip Morris	1a	Elect Director Brant Bonin Bough	For	No	99.43%	0.56%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
International Inc. 03.05.23	1b	Elect Director Andre Calantzopoulos	For	No	98.14%	1.85%
	1c	Elect Director Michel Combes	For	No	99.47%	0.52%
	1d	Elect Director Juan Jose Daboub	For	No	96.98%	3.01%
	1e	Elect Director Werner Geissler	For	No	97.33%	2.66%
	1f	Elect Director Lisa A. Hook	For	No	94.46%	5.53%
	1g	Elect Director Jun Makihara	For	No	98.66%	1.33%
	1h	Elect Director Kalpana Morparia	For	No	87.24%	12.75%
	1i	Elect Director Jacek Olczak	For	No	99.46%	0.53%
	1j	Elect Director Robert B. Polet	For	No	95.54%	4.45%
	1k	Elect Director Dessislava Temperley	For	No	98.71%	1.28%
	1l	Elect Director Shlomo Yanai	For	No	97.18%	2.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	73.95%	26.04%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers SA as Auditors	For	No	99.19%	0.80%
	5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	Against	No	3.21%	96.78%
General Electric Company 03.05.23	1a	Elect Director Stephen Angel	For	No	97.88%	2.11%
	1b	Elect Director Sebastien Bazin	For	No	94.45%	5.54%
	1c	Elect Director H. Lawrence Culp, Jr.	Against	Yes	95.98%	4.01%
	1d	Elect Director Edward Garden	For	No	97.95%	2.04%
	1e	Elect Director Isabella Goren	For	No	99.16%	0.83%
	1f	Elect Director Thomas Horton	For	No	98.68%	1.31%
	1g	Elect Director Catherine Lesjak	For	No	98.75%	1.24%
	1h	Elect Director Darren McDew	For	No	99.38%	0.61%
	1i	Elect Director Paula Rosput Reynolds	Against	Yes	96.64%	3.35%
	1j	Elect Director Jessica Uhl	For	No	99.50%	0.49%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.47%	5.52%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.57%	0.42%
	5	Require Independent Board Chairman	For	Yes	31.77%	68.22%
	6	Hire Investment Bank to Explore Sale of Company	Against	No	0.50%	99.49%
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	No	1.13%	98.86%	
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	For	Yes	9.87%	90.12%	
Gilead Sciences, Inc. 03.05.23	1a	Elect Director Jacqueline K. Barton	For	No	98.65%	1.34%
	1b	Elect Director Jeffrey A. Bluestone	For	No	99.60%	0.39%
	1c	Elect Director Sandra J. Horning	For	No	98.12%	1.87%
	1d	Elect Director Kelly A. Kramer	For	No	96.70%	3.29%
	1e	Elect Director Kevin E. Lofton	For	No	92.61%	7.38%
	1f	Elect Director Harish Manwani	For	No	95.99%	4.00%
	1g	Elect Director Daniel P. O'Day	Against	Yes	92.89%	7.10%
	1h	Elect Director Javier J. Rodriguez	For	No	99.36%	0.63%
	1i	Elect Director Anthony Welters	For	No	95.52%	4.47%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.15%	5.73%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.73%	7.93%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Qualified Employee Stock Purchase Plan	For	No	99.50%	0.30%
	6	Require More Director Nominations Than Open Seats	Against	No	0.74%	98.10%
	7	Amend Right to Call Special Meeting	Against	No	4.63%	93.87%
8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	16.51%	82.28%	
International Flavors & Fragrances Inc. 03.05.23	1a	Elect Director Kathryn J. Boor	For	No	99.29%	0.70%
	1b	Elect Director Barry A. Bruno	For	No	99.38%	0.61%
	1c	Elect Director Frank K. Clyburn, Jr.	For	No	99.61%	0.38%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1d	Elect Director Mark J. Costa	For	No	99.52%	0.47%
	1e	Elect Director Carol Anthony (John) Davidson	For	No	99.37%	0.62%
	1f	Elect Director Roger W. Ferguson, Jr.	For	No	92.50%	7.49%
	1g	Elect Director John F. Ferraro	For	No	96.81%	3.18%
	1h	Elect Director Christina Gold	For	No	92.62%	7.37%
	1i	Elect Director Gary Hu	For	No	95.53%	4.46%
	1j	Elect Director Kevin O'Byrne	For	No	99.75%	0.24%
	1k	Elect Director Dawn C. Willoughby	For	No	99.21%	0.78%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.97%	5.02%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.17%	10.82%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Mercedes-Benz Group AG 03.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	For	No	99.82%	0.17%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.18%	0.81%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	98.60%	1.39%
	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Against	Yes	93.00%	6.99%
	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	For	No	99.84%	0.15%
	5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	For	No	99.86%	0.13%
	6	Elect Stefan Pierer to the Supervisory Board	For	No	82.43%	17.56%
	7	Approve Remuneration of Supervisory Board	For	No	98.15%	1.84%
	8	Approve Remuneration Policy	For	No	91.00%	8.99%
	9	Approve Remuneration Report	For	No	86.23%	13.76%
	10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No	92.22%	7.77%
	11	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	90.64%	9.35%
	12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	94.71%	5.28%
Molina Healthcare, Inc. 03.05.23	1a	Elect Director Barbara L. Brasier	For	No	98.83%	1.16%
	1b	Elect Director Daniel Cooperman	For	No	99.03%	0.96%
	1c	Elect Director Stephen H. Lockhart	For	No	99.36%	0.63%
	1d	Elect Director Steven J. Orlando	For	No	91.43%	8.56%
	1e	Elect Director Ronna E. Romney	For	No	86.44%	13.55%
	1f	Elect Director Richard M. Schapiro	For	No	99.37%	0.62%
	1g	Elect Director Dale B. Wolf	For	No	89.87%	10.12%
	1h	Elect Director Richard C. Zoretic	For	No	99.37%	0.62%
	1i	Elect Director Joseph M. Zubretsky	For	No	99.11%	0.88%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	84.93%	15.03%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.72%	4.25%
Eversource Energy 03.05.23	1.1	Elect Director Cotton M. Cleveland	For	No	69.54%	8.57%
	1.2	Elect Director Francis A. Doyle	For	No	75.46%	2.63%
	1.3	Elect Director Linda Dorcena Forry	For	No	76.16%	1.93%
	1.4	Elect Director Gregory M. Jones	For	No	77.54%	0.52%
	1.5	Elect Director Loretta D. Keane	For	No	77.74%	0.38%
	1.6	Elect Director John Y. Kim	For	No	77.52%	0.58%
	1.7	Elect Director Kenneth R. Leibler	For	No	74.27%	3.80%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.8	Elect Director David H. Long	For	No	76.04%	2.06%
	1.9	Elect Director Joseph R. Nolan, Jr.	Against	Yes	71.38%	6.27%
	1.10	Elect Director William C. Van Faasen	For	No	73.18%	4.90%
	1.11	Elect Director Frederica M. Williams	For	No	75.42%	2.69%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.48%	7.51%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	91.58%	8.41%
	5	Increase Authorized Common Stock	For	No	84.57%	1.71%
	6	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.62%	5.37%
Barclays PLC 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	2	Approve Remuneration Report	Against	Yes	87.75%	12.24%
	3	Approve Remuneration Policy	For	No	96.68%	3.31%
	4	Elect Marc Moses as Director	For	No	99.64%	0.35%
	5	Re-elect Robert Berry as Director	For	No	99.38%	0.61%
	6	Re-elect Tim Breedon as Director	For	No	99.51%	0.48%
	7	Re-elect Anna Cross as Director	For	No	99.56%	0.43%
	8	Re-elect Mohamed A. El-Erian as Director	For	No	97.22%	2.77%
	9	Re-elect Dawn Fitzpatrick as Director	For	No	98.73%	1.26%
	10	Re-elect Mary Francis as Director	For	No	98.58%	1.41%
	11	Re-elect Crawford Gillies as Director	For	No	99.63%	0.36%
	12	Re-elect Brian Gilvary as Director	For	No	96.98%	3.01%
	13	Re-elect Nigel Higgins as Director	For	No	96.11%	3.88%
	14	Re-elect Diane Schueneman as Director	For	No	97.82%	2.17%
	15	Re-elect Coimbatore Venkatakrisnan as Director	For	No	99.53%	0.46%
	16	Re-elect Julia Wilson as Director	For	No	96.62%	3.37%
	17	Reappoint KPMG LLP as Auditors	For	No	98.64%	1.35%
	18	Authorise the Board Audit Committee to Fix Remuneration of Auditors	For	No	99.89%	0.10%
	19	Authorise UK Political Donations and Expenditure	For	No	98.95%	1.04%
	20	Authorise Issue of Equity	For	No	93.81%	6.18%
	21	Authorise Issue of Equity without Pre-emptive Rights	For	No	97.07%	2.92%
	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	95.39%	4.60%
	23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	For	No	98.21%	1.78%
	24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	For	No	98.16%	1.83%
	25	Authorise Market Purchase of Ordinary Shares	For	No	98.49%	1.50%
	26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.77%	3.22%
Standard Chartered Plc 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3	Approve Remuneration Report	Against	Yes	94.70%	5.29%
	4	Elect Jackie Hunt as Director	For	No	99.96%	0.03%
	5	Elect Linda Yueh as Director	For	No	99.31%	0.68%
	6	Re-elect Shirish Apte as Director	For	No	98.74%	1.25%
	7	Re-elect David Conner as Director	For	No	99.53%	0.46%
	8	Re-elect Andy Halford as Director	For	No	99.85%	0.14%
	9	Re-elect Gay Huey Evans as Director	For	No	99.90%	0.09%
	10	Re-elect Robin Lawther as Director	For	No	99.96%	0.03%
	11	Re-elect Maria Ramos as Director	For	No	98.63%	1.36%
	12	Re-elect Phil Rivett as Director	For	No	98.94%	1.05%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13	Re-elect David Tang as Director	For	No	99.96%	0.03%
	14	Re-elect Carlson Tong as Director	For	No	99.96%	0.03%
	15	Re-elect Jose Vinals as Director	For	No	97.71%	2.28%
	16	Re-elect Bill Winters as Director	For	No	99.92%	0.07%
	17	Reappoint Ernst & Young LLP as Auditors	For	No	99.32%	0.67%
	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.96%	0.03%
	19	Authorise UK Political Donations and Expenditure	For	No	99.42%	0.57%
	20	Authorise Board to Offer Scrip Dividend	For	No	99.61%	0.38%
	21	Approve Sharesave Plan	For	No	99.40%	0.59%
	22	Authorise Issue of Equity	For	No	97.35%	2.64%
	23	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 28	For	No	98.45%	1.54%
	24	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	For	No	99.18%	0.81%
	25	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.43%	0.56%
	26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.74%	1.25%
	27	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	For	No	98.85%	1.14%
	28	Authorise Market Purchase of Ordinary Shares	For	No	99.30%	0.69%
	29	Authorise Market Purchase of Preference Shares	For	No	97.32%	2.67%
	30	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	97.03%	2.96%
	31	Adopt New Articles of Association	For	No	99.90%	0.09%
Temenos AG 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	96.85%	3.14%
	2	Approve Allocation of Income and Dividends of CHF 1.10 per Share	For	No	99.76%	0.23%
	3	Approve Discharge of Board and Senior Management	For	No	98.07%	1.92%
	4.1	Approve Fixed Remuneration of Directors in the Amount of USD 2.3 Million	For	No	92.59%	7.40%
	4.2	Approve Remuneration of Executive Committee in the Amount of USD 30 Million	For	No	74.52%	25.47%
	5.1.1	Elect Xavier Cauchois as Director	For	No	99.68%	0.31%
	5.1.2	Elect Dorothee Deuring as Director	For	No	99.89%	0.10%
	5.2.1	Reelect Thibault de Tersant as Director and Board Chair	For	No	85.26%	14.73%
	5.2.2	Reelect Ian Cookson as Director	For	No	85.42%	14.57%
	5.2.3	Reelect Peter Spenser as Director	For	No	97.71%	2.28%
	5.2.4	Reelect Maurizio Carli as Director	For	No	98.14%	1.85%
	5.2.5	Reelect Deborah Forster as Director	For	No	98.54%	1.45%
	5.2.6	Reelect Cecilia Hulten as Director	For	No	98.54%	1.45%
	6.1	Reappoint Peter Spenser as Member of the Compensation Committee	For	No	82.73%	17.26%
	6.2	Reappoint Maurizio Carli as Member of the Compensation Committee	For	No	82.35%	17.64%
	6.3	Reappoint Deborah Forster as Member of the Compensation Committee	For	No	88.42%	11.57%
	6.4	Appoint Cecilia Hulten as Member of the Compensation Committee	For	No	97.38%	2.61%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.5	Appoint Dorothee Deuring as Member of the Compensation Committee	For	No	99.53%	0.46%
	7	Designate Perreard de Boccard SA as Independent Proxy	For	No	98.12%	1.87%
	8	Ratify PricewaterhouseCoopers SA as Auditors	For	No	88.77%	11.22%
	9	Transact Other Business (Voting)	Against	Yes		
Unilever Plc 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.47%	0.52%
	2	Approve Remuneration Report	Against	Yes	41.96%	58.03%
	3	Re-elect Nils Andersen as Director	For	No	83.08%	16.91%
	4	Re-elect Judith Hartmann as Director	For	No	99.90%	0.09%
	5	Re-elect Adrian Hennah as Director	For	No	95.71%	4.28%
	6	Re-elect Alan Jope as Director	For	No	98.88%	1.11%
	7	Re-elect Andrea Jung as Director	For	No	84.72%	15.27%
	8	Re-elect Susan Kilsby as Director	For	No	99.57%	0.42%
	9	Re-elect Ruby Lu as Director	For	No	86.83%	13.16%
	10	Re-elect Strive Masiyiwa as Director	For	No	99.49%	0.50%
	11	Re-elect Youngme Moon as Director	For	No	99.67%	0.32%
	12	Re-elect Graeme Pitkethly as Director	For	No	99.18%	0.81%
	13	Re-elect Feike Sijbesma as Director	For	No	97.98%	2.01%
	14	Elect Nelson Peltz as Director	For	No	96.17%	3.82%
	15	Elect Hein Schumacher as Director	For	No	99.26%	0.73%
	16	Reappoint KPMG LLP as Auditors	For	No	99.35%	0.64%
	17	Authorise Board to Fix Remuneration of Auditors	For	No	99.85%	0.14%
	18	Authorise UK Political Donations and Expenditure	For	No	97.97%	2.02%
	19	Authorise Issue of Equity	For	No	96.69%	3.30%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.47%	1.52%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.84%	2.15%
	22	Authorise Market Purchase of Ordinary Shares	For	No	98.76%	1.23%
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.43%	6.56%
PulteGroup, Inc. 03.05.23	1a	Elect Director Brian P. Anderson	For	No	96.29%	3.70%
	1b	Elect Director Bryce Blair	For	No	79.04%	20.95%
	1c	Elect Director Thomas J. Folliard	For	No	95.82%	4.17%
	1d	Elect Director Cheryl W. Grise	For	No	94.56%	5.43%
	1e	Elect Director Andre J. Hawaux	For	No	98.38%	1.61%
	1f	Elect Director J. Phillip Holloman	For	No	99.47%	0.52%
	1g	Elect Director Ryan R. Marshall	For	No	99.02%	0.97%
	1h	Elect Director John R. Peshkin	For	No	99.45%	0.54%
	1i	Elect Director Scott F. Powers	For	No	94.35%	5.64%
	1j	Elect Director Lila Snyder	For	No	98.92%	1.07%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.61%	4.38%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.80%	8.19%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Enbridge Inc. 03.05.23	1.1	Elect Director Mayank M. Ashar	For	No	97.12%	2.87%
	1.2	Elect Director Gaurdie E. Banister	For	No	97.94%	2.05%
	1.3	Elect Director Pamela L. Carter	Against	Yes	88.15%	11.84%
	1.4	Elect Director Susan M. Cunningham	Against	Yes	89.27%	10.72%
	1.5	Elect Director Gregory L. Ebel	For	No	96.62%	3.37%
	1.6	Elect Director Jason B. Few	For	No	97.85%	2.14%
	1.7	Elect Director Teresa S. Madden	For	No	97.41%	2.58%
	1.8	Elect Director Stephen S. Poloz	For	No	97.69%	2.30%
	1.9	Elect Director S. Jane Rowe	For	No	97.38%	2.61%
	1.10	Elect Director Dan C. Tutcher	For	No	97.58%	2.41%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.11	Elect Director Steven W. Williams	For	No	95.27%	4.72%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	89.53%	10.46%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	90.75%	8.41%
	4	Re-approve Shareholder Rights Plan	For	No	97.91%	1.83%
	5	SP 1: Report on Lobbying and Political Donations	For	Yes	18.50%	80.05%
	6	SP 2: Disclose the Company's Scope 3 Emissions	For	Yes	24.44%	71.53%
Reckitt Benckiser Group Plc 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Remuneration Report	For	No	92.80%	7.19%
	3	Approve Final Dividend	For	No	99.71%	0.28%
	4	Re-elect Andrew Bonfield as Director	For	No	98.11%	1.88%
	5	Re-elect Olivier Bohuon as Director	For	No	99.11%	0.88%
	6	Re-elect Jeff Carr as Director	For	No	99.34%	0.65%
	7	Re-elect Margherita Della Valle as Director	For	No	99.89%	0.10%
	8	Re-elect Nicandro Durante as Director	For	No	97.83%	2.16%
	9	Re-elect Mary Harris as Director	For	No	99.92%	0.07%
	10	Re-elect Mehmood Khan as Director	For	No	99.67%	0.32%
	11	Re-elect Pam Kirby as Director	For	No	98.39%	1.60%
	12	Re-elect Chris Sinclair as Director	For	No	96.00%	3.99%
	13	Re-elect Elane Stock as Director	For	No	99.93%	0.06%
	14	Re-elect Alan Stewart as Director	For	No	96.02%	3.97%
	15	Elect Jeremy Darroch as Director	For	No	99.68%	0.31%
	16	Elect Tamara Ingram as Director	For	No	99.12%	0.87%
	17	Reappoint KPMG LLP as Auditors	For	No	99.39%	0.60%
	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.15%	0.84%
	19	Authorise UK Political Donations and Expenditure	For	No	98.96%	1.03%
	20	Authorise Issue of Equity	For	No	91.59%	8.40%
	21	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.18%	0.81%
	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.55%	1.44%
	23	Authorise Market Purchase of Ordinary Shares	For	No	98.44%	1.55%
	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	87.82%	12.17%
GSK Plc 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.04%	0.95%
	2	Approve Remuneration Report	For	No	88.83%	11.16%
	3	Elect Julie Brown as Director	For	No	99.58%	0.41%
	4	Elect Vishal Sikka as Director	For	No	99.69%	0.30%
	5	Elect Elizabeth McKee Anderson as Director	For	No	95.64%	4.35%
	6	Re-elect Sir Jonathan Symonds as Director	For	No	96.71%	3.28%
	7	Re-elect Dame Emma Walmsley as Director	For	No	99.74%	0.25%
	8	Re-elect Charles Bancroft as Director	For	No	97.23%	2.76%
	9	Re-elect Hal Barron as Director	For	No	99.16%	0.83%
	10	Re-elect Anne Beal as Director	For	No	97.16%	2.83%
	11	Re-elect Harry Dietz as Director	For	No	99.82%	0.17%
	12	Re-elect Jesse Goodman as Director	For	No	99.78%	0.21%
	13	Re-elect Urs Rohner as Director	For	No	91.57%	8.42%
	14	Reappoint Deloitte LLP as Auditors	For	No	99.85%	0.14%
	15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	No	99.82%	0.17%
	16	Approve Amendments to the Remuneration Policy	For	No	99.00%	0.99%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	17	Authorise UK Political Donations and Expenditure	For	No	98.69%	1.30%
	18	Authorise Issue of Equity	For	No	95.85%	4.14%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	96.79%	3.20%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	95.83%	4.16%
	21	Authorise Market Purchase of Ordinary Shares	For	No	98.36%	1.63%
	22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	No	99.67%	0.32%
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.07%	5.92%
Air Liquide SA 03.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.84%	0.15%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.93%	0.06%
	3	Approve Allocation of Income and Dividends of EUR 2.95 per Share	For	No	99.79%	0.20%
	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.46%	1.53%
	5	Elect Catherine Guilloard as Director	For	No	99.69%	0.30%
	6	Elect Christina Law as Director	For	No	99.71%	0.28%
	7	Elect Alexis Perakis-Valat as Director	For	No	99.74%	0.25%
	8	Elect Michael H. Thaman as Director	For	No	99.74%	0.25%
	9	Ratify Appointment of Monica de Virgiliis as Director	For	No	96.95%	3.04%
	10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.80%	0.19%
	11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	For	No	95.70%	4.29%
	12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	For	No	95.61%	4.38%
	13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	For	No	98.60%	1.39%
	14	Approve Compensation Report of Corporate Officers	For	No	98.20%	1.79%
	15	Approve Remuneration Policy of CEO	For	No	94.97%	5.02%
	16	Approve Remuneration Policy of Chairman of the Board	For	No	98.58%	1.41%
	17	Approve Remuneration Policy of Directors	For	No	99.65%	0.34%
	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.19%	0.80%
	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	For	No	97.27%	2.72%
	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	No	96.20%	3.79%
	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.31%	0.68%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.19%	0.80%
	23	Authorize Filing of Required Documents/Other Formalities	For	No	99.97%	0.02%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
Galenica AG 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No			
	2	Approve Discharge of Board and Senior Management	For	No			
	3.1	Approve Allocation of Income and Dividends of CHF 1.10 from Retained Earnings	For	No			
	3.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	For	No			
	4	Approve Remuneration Report	For	No			
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	No			
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	No			
	6.1	Amend Corporate Purpose	For	No			
	6.2	Amend Articles Re: Duties of Board of Directors; Composition of the Board of Directors and Executive Committee	For	No			
	6.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No			
	6.4	Amend Articles Re: Compensation of Board and Senior Management	For	No			
	7.1.1	Reelect Markus Neuhaus as Director	For	No			
	7.1.2	Elect Markus Neuhaus as Board Chair	For	No			
	7.1.3	Reelect Bertrand Jungo as Director	For	No			
	7.1.4	Reelect Pascale Bruderer as Director	For	No			
	7.1.5	Reelect Judith Meier as Director	For	No			
	7.1.6	Reelect Andreas Walde as Director	For	No			
	7.1.7	Elect Solange Peters as Director	For	No			
	7.1.8	Elect Joerg Zulauf as Director	For	No			
	7.2.1	Reappoint Andreas Walde as Member of the Compensation Committee	For	No			
	7.2.2	Appoint Bertrand Jungo as Member of the Compensation Committee	For	No			
	7.2.3	Appoint Pascale Bruderer as Member of the Compensation Committee	For	No			
	7.2.4	Appoint Solange Peters as Member of the Compensation Committee	For	No			
	7.3	Designate Walder Wyss AG as Independent Proxy	For	No			
	7.4	Ratify Ernst & Young AG as Auditors	Against	Yes			
	8	Transact Other Business (Voting)	Against	Yes			
	Investis Holding SA 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
		2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	No	99.99%	0.00%
3		Approve Discharge of Board and Senior Management	For	No	99.89%	0.10%	
4.1.1		Reelect Albert Baehny as Director	For	No	98.95%	1.04%	
4.1.2		Reelect Stephane Bonvin as Director	For	No	97.89%	2.10%	
4.1.3		Reelect Christian Gellerstad as Director	For	No	99.84%	0.15%	
4.1.4		Reelect Thomas Vettiger as Director	For	No	99.05%	0.94%	
4.1.5		Elect Corine Blesi as Director	For	No	99.99%	0.00%	
4.2		Reelect Thomas Vettiger as Board Chair	For	No	99.14%	0.85%	
4.3.1		Reappoint Albert Baehny as Member of the Compensation Committee	For	No	99.08%	0.91%	
4.3.2		Appoint Corine Blesi as Member of the Compensation Committee	For	No	99.99%	0.00%	
4.4		Designate Keller AG as Independent Proxy	For	No	99.99%	0.00%	
4.5		Ratify KPMG AG as Auditors	For	No	99.99%	0.00%	
5.1		Approve Remuneration Report	For	No	97.72%	2.27%	



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 700,000	For	No	97.72%	2.27%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	No	99.56%	0.43%
	6	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	93.16%	6.83%
	7	Transact Other Business (Voting)	Against	Yes		
Investor AB 03.05.23	1	Elect Chairman of Meeting	For	No		
	2	Prepare and Approve List of Shareholders	Refer	No		
	3	Approve Agenda of Meeting	For	No		
	4	Designate Inspector(s) of Minutes of Meeting	Refer	No		
	5	Acknowledge Proper Convening of Meeting	For	No		
	6	Receive Financial Statements and Statutory Reports	Refer	No		
	7	Receive President's Report	Refer	No		
	8	Accept Financial Statements and Statutory Reports	For	No		
	9	Approve Remuneration Report	Against	Yes		
	10.A	Approve Discharge of Gunnar Brock	For	No		
	10.B	Approve Discharge of Johan Forssell	For	No		
	10.C	Approve Discharge of Magdalena Gerger	For	No		
	10.D	Approve Discharge of Tom Johnstone	For	No		
	10.E	Approve Discharge of Isabelle Kocher	For	No		
	10.F	Approve Discharge of Sven Nyman	For	No		
	10.G	Approve Discharge of Grace Reksten Skaugen	For	No		
	10.H	Approve Discharge of Hans Straberg	For	No		
	10.I	Approve Discharge of Jacob Wallenberg	For	No		
	10.J	Approve Discharge of Marcus Wallenberg	For	No		
	10.K	Approve Discharge of Sara Ohrvall	For	No		
	11	Approve Allocation of Income and Dividends of SEK 4.40 Per Share	For	No		
	12.A	Determine Number of Members (11) and Deputy Members (0) of Board	For	No		
	12.B	Determine Number of Auditors (1) and Deputy Auditors	For	No		
	13.A	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chairman, SEK 1.8 Million for Vice Chairman and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	13.B	Approve Remuneration of Auditors	For	No		
	14.A	Reelect Gunnar Brock as Director	Against	Yes		
	14.B	Reelect Johan Forssell as Director	For	No		
	14.C	Reelect Magdalena Gerger as Director	For	No		
	14.D	Reelect Tom Johnstone as Director	Against	Yes		
	14.E	Reelect Isabelle Kocher as Director	For	No		
	14.F	Reelect Sven Nyman as Director	For	No		
	14.G	Reelect Grace Reksten Skaugen as Director	Against	Yes		
	14.H	Reelect Hans Straberg as Director	Against	Yes		
	14.I	Reelect Jacob Wallenberg as Director	Against	Yes		
	14.J	Reelect Marcus Wallenberg as Director	Against	Yes		
	14.K	Reelect Sara Ohrvall as Director	Against	Yes		
	15	Reelect Jacob Wallenberg as Board Chair	Against	Yes		
	16	Ratify Deloitte as Auditor	For	No		
	17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	For	No		
	17.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No		
	18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	For	No		
	19	Close Meeting	Refer	No		
SKAN Group AG 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Discharge of Board and Senior Management	For	No	99.99%	0.00%
	3	Approve Allocation of Income and Dividends of CHF 0.25 per Share	For	No	99.99%	0.00%
	4.1.1	Reelect Gert Thoenen as Director and Board Chair	For	No	92.55%	7.44%
	4.1.2	Reelect Oliver Baumann as Director	For	No	93.07%	6.92%
	4.1.3	Reelect Cornelia Gehrig as Director	For	No	98.51%	1.48%
	4.1.4	Reelect Thomas Huber as Director	For	No	94.92%	5.07%
	4.1.5	Reelect Beat Luethi as Director	For	No	96.15%	3.84%
	4.1.6	Reelect Gregor Plattner as Director	For	No	88.49%	11.50%
	4.1.7	Reelect Patrick Schaer as Director	For	No	84.93%	15.06%
	5.1.1	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	For	No	89.12%	10.87%
	5.1.2	Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee	For	No	93.66%	6.33%
	5.1.3	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	For	No	91.05%	8.94%
	6	Approve Remuneration Report (Non-Binding)	For	No	96.02%	3.97%
	7	Approve Remuneration of Directors in the Amount of CHF 575,000	For	No	94.67%	5.32%
	8	Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	For	No	94.63%	5.36%
	9	Ratify BDO AG as Auditors	For	No	98.52%	1.47%
	10	Designate v.FISCHER Recht AG as Independent Proxy	For	No	99.99%	0.00%
	11.1	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	90.80%	9.19%
	11.2	Amend Articles Re: Interim Dividend and Interim Financial Statements	For	No	99.83%	0.16%
	11.3	Amend Articles Re: Qualified Majority for Adoption of Resolutions	For	No	99.83%	0.16%
	11.4	Amend Articles Re: Duties of the Board of Directors	For	No	99.98%	0.01%
	12	Transact Other Business (Voting)	Against	Yes		
St. Galler Kantonalbank AG 03.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	2	Approve Allocation of Income and Dividends of CHF 17.00 per Share	For	No	99.91%	0.08%
	3	Approve Discharge of Board of Directors	For	No	99.79%	0.20%
	4.1	Elect Roland Ledergerber as Director and Board Chair	For	No	92.89%	7.10%
	4.2	Elect Manuel Ammann as Director	Against	Yes	92.82%	7.17%
	4.3	Elect Andrea Cornelius as Director	For	No	99.78%	0.21%
	4.4	Elect Claudia Viehweger as Director and Member of the Compensation Committee	For	No	92.49%	7.50%
	4.5	Elect Kurt Rueegg as Director and Member of the Compensation Committee	Against	Yes	91.34%	8.65%
	4.6	Elect Adrian Rueesch as Director and Member of the Compensation Committee	Against	Yes	90.03%	9.96%
	4.7	Elect Rolf Birrer as Director from July 1, 2023	For	No	94.05%	5.94%
	4.8	Elect Daniel Ott as Director	For	No	94.35%	5.64%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.4 Million	For	No	98.40%	1.59%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	No	98.41%	1.58%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Against	Yes	85.47%	14.52%
	6	Designate rtwp Rechtsanwaelte & notare as Independent Proxy	For	No	99.18%	0.81%
	7	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	95.35%	4.64%
	8	Transact Other Business (Voting)	Against	Yes		
Boston Scientific Corporation 04.05.23	1a	Elect Director Nelda J. Connors	For	No	97.40%	2.59%
	1b	Elect Director Charles J. Dockendorff	For	No	93.91%	6.08%
	1c	Elect Director Yoshiaki Fujimori	For	No	99.00%	0.99%
	1d	Elect Director Edward J. Ludwig	For	No	96.27%	3.72%
	1e	Elect Director Michael F. Mahoney	Against	Yes	93.71%	6.28%
	1f	Elect Director David J. Roux	For	No	96.48%	3.51%
	1g	Elect Director John E. Sununu	For	No	85.90%	14.09%
	1h	Elect Director David S. Wichmann	For	No	98.97%	1.02%
	1i	Elect Director Ellen M. Zane	For	No	86.65%	13.34%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.62%	7.37%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.08%	6.91%
DTE Energy Company 04.05.23	1.1	Elect Director David A. Brandon	For	No	91.68%	8.31%
	1.2	Elect Director Charles G. McClure, Jr.	For	No	86.38%	13.61%
	1.3	Elect Director Gail J. McGovern	For	No	97.40%	2.59%
	1.4	Elect Director Mark A. Murray	For	No	96.20%	3.79%
	1.5	Elect Director Gerardo Norcia	Withhold	Yes	96.16%	3.83%
	1.6	Elect Director Robert C. Skaggs, Jr.	For	No	98.93%	1.06%
	1.7	Elect Director David A. Thomas	For	No	98.98%	1.01%
	1.8	Elect Director Gary H. Torgow	For	No	97.40%	2.59%
	1.9	Elect Director James H. Vandenberghe	For	No	97.78%	2.21%
	1.10	Elect Director Valerie M. Williams	For	No	96.80%	3.19%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.29%	0.70%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.17%	3.82%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Right to Call Special Meeting	For	No	98.54%	1.45%
	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	21.99%	78.00%
	7	Report on Lobbying Payments and Policy	For	Yes	29.68%	70.31%
Mettler-Toledo International Inc. 04.05.23	1.1	Elect Director Robert F. Spoerry	For	No	92.66%	7.33%
	1.2	Elect Director Roland Diggelmann	For	No	99.25%	0.74%
	1.3	Elect Director Domitille Doat-Le Bigot	For	No	98.20%	1.79%
	1.4	Elect Director Elisha W. Finney	For	No	98.08%	1.91%
	1.5	Elect Director Richard Francis	For	No	99.12%	0.87%
	1.6	Elect Director Michael A. Kelly	For	No	97.57%	2.42%
	1.7	Elect Director Thomas P. Salice	For	No	87.96%	12.03%
	1.8	Elect Director Ingrid Zhang	For	No	99.76%	0.23%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.49%	1.50%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	86.73%	13.26%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
United Parcel Service, Inc. 04.05.23	1a	Elect Director Carol Tome	For	No	97.59%	2.40%
	1b	Elect Director Rodney Adkins	For	No	93.48%	6.51%
	1c	Elect Director Eva Boratto	For	No	97.44%	2.55%
	1d	Elect Director Michael Burns	For	No	96.51%	3.48%
	1e	Elect Director Wayne Hewett	For	No	97.50%	2.49%
	1f	Elect Director Angela Hwang	For	No	97.31%	2.68%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1g	Elect Director Kate Johnson	Against	Yes	88.68%	11.31%
	1h	Elect Director William Johnson	Against	Yes	87.04%	12.95%
	1i	Elect Director Franck Moison	Against	Yes	88.60%	11.39%
	1j	Elect Director Christiana Smith Shi	For	No	96.66%	3.33%
	1k	Elect Director Russell Stokes	Against	Yes	88.43%	11.56%
	1l	Elect Director Kevin Warsh	Against	Yes	87.62%	12.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.45%	6.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.52%	2.88%
	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	32.78%	66.64%
	6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For	Yes	19.81%	77.30%
	7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For	Yes	17.72%	80.90%
	8	Report on Just Transition	For	Yes	23.56%	74.54%
	9	Report on Risk Due to Restrictions on Reproductive Rights	For	Yes	8.69%	89.53%
	10	Oversee and Report a Civil Rights Audit	Against	No	5.55%	92.96%
	11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	24.49%	73.65%
Archer-Daniels-Midland Company 04.05.23	1a	Elect Director Michael S. Burke	For	No	97.17%	2.82%
	1b	Elect Director Theodore Colbert	For	No	98.74%	1.25%
	1c	Elect Director James C. Collins, Jr.	For	No	99.00%	0.99%
	1d	Elect Director Terrell K. Crews	For	No	96.68%	3.31%
	1e	Elect Director Ellen de Brabander	For	No	99.43%	0.56%
	1f	Elect Director Suzan F. Harrison	For	No	98.18%	1.81%
	1g	Elect Director Juan R. Luciano	Against	Yes	93.68%	6.31%
	1h	Elect Director Patrick J. Moore	For	No	88.70%	11.29%
	1i	Elect Director Debra A. Sandler	For	No	97.07%	2.92%
	1j	Elect Director Lei Z. Schlitz	For	No	98.18%	1.81%
	1k	Elect Director Kelvin R. Westbrook	For	No	91.88%	8.11%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.29%	3.52%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.96%	5.72%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	31.12%	68.52%
Simon Property Group, Inc. 04.05.23	1A	Elect Director Glyn F. Aepfel	Against	Yes	78.07%	21.92%
	1B	Elect Director Larry C. Glasscock	Against	Yes	74.77%	25.22%
	1C	Elect Director Allan Hubbard	Against	Yes	60.71%	39.28%
	1D	Elect Director Reuben S. Leibowitz	Against	Yes	53.41%	46.58%
	1E	Elect Director Randall J. Lewis	For	No	99.54%	0.45%
	1F	Elect Director Gary M. Rodkin	Against	Yes	77.69%	22.30%
	1G	Elect Director Peggy Fang Roe	Against	Yes	78.01%	21.98%
	1H	Elect Director Stefan M. Selig	For	No	95.21%	4.78%
	1I	Elect Director Daniel C. Smith	For	No	92.91%	7.08%
	1J	Elect Director Marta R. Stewart	For	No	99.18%	0.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	11.05%	88.94%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.75%	4.24%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
First Quantum Minerals Ltd. 04.05.23	1	Fix Number of Directors at Ten	For	No	77.85%	22.14%
	2.1	Elect Director Andrew B. Adams	For	No	92.48%	7.51%
	2.2	Elect Director Alison C. Beckett	For	No	98.71%	1.28%
	2.3	Elect Director Robert J. Harding	For	No	88.34%	11.65%
	2.4	Elect Director Kathleen A. Hogenson	For	No	99.46%	0.53%
	2.5	Elect Director Charles Kevin McArthur	For	No	99.24%	0.75%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.6	Elect Director Philip K. R. Pascall	For	No	93.17%	6.82%
	2.7	Elect Director Anthony Tristan Pascall	For	No	99.01%	0.98%
	2.8	Elect Director Simon J. Scott	For	No	99.79%	0.20%
	2.9	Elect Director Joanne K. Warner	For	No	99.34%	0.65%
	2.10	Elect Director Geoff Chater	For	No	99.84%	0.15%
	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.91%	0.08%
	4	Advisory Vote on Executive Compensation Approach	For	No	94.96%	5.03%
	5	Re-approve Shareholder Rights Plan	For	No	77.48%	22.51%
Idorsia Ltd. 04.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	98.69%	0.37%
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	78.48%	21.06%
	2	Approve Treatment of Net Loss	For	No	99.37%	0.36%
	3	Approve Discharge of Board and Senior Management	For	No	97.79%	1.57%
	4.1.1	Reelect Mathieu Simon as Director	For	No	98.42%	1.24%
	4.1.2	Reelect Joern Aldag as Director	For	No	99.02%	0.67%
	4.1.3	Reelect Jean-Paul Clozel as Director	For	No	92.27%	7.52%
	4.1.4	Reelect Felix Ehrat as Director	For	No	94.14%	4.81%
	4.1.5	Reelect Srishti Gupta as Director	For	No	97.42%	1.51%
	4.1.6	Reelect Peter Kellogg as Director	For	No	98.85%	0.82%
	4.1.7	Reelect Sandy Mahatme as Director	For	No	98.28%	0.59%
	4.1.8	Elect Sophie Kornowski as Director	For	No	98.85%	0.87%
	4.2	Reelect Mathieu Simon as Board Chair	For	No	98.45%	1.25%
	4.3.1	Reappoint Felix Ehrat as Chairman of the Nomination, Compensation and Governance Committee	For	No	92.24%	6.63%
	4.3.2	Reappoint Srishti Gupta as Member of the Nomination, Compensation and Governance Committee	For	No	96.05%	2.81%
	4.3.3	Reappoint Mathieu Simon as Member of the Nomination, Compensation and Governance Committee	For	No	96.16%	2.78%
	4.3.4	Appoint Sophie Kornowski as Member of the Nomination, Compensation and Governance Committee	For	No	97.82%	1.13%
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No	87.62%	11.81%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.2 Million	For	No	86.60%	12.79%
	6	Designate BachmannPartner AG as Independent Proxy	For	No	99.03%	0.03%
	7	Ratify Ernst & Young AG as Auditors	For	No	98.74%	0.28%
	8.1	Amend Corporate Purpose	For	No	98.55%	1.14%
	8.2	Approve Creation of CHF 1.3 Million Pool of Conditional Capital for Employee Equity Participation	Against	Yes	78.05%	20.78%
	8.3	Approve Creation of Capital Band within the Upper Limit of CHF 14.1 Million and the Lower Limit of CHF 4.7 Million with or without Exclusion of Preemptive Rights	For	No	82.61%	16.16%
	8.4	Amend Articles Re: Exclusion of Subscription Rights up to 20 Percent of Share Capital; Form of Shares and Share Register	For	No	90.60%	8.16%
	8.5	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	87.92%	10.77%

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	8.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	91.09%	8.43%
	9	Transact Other Business (Voting)	Against	Yes		
United Rentals, Inc. 04.05.23	1a	Elect Director Jose B. Alvarez	For	No	85.90%	14.09%
	1b	Elect Director Marc A. Bruno	For	No	95.52%	4.47%
	1c	Elect Director Larry D. De Shon	For	No	95.61%	4.38%
	1d	Elect Director Matthew J. Flannery	For	No	99.05%	0.94%
	1e	Elect Director Bobby J. Griffin	For	No	93.89%	6.10%
	1f	Elect Director Kim Harris Jones	For	No	98.67%	1.32%
	1g	Elect Director Terri L. Kelly	For	No	96.19%	3.80%
	1h	Elect Director Michael J. Kneeland	For	No	97.58%	2.41%
	1i	Elect Director Francisco J. Lopez-Balboa	For	No	99.28%	0.71%
	1j	Elect Director Gracia C. Martore	For	No	97.98%	2.01%
	1k	Elect Director Shiv Singh	For	No	95.60%	4.39%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.42%	4.51%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.44%	6.43%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	For	No	82.46%	0.93%
	6	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	For	Yes	33.44%	66.17%
Ecolab Inc. 04.05.23	1a	Elect Director Shari L. Ballard	For	No	96.08%	3.91%
	1b	Elect Director Barbara J. Beck	For	No	94.17%	5.82%
	1c	Elect Director Christophe Beck	Against	Yes	93.71%	6.28%
	1d	Elect Director Jeffrey M. Ettinger	For	No	93.72%	6.27%
	1e	Elect Director Eric M. Green	For	No	98.31%	1.68%
	1f	Elect Director Arthur J. Higgins	For	No	95.71%	4.28%
	1g	Elect Director Michael Larson	For	No	98.65%	1.34%
	1h	Elect Director David W. MacLennan	For	No	97.70%	2.29%
	1i	Elect Director Tracy B. McKibben	For	No	99.36%	0.63%
	1j	Elect Director Lionel L. Nowell, III	For	No	93.46%	6.53%
	1k	Elect Director Victoria J. Reich	For	No	90.78%	9.21%
	1l	Elect Director Suzanne M. Vautrinot	For	No	98.91%	1.08%
	1m	Elect Director John J. Zillmer	For	No	61.83%	38.16%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.43%	6.56%
	3	Approve Omnibus Stock Plan	For	No	92.63%	7.36%
	4	Amend Nonqualified Employee Stock Purchase Plan	For	No	99.47%	0.52%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	67.64%	32.35%
	6	Advisory Vote on Say on Pay Frequency	One Year	No		
	7	Require Independent Board Chair	For	Yes	44.94%	55.05%
Equifax Inc. 04.05.23	1a	Elect Director Mark W. Begor	For	No	99.79%	0.20%
	1b	Elect Director Mark L. Feidler	For	No	95.28%	4.71%
	1c	Elect Director Karen L. Fichuk	For	No	99.85%	0.14%
	1d	Elect Director G. Thomas Hough	For	No	98.99%	1.00%
	1e	Elect Director Robert D. Marcus	For	No	88.50%	11.49%
	1f	Elect Director Scott A. McGregor	For	No	99.37%	0.62%
	1g	Elect Director John A. McKinley	For	No	97.64%	2.35%
	1h	Elect Director Melissa D. Smith	For	No	98.04%	1.95%
	1i	Elect Director Audrey Boone Tillman	For	No	99.08%	0.91%
	1j	Elect Director Heather H. Wilson	For	No	99.48%	0.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	42.74%	57.25%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.69%	3.30%
	5	Approve Omnibus Stock Plan	For	No	96.69%	3.30%
	6	Oversee and Report a Racial Equity Audit	For	Yes	30.83%	69.16%



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Rio Tinto Limited 04.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.72%	0.27%
	2	Approve Remuneration Report for UK Law Purposes	For	No	96.03%	3.96%
	3	Approve Remuneration Report for Australian Law Purposes	For	No	95.99%	4.00%
	4	Approve Potential Termination Benefits	For	No	98.91%	1.08%
	5	Elect Kaisa Hietala as Director	For	No	99.66%	0.33%
	6	Elect Dominic Barton as Director	For	No	97.44%	2.55%
	7	Elect Megan Clark as Director	Against	Yes	93.97%	6.02%
	8	Elect Peter Cunningham as Director	For	No	99.71%	0.28%
	9	Elect Simon Henry as Director	For	No	98.43%	1.56%
	10	Elect Sam Laidlaw as Director	For	No	97.66%	2.33%
	11	Elect Simon McKeon as Director	For	No	98.44%	1.55%
	12	Elect Jennifer Nason as Director	For	No	98.45%	1.54%
	13	Elect Jakob Stausholm as Director	For	No	99.52%	0.47%
	14	Elect Ngaire Woods as Director	For	No	98.35%	1.64%
	15	Elect Ben Wyatt as Director	For	No	98.75%	1.24%
	16	Appoint KPMG LLP as Auditors	For	No	99.32%	0.67%
	17	Authorize the Audit & Risk Committee to Fix Remuneration of Auditors	For	No	99.81%	0.18%
	18	Approve Authority to Make Political Donations	For	No	98.29%	1.70%
	19	Approve the Renewal of Off-Market and On-Market Share Buy-back Authorities	For	No	98.63%	1.36%
Allianz SE 04.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	For	No	99.77%	0.22%
	3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	For	No	97.75%	2.24%
	3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	For	No	99.19%	0.80%
	3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	For	No	99.18%	0.81%
	3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	For	No	99.17%	0.82%
	3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	For	No	99.20%	0.79%
	3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	For	No	99.17%	0.82%
	3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	For	No	97.86%	2.13%
	3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	For	No	97.88%	2.11%
	3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	For	No	99.18%	0.81%
	3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	For	No	99.16%	0.83%
	3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	For	No	99.19%	0.80%
	4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	For	No	95.64%	4.35%
	4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	For	No	98.16%	1.83%
	4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	For	No	98.13%	1.86%
	4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	For	No	98.17%	1.82%
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	For	No	98.17%	1.82%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	For	No	99.22%	0.77%
	4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	No	98.19%	1.80%
	4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	For	No	99.16%	0.83%
	4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	For	No	98.14%	1.85%
	4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	For	No	99.17%	0.82%
	4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	For	No	99.18%	0.81%
	4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	For	No	98.17%	1.82%
	4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	For	No	99.23%	0.76%
	4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	For	No	99.16%	0.83%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	No	99.19%	0.80%
	6	Approve Remuneration Report	For	No	82.94%	17.05%
	7	Approve Remuneration of Supervisory Board	For	No	95.06%	4.93%
	8	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	75.50%	24.49%
	9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	93.62%	6.37%
	10	Amend Article Re: Location of Annual Meeting	For	No	99.57%	0.42%
CME Group Inc. 04.05.23	1a	Elect Director Terrence A. Duffy	Against	Yes	90.91%	9.08%
	1b	Elect Director Kathryn Benesh	For	No	99.10%	0.89%
	1c	Elect Director Timothy S. Bitsberger	Against	Yes	69.66%	30.33%
	1d	Elect Director Charles P. Carey	Against	Yes	54.54%	45.45%
	1e	Elect Director Bryan T. Durkin	For	No	94.02%	5.97%
	1f	Elect Director Harold Ford, Jr.	For	No	98.88%	1.11%
	1g	Elect Director Martin J. Gepsman	For	No	82.54%	17.45%
	1h	Elect Director Larry G. Gerdes	For	No	81.06%	18.93%
	1i	Elect Director Daniel R. Glickman	Against	Yes	61.99%	38.00%
	1j	Elect Director Daniel G. Kaye	For	No	96.05%	3.94%
	1k	Elect Director Phyllis M. Lockett	Against	Yes	66.35%	33.64%
	1l	Elect Director Deborah J. Lucas	For	No	97.98%	2.01%
	1m	Elect Director Terry L. Savage	Against	Yes	63.67%	36.32%
	1n	Elect Director Rahael Seifu	Against	Yes	73.13%	26.86%
	1o	Elect Director William R. Shepard	For	No	90.88%	9.11%
	1p	Elect Director Howard J. Siegel	For	No	87.85%	12.14%
	1q	Elect Director Dennis A. Suskind	For	No	84.56%	15.43%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.79%	7.10%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	32.07%	67.58%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Capital One Financial Corporation 04.05.23	1a	Elect Director Richard D. Fairbank	Against	Yes	96.83%	3.16%
	1b	Elect Director Ime Archibong	For	No	99.38%	0.61%
	1c	Elect Director Christine Detrick	For	No	95.99%	4.00%
	1d	Elect Director Ann Fritz Hackett	For	No	91.91%	8.08%
	1e	Elect Director Peter Thomas Killalea	For	No	93.36%	6.63%
	1f	Elect Director Cornelis "Eli" Leenaars	For	No	99.20%	0.79%
	1g	Elect Director Francois Locoh-Donou	For	No	94.77%	5.22%
	1h	Elect Director Peter E. Raskind	For	No	96.68%	3.31%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1i	Elect Director Eileen Serra	For	No	99.44%	0.55%
	1j	Elect Director Mayo A. Shattuck, III	For	No	96.38%	3.61%
	1k	Elect Director Bradford H. Warner	For	No	95.84%	4.15%
	1l	Elect Director Craig Anthony Williams	For	No	99.19%	0.80%
	2	Eliminate Supermajority Vote Requirement	For	No	85.43%	0.27%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.27%	6.72%
	5	Amend Omnibus Stock Plan	For	No	96.69%	3.30%
	6	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.60%	3.39%
	7	Adopt Simple Majority Vote	For	Yes	66.19%	33.80%
	8	Report on Board Oversight of Risks Related to Discrimination	Against	No	0.94%	99.05%
	9	Disclose Board Skills and Diversity Matrix	For	Yes	44.05%	55.94%
Deutsche Post AG 04.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	No	99.92%	0.07%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.76%	0.23%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	86.95%	13.04%
	5.1	Elect Katrin Suder to the Supervisory Board	For	No	97.11%	2.88%
	5.2	Reelect Mario Daberkow to the Supervisory Board	For	No	98.92%	1.07%
	6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	94.93%	5.06%
	7	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	95.65%	4.34%
	8	Approve Remuneration Report	Against	Yes	93.34%	6.65%
	9.1	Amend Article Re: Location of Annual Meeting	For	No	99.82%	0.17%
	9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	88.85%	11.14%
	9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	98.40%	1.59%
Gildan Activewear Inc. 04.05.23	1	Ratify KPMG LLP as Auditors	Withhold	Yes	90.81%	9.18%
	2.1	Elect Director Donald C. Berg	For	No	96.92%	3.07%
	2.2	Elect Director Maryse Bertrand	For	No	98.83%	1.16%
	2.3	Elect Director Dhaval Buch	For	No	98.91%	1.08%
	2.4	Elect Director Marc Caira	For	No	98.90%	1.09%
	2.5	Elect Director Glenn J. Chamandy	For	No	99.59%	0.40%
	2.6	Elect Director Shirley E. Cunningham	For	No	97.16%	2.83%
	2.7	Elect Director Charles M. Herington	For	No	97.43%	2.56%
	2.8	Elect Director Luc Jobin	For	No	97.85%	2.14%
	2.9	Elect Director Craig A. Leavitt	For	No	97.88%	2.11%
	2.10	Elect Director Anne Martin-Vachon	For	No	97.61%	2.38%
	3	Re-approve Shareholder Rights Plan	For	No	94.41%	5.58%
	4	Amend Long-Term Incentive Plan	For	No	97.14%	2.85%
	5	Amend Long-Term Incentive Plan	For	No	96.54%	3.45%
	6	Advisory Vote on Executive Compensation Approach	For	No	94.43%	5.56%
	7	Review Human Capital Management KPIs and SPTs Addressing Human Rights in its Supply Chain, and Improving Employee Safety and Reducing Workplace Risks and Include One Such KPI/SPT in its Next Sustainability Linked Credit Facility in 2027	For	Yes	11.12%	88.87%
Holcim Ltd. 04.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.07%	0.09%
	1.2	Approve Remuneration Report	For	No	87.57%	11.68%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Discharge of Board and Senior Management	For	No	95.23%	3.42%
	3.1	Approve Allocation of Income	For	No	99.79%	0.03%
	3.2	Approve Dividends of CHF 2.50 per Share from Capital Contribution Reserves	For	No	99.79%	0.04%
	4.1	Amend Corporate Purpose	For	No	99.32%	0.10%
	4.2	Amend Articles Re: Shares and Share Register	For	No	99.11%	0.31%
	4.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	82.89%	16.11%
	4.4	Amend Articles Re: Restriction on Share Transferability	For	No	97.19%	2.22%
	4.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	98.45%	0.88%
	5.1.1	Reelect Jan Jenisch as Director and Elect as Board Chair	For	No	96.72%	2.07%
	5.1.2	Reelect Philippe Block as Director	For	No	98.94%	0.84%
	5.1.3	Reelect Kim Fausing as Director	For	No	98.23%	0.58%
	5.1.4	Reelect Leanne Geale as Director	For	No	99.14%	0.62%
	5.1.5	Reelect Naina Kidwai as Director	For	No	96.19%	3.56%
	5.1.6	Reelect Ilias Laeber as Director	For	No	98.21%	1.54%
	5.1.7	Reelect Juerg Oleas as Director	For	No	99.08%	0.68%
	5.1.8	Reelect Claudia Ramirez as Director	For	No	97.04%	2.72%
	5.1.9	Reelect Hanne Sorensen as Director	For	No	94.40%	5.36%
	5.2.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Against	Yes	95.24%	4.11%
	5.2.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Against	Yes	96.10%	3.30%
	5.2.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Against	Yes	94.23%	5.17%
	5.2.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Against	Yes	91.32%	8.09%
	5.3.1	Ratify Ernst & Young AG as Auditors	For	No	98.70%	1.09%
	5.3.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	For	No	99.77%	0.05%
	6.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No	96.97%	2.63%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	For	No	91.89%	7.36%
	7	Approve CHF 80 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.68%	0.09%
	8	Approve Climate Report	For	No	95.75%	1.32%
	9	Transact Other Business (Voting)	Against	Yes		
KBC Group SA/NV 04.05.23	1	Receive Directors' Reports (Non-Voting)	Refer	No		
	2	Receive Auditors' Reports (Non-Voting)	Refer	No		
	3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	For	No	99.56%	0.38%
	5	Approve Remuneration Report	For	No	84.57%	14.37%
	6	Approve Discharge of Directors	For	No	95.56%	4.00%
	7	Approve Discharge of Auditors	For	No	95.87%	3.70%
	8	Approve Auditors' Remuneration	For	No	99.68%	0.25%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.1	Reelect Koenraad Debackere as Independent Director	Against	Yes	77.97%	22.01%
	9.2	Reelect Alain Bostoën as Director	Against	Yes	64.23%	35.76%
	9.3	Reelect Franky Depickere as Director	Against	Yes	57.79%	42.19%
	9.4	Reelect Frank Donck as Director	Against	Yes	57.87%	42.11%
	9.5	Elect Marc De Ceuster as Director	Against	Yes	62.30%	37.68%
	9.6	Elect Raf Sels as Director	Against	Yes	63.66%	36.33%
	10	Transact Other Business	Refer	No		
	1	Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Refer	No		
	2.1	Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	For	No	97.15%	2.84%
	2.2	Approve Issuance of Shares with Preemptive Rights	For	No	96.24%	3.75%
	3	Amend Article 7 Re: Insert Transitional Provision	For	No	99.55%	0.44%
	4	Amend Article 8 Re: Allocation of Share Premiums	For	No	99.61%	0.38%
	5	Authorize Cancellation of Treasury Shares	For	No	98.78%	1.21%
	6	Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	For	No	99.99%	0.00%
	7	Amend Article 20 Re: Powers of the Executive Committee	For	No	99.99%	0.00%
	8	Amend Article 23 Re: Deletion of Transitional Provision	For	No	99.94%	0.05%
	9	Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	For	No	99.55%	0.44%
	10	Authorize Implementation of Approved Resolutions	For	No	99.99%	0.00%
	11	Authorize Filing of Required Documents/Formalities at Trade Registry	For	No	99.99%	
Meyer Burger Technology AG 04.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.47%	0.12%
	1.2	Approve Remuneration Report	For	No	82.81%	16.34%
	2	Approve Treatment of Net Loss	For	No	99.37%	0.22%
	3	Approve Discharge of Board and Senior Management	For	No	98.93%	0.59%
	4.1.1	Reelect Franz Richter as Director and Board Chair	For	No	97.78%	1.72%
	4.1.2	Reelect Andreas Herzog as Director	For	No	97.49%	2.12%
	4.1.3	Reelect Mark Kerekes as Director	For	No	95.48%	4.06%
	4.1.4	Reelect Urs Schenker as Director	For	No	85.03%	14.68%
	4.1.5	Reelect Katrin Wehr-Seiter as Director	For	No	89.29%	10.29%
	4.2.1	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	For	No	92.04%	7.41%
	4.2.2	Reappoint Urs Schenker as Member of the Nomination and Compensation Committee	For	No	71.31%	28.14%
	5	Ratify PricewaterhouseCoopers AG as Auditors	For	No	81.53%	17.96%
	6	Designate Andre Weber as Independent Proxy	For	No	99.05%	0.29%
	7.1	Approve Remuneration of Directors in the Amount of CHF 955,000	For	No	92.56%	6.58%
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	No	86.90%	12.23%
	8	Approve Creation of CHF 29.5 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	No	84.41%	13.97%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Amend Corporate Purpose	For	No	98.52%	0.62%
	10.1	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No	98.67%	0.35%
	10.2	Amend Articles of Association	For	No	98.55%	0.40%
	11	Transact Other Business (Voting)	Against	Yes		
RWE AG 04.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	No	99.96%	0.03%
	3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2022	Against	Yes	99.88%	0.11%
	3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Against	Yes	99.89%	0.10%
	3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Against	Yes	99.89%	0.10%
	4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Against	Yes	98.12%	1.87%
	4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	Against	Yes	98.33%	1.66%
	4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Against	Yes	98.33%	1.66%
	4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Against	Yes	99.00%	0.99%
	4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	Against	Yes	98.33%	1.66%
	4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Against	Yes	97.63%	2.36%
	4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Against	Yes	99.00%	0.99%
	4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Against	Yes	99.02%	0.97%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Against	Yes	97.82%	2.17%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Ratify Deloitte GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	For	No	99.82%	0.17%
	7	Approve Remuneration Report	Against	Yes	92.80%	7.19%
	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	97.61%	2.38%
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Billion; Approve Creation of EUR 190.4 Million Pool of Capital to Guarantee Conversion Rights	For	No	96.46%	3.53%
	10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No	97.40%	2.59%
	11	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	87.15%	12.84%
Aviva Plc 04.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Remuneration Report	Against	Yes	96.81%	3.18%
	3	Approve Climate-Related Financial Disclosure	For	No	97.14%	2.85%
	4	Approve Final Dividend	For	No	99.69%	0.30%
	5	Elect Mike Craston as Director	For	No	92.02%	7.97%
	6	Elect Charlotte Jones as Director	For	No	99.80%	0.19%
	7	Re-elect Amanda Blanc as Director	For	No	99.90%	0.09%
	8	Re-elect Andrea Blance as Director	For	No	96.56%	3.43%
	9	Re-elect George Culmer as Director	For	No	97.60%	2.39%
	10	Re-elect Patrick Flynn as Director	For	No	96.59%	3.40%
	11	Re-elect Shonaid Jemmett-Page as Director	For	No	95.30%	4.69%
	12	Re-elect Mohit Joshi as Director	For	No	96.57%	3.42%
	13	Re-elect Pippa Lambert as Director	For	No	95.99%	4.00%
	14	Re-elect Jim McConville as Director	For	No	96.60%	3.39%
	15	Re-elect Michael Mire as Director	For	No	92.15%	7.84%
	16	Re-elect Martin Strobel as Director	For	No	96.60%	3.39%
	17	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	97.82%	2.17%
	18	Authorise Audit Committee to Fix Remuneration of Auditors	For	No	98.41%	1.58%
	19	Authorise UK Political Donations and Expenditure	For	No	97.53%	2.46%
	20	Authorise Issue of Equity	For	No	95.09%	4.90%
	21	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.67%	0.32%
	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	99.11%	0.88%
	23	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	No	99.29%	0.70%
	24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	No	98.35%	1.64%
	25	Authorise Market Purchase of Ordinary Shares	For	No	99.35%	0.64%
	26	Authorise Market Purchase of 8 3/4 % Preference Shares	For	No	98.69%	1.30%
	27	Authorise Market Purchase of 8 3/8 % Preference Shares	For	No	98.69%	1.30%
	28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	92.76%	7.23%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Mondi Plc 04.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.70%	0.29%
	2	Approve Remuneration Policy	For	No	87.70%	12.29%
	3	Approve Remuneration Report	Against	Yes	90.16%	9.83%
	4	Approve Final Dividend	For	No	99.99%	0.00%
	5	Elect Anke Groth as Director	For	No	99.99%	0.00%
	6	Elect Saki Macozoma as Director	For	No	99.29%	0.70%
	7	Re-elect Svein Richard Brandtzaeg as Director	For	No	95.50%	4.49%
	8	Re-elect Sue Clark as Director	For	No	97.91%	2.08%
	9	Re-elect Andrew King as Director	For	No	99.99%	0.00%
	10	Re-elect Mike Powell as Director	For	No	99.53%	0.46%
	11	Re-elect Dominique Reiniche as Director	For	No	98.42%	1.57%
	12	Re-elect Dame Angela Strank as Director	For	No	98.84%	1.15%
	13	Re-elect Philip Yea as Director	For	No	96.35%	3.64%
	14	Re-elect Stephen Young as Director	For	No	99.82%	0.17%
	15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.69%	0.30%
	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	17	Authorise Issue of Equity	For	No	95.48%	4.51%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	85.28%	14.71%
	19	Authorise Market Purchase of Ordinary Shares	For	No	98.76%	1.23%
	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	81.66%	18.33%
AMETEK, Inc. 04.05.23	1a	Elect Director Thomas A. Amato	For	No	95.31%	4.68%
	1b	Elect Director Anthony J. Conti	For	No	91.06%	8.93%
	1c	Elect Director Gretchen W. McClain	For	No	89.57%	10.42%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.83%	8.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.84%	5.15%	
Encompass Health Corporation 04.05.23	1a	Elect Director Greg D. Carmichael	For	No	96.34%	3.65%
	1b	Elect Director John W. Chidsey	For	No	93.98%	6.01%
	1c	Elect Director Donald L. Correll	For	No	94.32%	5.67%
	1d	Elect Director Joan E. Herman	For	No	97.69%	2.30%
	1e	Elect Director Leslye G. Katz	For	No	92.22%	7.77%
	1f	Elect Director Patricia A. Maryland	For	No	97.47%	2.52%
	1g	Elect Director Kevin J. O'Connor	For	No	98.04%	1.95%
	1h	Elect Director Christopher R. Reidy	For	No	98.44%	1.55%
	1i	Elect Director Nancy M. Schlichting	For	No	97.11%	2.88%
	1j	Elect Director Mark J. Tarr	For	No	98.67%	1.32%
	1k	Elect Director Terrance Williams	For	No	98.44%	1.55%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	97.19%	2.70%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.80%	6.03%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Loblaw Companies Limited 04.05.23	1.1	Elect Director Scott B. Bonham	For	No	99.77%	0.22%
	1.2	Elect Director Shelley G. Broader	For	No	99.84%	0.15%
	1.3	Elect Director Christie J.B. Clark	For	No	98.95%	1.04%
	1.4	Elect Director Daniel Debow	For	No	99.50%	0.49%
	1.5	Elect Director William A. Downe	For	No	95.40%	4.59%
	1.6	Elect Director Janice Fukakusa	For	No	99.14%	0.85%
	1.7	Elect Director M. Marianne Harris	For	No	99.30%	0.69%
	1.8	Elect Director Kevin Holt	For	No	99.91%	0.08%
	1.9	Elect Director Claudia Kotchka	For	No	99.52%	0.47%
	1.10	Elect Director Sarah Raiss	For	No	99.52%	0.47%
	1.11	Elect Director Galen G. Weston	For	No	97.13%	2.86%
	1.12	Elect Director Cornell Wright	For	No	99.23%	0.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	98.96%	1.03%
	3	Advisory Vote on Executive Compensation Approach	For	No	92.14%	7.85%
The Kraft Heinz Company 04.05.23	1a	Elect Director Gregory E. Abel	For	No	99.34%	0.65%
	1b	Elect Director Humberto P. Alfonso	For	No	89.61%	10.38%
	1c	Elect Director John T. Cahill	For	No	98.65%	1.34%
	1d	Elect Director Lori Dickerson Fouche	For	No	99.24%	0.75%
	1e	Elect Director Diane Gherson	For	No	99.54%	0.45%
	1f	Elect Director Timothy Kenesey	For	No	98.06%	1.93%
	1g	Elect Director Alicia Knapp	For	No	98.31%	1.68%
	1h	Elect Director Elio Leoni Sceti	For	No	98.97%	1.02%
	1i	Elect Director Susan Mulder	For	No	98.93%	1.06%
	1j	Elect Director James Park	For	No	99.43%	0.56%
	1k	Elect Director Miguel Patricio	Against	Yes	97.50%	2.49%
	1l	Elect Director John C. Pope	For	No	97.86%	2.13%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.95%	3.04%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.64%	2.35%
	4	Adopt Simple Majority Vote	Against	No	19.06%	80.93%
	5	Report on Supply Chain Water Risk Exposure	For	Yes	7.83%	92.16%
	6	Commission a Civil Rights and Non-Discrimination Audit	Against	No	0.97%	99.02%
BAE Systems Plc 04.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	2	Approve Remuneration Policy	For	No	97.60%	2.39%
	3	Approve Remuneration Report	For	No	97.81%	2.18%
	4	Approve Final Dividend	For	No	99.99%	0.00%
	5	Re-elect Nicholas Anderson as Director	For	No	99.22%	0.77%
	6	Re-elect Thomas Arseneault as Director	For	No	99.87%	0.12%
	7	Re-elect Crystal Ashby as Director	For	No	99.21%	0.78%
	8	Re-elect Dame Elizabeth Corley as Director	For	No	99.21%	0.78%
	9	Re-elect Bradley Greve as Director	For	No	99.65%	0.34%
	10	Re-elect Jane Griffiths as Director	For	No	99.22%	0.77%
	11	Re-elect Christopher Grigg as Director	For	No	97.44%	2.55%
	12	Re-elect Ewan Kirk as Director	For	No	99.21%	0.78%
	13	Re-elect Stephen Pearce as Director	For	No	99.17%	0.82%
	14	Re-elect Nicole Piasecki as Director	For	No	98.59%	1.40%
	15	Re-elect Charles Woodburn as Director	For	No	99.86%	0.13%
	16	Elect Cressida Hogg as Director	For	No	99.43%	0.56%
	17	Elect Lord Sedwill as Director	For	No	99.97%	0.02%
	18	Reappoint Deloitte LLP as Auditors	For	No	99.97%	0.02%
	19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	20	Authorise UK Political Donations and Expenditure	For	No	99.64%	0.35%
	21	Approve Long-Term Incentive Plan	For	No	98.21%	1.78%
	22	Authorise Issue of Equity	For	No	96.50%	3.49%
	23	Authorise Issue of Equity without Pre-emptive Rights	For	No	96.18%	3.81%
	24	Authorise Market Purchase of Ordinary Shares	For	No	99.08%	0.91%
	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	95.88%	4.11%
Aviva Plc 04.05.23	1	Approve Reduction of the Share Premium Account	For	No	99.95%	0.04%
	2	Approve Reduction of Capital Redemption Reserve	For	No	99.95%	0.04%
Cadence Design Systems, Inc. 04.05.23	1.1	Elect Director Mark W. Adams	For	No	96.82%	3.17%
	1.2	Elect Director Ita Brennan	For	No	88.51%	11.48%
	1.3	Elect Director Lewis Chew	For	No	99.80%	0.19%
	1.4	Elect Director Anirudh Devgan	For	No	99.49%	0.50%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Director ML Krakauer	For	No	96.68%	3.31%
	1.6	Elect Director Julia Liuson	For	No	97.64%	2.35%
	1.7	Elect Director James D. Plummer	For	No	96.80%	3.19%
	1.8	Elect Director Alberto Sangiovanni-Vincentelli	For	No	96.45%	3.54%
	1.9	Elect Director John B. Shoven	For	No	95.68%	4.31%
	1.10	Elect Director Young K. Sohn	For	No	99.39%	0.60%
	2	Amend Omnibus Stock Plan	For	No	94.50%	5.40%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.85%	11.00%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.86%	0.07%
	6	Remove One-Year Holding Period Requirement to Call Special Meeting	Against	No	6.26%	93.52%
Canadian Natural Resources Limited 04.05.23	1.1	Elect Director Catherine M. Best	For	No	94.32%	5.67%
	1.2	Elect Director M. Elizabeth Cannon	For	No	97.76%	2.23%
	1.3	Elect Director N. Murray Edwards	For	No	89.98%	10.01%
	1.4	Elect Director Christopher L. Fong	Withhold	Yes	96.11%	3.88%
	1.5	Elect Director Gordon D. Giffin	Withhold	Yes	74.67%	25.32%
	1.6	Elect Director Wilfred A. Gobert	For	No	97.34%	2.65%
	1.7	Elect Director Steve W. Laut	For	No	98.75%	1.24%
	1.8	Elect Director Tim S. McKay	For	No	98.52%	1.47%
	1.9	Elect Director Frank J. McKenna	For	No	93.19%	6.80%
	1.10	Elect Director David A. Tuer	For	No	90.88%	9.11%
	1.11	Elect Director Annette M. Verschuren	For	No	99.51%	0.48%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	90.56%	9.43%
	3	Advisory Vote on Executive Compensation Approach	For	No	98.49%	1.50%
Duke Energy Corporation 04.05.23	1a	Elect Director Derrick Burks	For	No	98.56%	1.43%
	1b	Elect Director Annette K. Clayton	For	No	98.04%	1.95%
	1c	Elect Director Theodore F. Craver, Jr.	For	No	96.57%	3.42%
	1d	Elect Director Robert M. Davis	For	No	98.35%	1.64%
	1e	Elect Director Caroline Dorsa	For	No	91.79%	8.20%
	1f	Elect Director W. Roy Dunbar	For	No	97.32%	2.67%
	1g	Elect Director Nicholas C. Fanandakis	For	No	98.25%	1.74%
	1h	Elect Director Lynn J. Good	Against	Yes	96.53%	3.46%
	1i	Elect Director John T. Herron	Against	Yes	96.70%	3.29%
	1j	Elect Director Idalene F. Kesner	For	No	98.37%	1.62%
	1k	Elect Director E. Marie McKee	For	No	95.37%	4.62%
	1l	Elect Director Michael J. Pacilio	For	No	98.66%	1.33%
	1m	Elect Director Thomas E. Skains	For	No	97.28%	2.71%
	1n	Elect Director William E. Webster, Jr.	For	No	98.33%	1.66%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.03%	3.56%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.99%	7.14%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	91.37%	7.77%
	6	Adopt Simple Majority Vote	For	No	73.40%	19.47%
	7	Create a Committee to Evaluate Decarbonization Risk	Against	No	2.82%	95.79%
Prologis, Inc. 04.05.23	1a	Elect Director Hamid R. Moghadam	Against	Yes	94.37%	5.62%
	1b	Elect Director Cristina G. Bitá	For	No	99.34%	0.65%
	1c	Elect Director James B. Connor	For	No	96.21%	3.78%
	1d	Elect Director George L. Fotiadis	For	No	86.11%	13.88%
	1e	Elect Director Lydia H. Kennard	For	No	93.25%	6.74%
	1f	Elect Director Irving F. Lyons, III	For	No	95.66%	4.33%
	1g	Elect Director Avid Modjtabai	For	No	99.35%	0.64%
	1h	Elect Director David P. O'Connor	For	No	94.94%	5.05%
	1i	Elect Director Olivier Piani	For	No	99.24%	0.75%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director Jeffrey L. Skelton	For	No	85.99%	14.00%
	1k	Elect Director Carl B. Webb	For	No	93.63%	6.36%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	27.44%	72.55%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	95.37%	4.62%
WEC Energy Group, Inc. 04.05.23	1.1	Elect Director Ave M. Bie	For	No	99.32%	0.67%
	1.2	Elect Director Curt S. Culver	For	No	97.71%	2.28%
	1.3	Elect Director Danny L. Cunningham	Against	Yes	93.96%	6.03%
	1.4	Elect Director William M. Farrow, III	Against	Yes	92.45%	7.54%
	1.5	Elect Director Cristina A. Garcia-Thomas	For	No	98.80%	1.19%
	1.6	Elect Director Maria C. Green	For	No	98.44%	1.55%
	1.7	Elect Director Gale E. Klappa	Against	Yes	91.73%	8.26%
	1.8	Elect Director Thomas K. Lane	For	No	98.88%	1.11%
	1.9	Elect Director Scott J. Lauber	For	No	98.85%	1.14%
	1.10	Elect Director Ulice Payne, Jr.	For	No	92.58%	7.41%
	1.11	Elect Director Mary Ellen Stanek	For	No	98.54%	1.45%
	1.12	Elect Director Glen E. Tellock	For	No	98.83%	1.16%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.20%	4.79%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.47%	4.52%
Schneider Electric SE 04.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	For	No	99.76%	0.23%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%	0.01%
	5	Approve Compensation Report of Corporate Officers	For	No	92.36%	7.63%
	6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For	No	65.65%	34.34%
	7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	For	No	88.36%	11.63%
	8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	For	No	89.10%	10.89%
	9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	No	88.14%	11.85%
	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	For	No	90.13%	9.86%
	11	Approve Remuneration Policy of Directors	For	No	95.06%	4.93%
	12	Reelect Leo Apotheker as Director	For	No	95.42%	4.57%
	13	Reelect Gregory Spierkel as Director	For	No	98.93%	1.06%
	14	Reelect Lip-Bu Tan as Director	For	No	98.72%	1.27%
	15	Elect Abhay Parasnis as Director	For	No	99.68%	0.31%
	16	Elect Giulia Chierchia as Director	For	No	99.69%	0.30%
	17	Approve Company's Climate Transition Plan	For	No	97.66%	2.33%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.56%	1.43%
	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	No	93.68%	6.31%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	No	94.23%	5.76%
	21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	For	No	93.73%	6.26%
	22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	No	85.68%	14.31%
	23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	For	No	97.50%	2.49%
	24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	No	99.85%	0.14%
	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.71%	1.28%
	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	98.78%	1.21%
	27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.88%	0.11%
	28	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
SoftwareONE Holding AG 04.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.12%	0.87%
	1.2	Approve Remuneration Report	For	No	93.42%	6.57%
	2	Approve Allocation of Income and Dividends of CHF 0.35 per Share from Foreign Capital Contribution Reserves	For	No	99.21%	0.78%
	3	Approve Discharge of Board and Senior Management	For	No	98.21%	1.78%
	4.1	Reelect Daniel von Stockar as Director	For	No	99.06%	0.93%
	4.2	Reelect Jose Duarte as Director	For	No	98.06%	1.93%
	4.3	Reelect Timo Ihamuotila as Director	For	No	98.99%	1.00%
	4.4	Reelect Marie-Pierre Rogers as Director	For	No	96.00%	3.99%
	4.5	Reelect Isabelle Romy as Director	For	No	97.79%	2.20%
	4.6	Reelect Adam Warby as Director	For	No	98.86%	1.13%
	4.7	Reelect Jim Freeman as Director	For	No	97.18%	2.81%
	4.8	Elect Elizabeth Theophille as Director	For	No	98.93%	1.06%
	5	Elect Adam Warby as Board Chair	For	No	96.49%	3.50%
	6.1	Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	For	No	95.66%	4.33%
	6.2	Reappoint Daniel von Stockar as Member of the Nomination and Compensation Committee	For	No	97.48%	2.51%
	6.3	Reappoint Adam Warby as Member of the Nomination and Compensation Committee	For	No	97.82%	2.17%
	6.4	Appoint Jose Duarte as Member of the Nomination and Compensation Committee	For	No	97.79%	2.20%
	7	Designate Keller AG as Independent Proxy	For	No	99.51%	0.48%
	8	Ratify Ernst & Young AG as Auditors	For	No	99.82%	0.17%
	9.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No	97.89%	2.10%
	9.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.7 Million	For	No	92.52%	7.47%
	10.1	Amend Articles Re: Shares and Share Register	For	No		
	10.2	Amend Articles Re: General Meetings	For	No	99.62%	0.37%
	10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.4	Amend Articles of Association	For	No	95.32%	4.67%
	11	Transact Other Business (Voting)	Against	Yes		
Banque Cantonale Vaudoise 04.05.23	1	Open Meeting	Refer	No		
	2	Receive Executive Management Report (Non-Voting)	Refer	No		
	3	Accept Financial Statements and Statutory Reports	For	No		
	4	Approve Allocation of Income and Dividends of CHF 3.80 per Share	For	No		
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For	No		
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	No		
	5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 14,296 Shares	For	No		
	6	Approve Discharge of Board and Senior Management	For	No		
	7	Designate Christophe Wilhelm as Independent Proxy	For	No		
	8	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
MCH Group AG 04.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.97%	
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	98.46%	
	2	Approve Treatment of Net Loss	For	No	99.96%	
	3	Approve Discharge of Board and Senior Management	For	No	99.95%	
	4.1.1	Reelect Markus Breitenmoser as Director	For	No	99.36%	
	4.1.2	Reelect Marco Gadola as Director	Against	Yes	98.69%	
	4.1.3	Reelect James Murdoch as Director	For	No	99.52%	
	4.1.4	Reelect Jeffrey Palker as Director	For	No	99.11%	
	4.1.5	Reelect Andrea Zappia as Director and Board Chair	For	No	99.42%	
	4.2.1	Reappoint Marco Gadola as Member of the Governance, Nomination and Compensation Committee	Against	Yes	98.64%	
	4.2.2	Reappoint Jeffrey Palker as Member of the Governance, Nomination and Compensation Committee	Against	Yes	98.82%	
	4.2.3	Appoint Raphael Wyniger as Member of the Governance, Nomination and Compensation Committee	For	No	99.48%	
	4.2.4	Reappoint Andrea Zappia as Member of the Governance, Nomination and Compensation Committee	Against	Yes	99.12%	
	4.3	Ratify KPMG AG as Auditors	For	No	99.36%	
	4.4	Designate NEOVIUS AG as Independent Proxy	For	No	99.98%	
	5.1	Approve Remuneration of Directors in the Amount of CHF 660,000	For	No	99.37%	
	5.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 525,372 for Fiscal Year 2022	Against	Yes	96.58%	
	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2024	For	No	99.52%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 340,000 for Fiscal Year 2024	For	No	97.25%	
	6.1	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Long Term Incentive Plan	Against	Yes	98.56%	
	6.2	Amend Articles Re: Shares and Share Register	For	No	99.65%	
	6.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	99.10%	
	6.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.56%	
	6.5	Amend Articles Re: Editorial Changes	For	No	99.79%	
	7.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
	7.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
Schlatter Industries AG 04.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Michael Hauser as Director	For	No		
	4.1.2	Reelect Ruedi Huber as Director	For	No		
	4.1.3	Reelect Paul Zumbuehl as Director	For	No		
	4.2	Reelect Paul Zumbuehl as Board Chair	Against	Yes		
	4.3.1	Reappoint Michael Hauser as Member of the Nomination and Compensation Committee	For	No		
	4.3.2	Reappoint Paul Zumbuehl as Member of the Nomination and Compensation Committee	For	No		
	4.4	Ratify KPMG AG as Auditors	Against	Yes		
	4.5	Designate KBT Treuhand AG as Independent Proxy	For	No		
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 380,000	For	No		
	5.2.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 260,765	For	No		
	5.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.7 Million	For	No		
	6.1	Amend Corporate Purpose	For	No		
	6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Zur Rose Group AG 04.05.23	1	Accept Financial Statements and Statutory Reports	For	No	97.46%	1.82%
	2	Approve Treatment of Net Loss	For	No	97.01%	2.03%
	3	Approve Discharge of Board and Senior Management	For	No	93.33%	5.02%
	4.1	Amend Articles Re: Electronic Exercise of Financial Instruments	For	No	95.84%	2.95%
	4.2	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	For	No		
	4.3	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	4.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	89.67%	8.64%
	4.5	Amend Articles Re: Publication and Notices to Shareholders	For	No	96.66%	1.46%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1	Approve Creation of Capital Band within the Upper Limit of CHF 485.7 Million and the Lower Limit of CHF 384.5 Million with or without Exclusion of Preemptive Rights	For	No	90.11%	7.98%
	5.2	Approve CHF 20.2 Million Reduction in the Capital Band Lower Limit, if Item 5.1 is Approved	For	No	80.22%	17.57%
	5.3	Approve Extension of Capital Band until Sep. 30, 2027, if Item 5.1 is Approved	For	No	80.14%	17.56%
	6	Approve Creation of CHF 12 Million Pool of Conditional Capital for Employee Equity Participation	For	No	82.55%	15.81%
	7	Approve Creation of CHF 118.1 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No	77.73%	20.93%
	8.1	Amend Articles Re: Exclusion of Preemptive Rights up to Ten Percent	For	No	91.12%	7.40%
	8.2	Amend Articles Re: Extend the Provision on Exclusion of Preemptive Rights until Sep. 30, 2027, if Item 8.1 is Approved	For	No	94.18%	4.29%
	9	Amend Articles Re: Long-Term Incentive Plan	For	No	81.87%	15.98%
	10	Change Company Name to DocMorris AG; Change Location of Registered Office/Headquarters to Frauenfeld, Switzerland	For	No	95.50%	2.52%
	11.1	Reelect Walter Oberhaensli as Director and Board Chair	For	No	83.33%	15.64%
	11.2	Reelect Andrea Belliger as Director	For	No	96.11%	2.72%
	11.3	Reelect Stefan Feuerstein as Director	For	No	91.46%	7.12%
	11.4	Reelect Rongrong Hu as Director	For	No	95.06%	3.71%
	11.5	Reelect Christian Mielsch as Director	For	No	95.68%	3.11%
	11.6	Reelect Florian Seubert as Director	For	No	95.34%	3.47%
	12.1	Reappoint Rongrong Hu as Member of the Compensation and Nomination Committee	For	No	93.53%	5.30%
	12.2	Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	For	No	84.03%	14.83%
	12.3	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee	For	No	93.74%	5.08%
	13	Designate Buis Buergi AG as Independent Proxy	For	No	97.98%	1.37%
	14	Ratify Ernst & Young AG as Auditors	Against	Yes	81.66%	17.70%
	15.1	Approve Remuneration Report	For	No	70.94%	27.06%
	15.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2024	For	No	78.72%	20.08%
	15.3	Approve Short-Term and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2022	For	No	74.94%	23.57%
	15.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2023	For	No	75.11%	23.52%
	15.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.6 Million for Fiscal Year 2024	For	No	74.91%	23.60%
	15.6	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2024	For	No	90.47%	8.28%
	16	Transact Other Business (Voting)	Against	Yes		
Halozyyme Therapeutics, Inc. 05.05.23	1A	Elect Director Bernadette Connaughton	For	No	97.65%	2.34%
	1B	Elect Director Moni Miyashita	For	No	97.92%	2.07%
	1C	Elect Director Matthew L. Posard	For	No	85.21%	14.78%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.75%	4.14%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	For	No	98.99%	0.92%
Illinois Tool Works Inc. 05.05.23	1a	Elect Director Daniel J. Brutto	For	No	97.79%	2.20%
	1b	Elect Director Susan Crown	For	No	95.41%	4.58%
	1c	Elect Director Darell L. Ford	For	No	98.55%	1.44%
	1d	Elect Director Kelly J. Grier	For	No	99.38%	0.61%
	1e	Elect Director James W. Griffith	For	No	96.80%	3.19%
	1f	Elect Director Jay L. Henderson	For	No	99.28%	0.71%
	1g	Elect Director Richard H. Lenny	For	No	97.07%	2.92%
	1h	Elect Director E. Scott Santi	Against	Yes	95.14%	4.85%
	1i	Elect Director David B. Smith, Jr.	For	No	97.42%	2.57%
	1j	Elect Director Pamela B. Strobel	For	No	94.79%	5.20%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.77%	6.91%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.52%	3.34%
	5	Require Independent Board Chair	For	Yes	19.23%	<b>80.25%</b>
AbbVie Inc. 05.05.23	1.1	Elect Director Robert J. Alpern	For	No	98.22%	1.77%
	1.2	Elect Director Melody B. Meyer	For	No	99.66%	0.33%
	1.3	Elect Director Frederick H. Waddell	For	No	98.82%	1.17%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.54%	1.23%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.51%	8.69%
	4	Eliminate Supermajority Vote Requirement	For	No	70.35%	0.63%
	5	Adopt Simple Majority Vote	For	Yes	53.19%	<b>46.26%</b>
	6	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	14.94%	<b>83.72%</b>
	7	Report on Lobbying Payments and Policy	For	Yes	35.72%	<b>62.64%</b>
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	28.94%	<b>69.00%</b>
Dover Corporation 05.05.23	1a	Elect Director Deborah L. DeHaas	For	No	99.41%	0.58%
	1b	Elect Director H. John Gilbertson, Jr.	For	No	99.27%	0.72%
	1c	Elect Director Kristiane C. Graham	Against	Yes	89.37%	<b>10.62%</b>
	1d	Elect Director Michael F. Johnston	Against	Yes	89.14%	<b>10.85%</b>
	1e	Elect Director Michael Manley	For	No	99.45%	0.54%
	1f	Elect Director Eric A. Spiegel	For	No	99.23%	0.76%
	1g	Elect Director Richard J. Tobin	For	No	99.01%	0.98%
	1h	Elect Director Stephen M. Todd	For	No	96.48%	3.51%
	1i	Elect Director Keith E. Wandell	For	No	97.04%	2.95%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.62%	3.23%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.47%	6.22%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.82%	<b>91.84%</b>
Occidental Petroleum Corporation 05.05.23	1a	Elect Director Vicky A. Bailey	For	No	98.44%	1.55%
	1b	Elect Director Andrew Gould	Against	Yes	95.76%	4.23%
	1c	Elect Director Carlos M. Gutierrez	For	No	97.23%	2.76%
	1d	Elect Director Vicki Hollub	For	No	98.90%	1.09%
	1e	Elect Director William R. Klesse	For	No	98.68%	1.31%
	1f	Elect Director Jack B. Moore	Against	Yes	95.62%	4.37%
	1g	Elect Director Claire O'Neill	For	No	99.58%	0.41%
	1h	Elect Director Avedick B. Poladian	For	No	95.97%	4.02%
	1i	Elect Director Ken Robinson	For	No	99.60%	0.39%
	1j	Elect Director Robert M. Shearer	For	No	98.86%	1.13%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.78%	2.98%
	4	Ratify KPMG LLP as Auditors	Against	Yes	97.76%	2.12%
	5	Require Independent Board Chair	For	Yes	7.71%	<b>91.84%</b>
Alcon Inc. 05.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.77%	0.03%
	2	Approve Discharge of Board and Senior Management	For	No	98.30%	0.43%
	3	Approve Allocation of Income and Dividends of CHF 0.21 per Share	For	No	99.84%	0.07%
	4.1	Approve Remuneration Report (Non-Binding)	For	No	84.05%	<b>14.58%</b>
	4.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For	No	97.24%	2.46%
	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	For	No	90.84%	8.79%
	5.1	Reelect Michael Ball as Director and Board Chair	For	No	95.62%	4.05%
	5.2	Reelect Lynn Bleil as Director	For	No	99.34%	0.57%
	5.3	Reelect Raquel Bono as Director	For	No	99.76%	0.14%
	5.4	Reelect Arthur Cummings as Director	For	No	99.29%	0.61%
	5.5	Reelect David Endicott as Director	Against	Yes	92.86%	7.04%
	5.6	Reelect Thomas Glanzmann as Director	For	No	98.44%	1.46%
	5.7	Reelect Keith Grossman as Director	For	No	80.47%	<b>19.37%</b>
	5.8	Reelect Scott Maw as Director	For	No	99.13%	0.77%
	5.9	Reelect Karen May as Director	For	No	99.65%	0.26%
	5.10	Reelect Ines Poeschel as Director	For	No	98.45%	1.45%
	5.11	Reelect Dieter Spaelti as Director	For	No	99.75%	0.14%
	6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	No	97.20%	2.68%
	6.2	Reappoint Scott Maw as Member of the Compensation Committee	For	No	97.79%	2.09%
	6.3	Reappoint Karen May as Member of the Compensation Committee	For	No	96.33%	3.56%
	6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	For	No	97.22%	2.67%
	7	Designate Hartmann Dreyer as Independent Proxy	For	No	99.05%	0.81%
	8	Ratify PricewaterhouseCoopers SA as Auditors	For	No	99.85%	0.09%
	9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	For	No	97.49%	2.35%
	9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No	98.62%	1.19%
	9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	For	No	99.60%	0.24%
	9.4	Amend Articles Re: General Meetings	For	No	99.76%	0.07%
	9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No	99.76%	0.07%
	9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.27%	0.54%
	10	Transact Other Business (Voting)	Against	Yes		
ARC Resources Ltd. 05.05.23	1.1	Elect Director Harold N. Kvisle	For	No	91.12%	8.88%
	1.2	Elect Director Farhad Ahrabi	For	No	99.34%	0.66%
	1.3	Elect Director Carol T. Banducci	For	No	99.19%	0.81%
	1.4	Elect Director David R. Collyer	For	No	98.77%	1.23%
	1.5	Elect Director William J. McAdam	For	No	99.22%	0.78%
	1.6	Elect Director Michael G. McAllister	For	No	99.14%	0.86%

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	1.7	Elect Director Marty L. Proctor	For	No	94.78%	5.22%
	1.8	Elect Director M. Jacqueline Sheppard	For	No	98.15%	1.85%
	1.9	Elect Director Leontine van Leeuwen-Atkins	For	No	99.22%	0.78%
	1.10	Elect Director Terry M. Anderson	For	No	99.23%	0.77%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.75%	
	3	Advisory Vote on Executive Compensation Approach	For	No	96.21%	
Lonza Group AG 05.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.27%	0.04%
	2	Approve Remuneration Report	Against	Yes	88.59%	
	3	Approve Discharge of Board and Senior Management	For	No	98.41%	0.65%
	4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	No	99.88%	0.07%
	5.1.1	Reelect Albert Baehny as Director	For	No	88.30%	11.62%
	5.1.2	Reelect Marion Helmes as Director	For	No	97.82%	2.06%
	5.1.3	Reelect Angelica Kohlmann as Director	For	No	98.92%	1.00%
	5.1.4	Reelect Christoph Maeder as Director	For	No	92.68%	7.24%
	5.1.5	Reelect Roger Nitsch as Director	For	No	99.40%	0.47%
	5.1.6	Reelect Barbara Richmond as Director	For	No	99.26%	0.59%
	5.1.7	Reelect Juergen Steinemann as Director	For	No	98.56%	1.26%
	5.1.8	Reelect Olivier Verscheure as Director	For	No	99.64%	0.21%
	5.2	Reelect Albert Baehny as Board Chair	For	No	85.82%	14.09%
	5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	No	98.72%	1.18%
	5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	No	90.43%	9.47%
	5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	No	98.39%	1.48%
	6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Against	Yes	91.38%	8.44%
	7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	For	No	99.42%	0.47%
	8	Designate ThomannFischer as Independent Proxy	For	No	98.08%	1.43%
	9.1	Amend Corporate Purpose	For	No	99.86%	0.03%
	9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	For	No	90.26%	9.28%
	9.3	Amend Articles Re: Voting on the Executive Committee Compensation	For	No	85.46%	14.40%
	9.4	Amend Articles of Association	For	No	89.91%	9.99%
	10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	For	No	98.15%	1.61%
	11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	For	No	98.39%	1.36%
	11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	For	No	92.11%	7.64%
	11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	For	No	98.64%	1.11%
	11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	For	No	92.05%	7.69%
	12	Transact Other Business (Voting)	Against	Yes		



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Muenchener Rueckversicherungs-Gesellschaft AG 05.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	For	No	99.78%	0.21%
	3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	For	No	99.61%	0.38%
	3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	For	No	99.78%	0.21%
	3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	For	No	99.78%	0.21%
	3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	For	No	99.78%	0.21%
	3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	For	No	99.76%	0.23%
	3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	For	No	99.78%	0.21%
	3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	For	No	99.76%	0.23%
	3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	For	No	99.78%	0.21%
	3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	For	No	99.77%	0.22%
	3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	For	No	99.78%	0.21%
	4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	For	No	90.35%	9.64%
	4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	For	No	97.45%	2.54%
	4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	For	No	97.18%	2.81%
	4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	For	No	97.45%	2.54%
	4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	For	No	97.43%	2.56%
	4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	For	No	97.46%	2.53%
	4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	For	No	97.45%	2.54%
	4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	For	No	97.44%	2.55%
	4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	For	No	97.47%	2.52%
	4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	For	No	97.44%	2.55%
	4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	For	No	97.44%	2.55%
	4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	For	No	95.17%	4.82%
	4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	For	No	97.44%	2.55%
	4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	For	No	97.44%	2.55%
	4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	For	No	95.17%	4.82%
	4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	For	No	97.46%	2.53%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	For	No	97.42%	2.57%
	4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	For	No	97.35%	2.64%
	4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For	No	97.46%	2.53%
	4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	For	No	97.45%	2.54%
	4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	For	No	97.47%	2.52%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	No	96.15%	3.84%
	6	Approve Remuneration Report	For	No	88.51%	11.48%
	7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	78.61%	21.38%
	7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	93.61%	6.38%
	7.3	Amend Articles Re: Editorial Changes	For	No	99.66%	0.33%
	8	Amend Articles Re: Registration in the Share Register	For	No	99.89%	0.10%
HSBC Holdings Plc 05.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.74%	0.25%
	2	Approve Remuneration Report	Against	Yes	79.75%	20.24%
	3a	Elect Geraldine Buckingham as Director	For	No	99.76%	0.23%
	3b	Elect Georges Elhedery as Director	For	No	99.71%	0.28%
	3c	Elect Kalpana Morparia as Director	For	No	97.56%	2.43%
	3d	Re-elect Rachel Duan as Director	For	No	99.51%	0.48%
	3e	Re-elect Dame Carolyn Fairbairn as Director	For	No	99.00%	0.99%
	3f	Re-elect James Forese as Director	For	No	99.74%	0.25%
	3g	Re-elect Steven Guggenheimer as Director	For	No	99.51%	0.48%
	3h	Re-elect Jose Antonio Meade Kuribrena as Director	For	No	99.77%	0.22%
	3i	Re-elect Eileen Murray as Director	For	No	99.51%	0.48%
	3j	Re-elect David Nish as Director	For	No	99.67%	0.32%
	3k	Re-elect Noel Quinn as Director	For	No	80.71%	19.28%
	3l	Re-elect Mark Tucker as Director	For	No	79.77%	20.22%
	4	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.11%	0.88%
	5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	No	99.75%	0.24%
	6	Authorise UK Political Donations and Expenditure	For	No	79.95%	20.04%
	7	Authorise Issue of Equity	For	No	78.23%	21.76%
	8	Authorise Issue of Equity without Pre-emptive Rights	For	No	81.52%	18.47%
	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	80.57%	19.42%
	10	Authorise Directors to Allot Any Repurchased Shares	For	No	80.30%	19.69%
	11	Authorise Market Purchase of Ordinary Shares	For	No	98.98%	1.01%
	12	Approve Share Repurchase Contract	For	No	99.06%	0.93%
	13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	No	80.78%	19.21%

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	14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	No	79.70%	20.29%
	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	76.69%	23.30%
	16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	For	Yes	3.18%	96.81%
	17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against	No	19.77%	80.22%
	18	Devise and Implement a Long-Term and Stable Dividend Policy	For	Yes	19.19%	80.80%
CMS Energy Corporation 05.05.23	1a	Elect Director Jon E. Barfield	For	No	96.41%	3.58%
	1b	Elect Director Deborah H. Butler	For	No	99.59%	0.40%
	1c	Elect Director Kurt L. Darrow	For	No	97.41%	2.58%
	1d	Elect Director William D. Harvey	For	No	98.49%	1.50%
	1e	Elect Director Garrick J. Rochow	For	No	99.12%	0.87%
	1f	Elect Director John G. Russell	For	No	98.64%	1.35%
	1g	Elect Director Suzanne F. Shank	For	No	99.58%	0.41%
	1h	Elect Director Myrna M. Soto	For	No	98.27%	1.72%
	1i	Elect Director John G. Sznewajs	For	No	99.58%	0.41%
	1j	Elect Director Ronald J. Tanski	For	No	99.56%	0.43%
	1k	Elect Director Laura H. Wright	For	No	98.16%	1.83%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.57%	3.42%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.09%	0.90%
Pembina Pipeline Corporation 05.05.23	1.1	Elect Director Anne-Marie N. Ainsworth	For	No	99.30%	0.69%
	1.2	Elect Director J. Scott Burrows	For	No	99.75%	0.24%
	1.3	Elect Director Cynthia Carroll	For	No	99.09%	0.90%
	1.4	Elect Director Ana Dutra	For	No	98.90%	1.09%
	1.5	Elect Director Robert G. Gwin	For	No	97.81%	2.18%
	1.6	Elect Director Maureen E. Howe	For	No	98.18%	1.81%
	1.7	Elect Director Gordon J. Kerr	For	No	99.02%	0.97%
	1.8	Elect Director David M.B. LeGresley	For	No	98.04%	1.95%
	1.9	Elect Director Andy J. Mah	For	No	99.76%	0.23%
	1.10	Elect Director Leslie A. O'Donoghue	For	No	97.81%	2.18%
	1.11	Elect Director Bruce D. Rubin	For	No	99.45%	0.54%
	1.12	Elect Director Henry W. Sykes	For	No	96.24%	3.75%
	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	81.36%	18.63%
	3	Advisory Vote on Executive Compensation Approach	For	No	94.03%	5.96%
Cincinnati Financial Corporation 06.05.23	1.1	Elect Director Thomas J. Aaron	For	No	99.19%	0.80%
	1.2	Elect Director Nancy C. Benacci	For	No	99.18%	0.81%
	1.3	Elect Director Linda W. Clement-Holmes	For	No	96.52%	3.47%
	1.4	Elect Director Dirk J. Debbink	For	No	88.75%	11.24%
	1.5	Elect Director Steven J. Johnston	Against	Yes	95.58%	4.41%
	1.6	Elect Director Jill P. Meyer	For	No	98.16%	1.83%
	1.7	Elect Director David P. Osborn	For	No	92.24%	7.75%
	1.8	Elect Director Gretchen W. Schar	For	No	89.85%	10.14%
	1.9	Elect Director Charles O. Schiff	For	No	98.20%	1.79%
	1.10	Elect Director Douglas S. Skidmore	For	No	90.91%	9.08%
	1.11	Elect Director John F. Steele, Jr.	For	No	98.05%	1.94%
	1.12	Elect Director Larry R. Webb	For	No	97.68%	2.31%

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	2	Amend Code of Regulations	For	No	79.66%	0.23%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.35%	4.29%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.07%	2.92%
Berkshire Hathaway Inc. 06.05.23	1.1	Elect Director Warren E. Buffett	For	No	96.29%	3.70%
	1.2	Elect Director Charles T. Munger	For	No	95.54%	4.45%
	1.3	Elect Director Gregory E. Abel	Withhold	Yes	95.89%	4.10%
	1.4	Elect Director Howard G. Buffett	Withhold	Yes	95.67%	4.32%
	1.5	Elect Director Susan A. Buffett	For	No	95.70%	4.29%
	1.6	Elect Director Stephen B. Burke	Withhold	Yes	89.02%	10.97%
	1.7	Elect Director Kenneth I. Chenault	Withhold	Yes	89.73%	10.26%
	1.8	Elect Director Christopher C. Davis	Withhold	Yes	96.24%	3.75%
	1.9	Elect Director Susan L. Decker	Withhold	Yes	86.19%	13.80%
	1.10	Elect Director Charlotte Guyman	Withhold	Yes	86.29%	13.70%
	1.11	Elect Director Ajit Jain	Withhold	Yes	95.87%	4.12%
	1.12	Elect Director Thomas S. Murphy, Jr.	Withhold	Yes	97.28%	2.71%
	1.13	Elect Director Ronald L. Olson	Withhold	Yes	95.66%	4.33%
	1.14	Elect Director Wallace R. Weitz	Withhold	Yes	96.84%	3.15%
	1.15	Elect Director Meryl B. Witmer	Withhold	Yes	96.57%	3.42%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.14%	8.68%
	3	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	4	Report on Physical and Transitional Climate-Related Risks and Opportunities	For	Yes	26.62%	72.86%
	5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	For	Yes	17.86%	81.64%
	6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	For	Yes	22.65%	76.83%
	7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	20.80%	78.67%
	8	Require Independent Board Chair	For	Yes	10.87%	88.48%
	9	Encourage Senior Management Commitment to Avoid Political Speech	Against	No	0.82%	98.88%
Constellation Software Inc. 08.05.23	1.1	Elect Director Jeff Bender	For	No	94.73%	5.26%
	1.2	Elect Director John Billowits	For	No	88.40%	11.59%
	1.3	Elect Director Susan Gayner	For	No	96.41%	3.58%
	1.4	Elect Director Claire Kennedy	For	No	95.18%	4.81%
	1.5	Elect Director Robert Kittel	For	No	81.40%	18.59%
	1.6	Elect Director Mark Leonard	For	No	97.15%	2.84%
	1.7	Elect Director Mark Miller	For	No	93.14%	6.85%
	1.8	Elect Director Lori O'Neill	For	No	96.43%	3.56%
	1.9	Elect Director Donna Parr	For	No	98.26%	1.73%
	1.10	Elect Director Andrew Pastor	For	No	90.76%	9.23%
	1.11	Elect Director Laurie Schultz	For	No	98.29%	1.70%
	1.12	Elect Director Barry Symons	For	No	94.75%	5.24%
	1.13	Elect Director Robin Van Poelje	For	No	87.61%	12.38%
	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	86.73%	13.26%
	3	Advisory Vote on Executive Compensation Approach	For	No	95.19%	4.80%
Kuros Biosciences Ltd. 08.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Treatment of Net Loss	For	No		
	4.1	Reelect Clemens van Blitterswijk as Director and Board Chair	For	No		
	4.2	Reelect Joost de Bruijn as Director	For	No		

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	4.3	Reelect Scott Bruder as Director	For	No		
	4.4	Reelect Oliver Walker as Director	For	No		
	5	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes		
	6.1	Approve Remuneration of Directors in the Amount of CHF 500,000	For	No		
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.7 Million for the Period up to June 30, 2024	For	No		
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 700,000	Against	Yes		
	6.4	Approve Grant of up to 1.3 Million Share Options To Executives	Against	Yes		
	7.1	Reappoint Oliver Walker as Member of the Compensation Committee	For	No		
	7.2	Appoint Clemens van Blitterswijk as Member of the Compensation Committee	For	No		
	8	Designate Keller AG as Independent Proxy	For	No		
	9.1	Approve Creation of CHF 180,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	No		
	9.2	Approve Creation of CHF 410,682.40 Pool of Conditional Capital for Employee Equity Plans	Against	Yes		
	9.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes		
	9.4	Amend Articles Re: General Meetings	For	No		
	9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No		
	9.6	Amend Articles of Association	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Uber Technologies, Inc. 08.05.23	1a	Elect Director Ronald Sugar	For	No	95.96%	4.03%
	1b	Elect Director Revathi Advaiti	For	No	99.19%	0.80%
	1c	Elect Director Ursula Burns	For	No	85.73%	14.26%
	1d	Elect Director Robert Eckert	For	No	96.26%	3.73%
	1e	Elect Director Amanda Ginsberg	For	No	97.82%	2.17%
	1f	Elect Director Dara Khosrowshahi	For	No	96.75%	3.24%
	1g	Elect Director Wan Ling Martello	For	No	96.67%	3.32%
	1h	Elect Director John Thain	For	No	99.10%	0.89%
	1i	Elect Director David I. Trujillo	For	No	97.64%	2.35%
	1j	Elect Director Alexander Wynaendts	For	No	99.18%	0.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.64%	10.35%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.69%	0.30%
	4	Commission a Third-Party Audit on Driver Health and Safety	For	Yes	8.67%	90.08%
Warner Bros. Discovery, Inc. 08.05.23	1.1	Elect Director Li Haslett Chen	For	No	89.65%	10.34%
	1.2	Elect Director Kenneth W. Lowe	For	No	89.91%	10.08%
	1.3	Elect Director Paula A. Price	For	No	92.34%	7.65%
	1.4	Elect Director David M. Zaslav	For	No	94.51%	5.48%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	97.78%	1.93%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	50.55%	48.98%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Adopt Simple Majority Vote	For	Yes	42.99%	56.54%
	6	Report on Lobbying Payments and Policy	For	Yes		
Dufry AG 08.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes		
	2	Approve Treatment of Net Loss	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Amend Corporate Purpose	For	No		
	4.2	Approve Creation of Capital Band within the Upper Limit of CHF 834.3 Million and the Lower Limit of CHF 607.3 Million with or without Exclusion of Preemptive Rights	For	No		
	4.3	Approve Creation of CHF 227 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	No		
	4.4	Amend Articles Re: Shares and Share Register	For	No		
	4.5	Amend Articles of Association	For	No		
	4.6	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes		
	4.7	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	4.8	Approve Increase in Size of Board to 12 Members	For	No		
	5.1	Reelect Juan Carretero as Director and Board Chair	For	No		
	5.2.a	Reelect Xavier Bouton as Director	For	No		
	5.2.b	Reelect Alessandro Benetton as Director	For	No		
	5.2.c	Reelect Heekyung Jo Min as Director	For	No		
	5.2.d	Reelect Enrico Laghi as Director	For	No		
	5.2.e	Reelect Luis Camino as Director	For	No		
	5.2.f	Reelect Joaquin Cabrera as Director	For	No		
	5.2.g	Reelect Ranjan Sen as Director	For	No		
	5.2.h	Reelect Mary Guilfoile as Director	For	No		
	5.2.i	Reelect Lynda Tyler-Cagni as Director	For	No		
	5.2.j	Reelect Eugenia Ulasewicz as Director	For	No		
	5.3	Elect Sami Kahale as Director	For	No		
	6.1	Reappoint Enrico Laghi as Member of the Compensation Committee	For	No		
	6.2	Reappoint Luis Camino as Member of the Compensation Committee	Against	Yes		
	6.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	Against	Yes		
	6.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	Against	Yes		
	7	Ratify Deloitte AG as Auditors	For	No		
	8	Designate Altenburger Ltd legal + tax as Independent Proxy	For	No		
	9.1	Approve Remuneration of Directors in the Amount of CHF 11 Million	For	No		
	9.2	Approve Remuneration of Executive Committee in the Amount of CHF 49.5 Million for Fiscal Year 2023	For	No		
	9.3	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million for Fiscal Year 2024	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Vaudoise Assurances Holding SA 08.05.23	1	Receive Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	2	Receive Auditor's Report (Non-Voting)	Refer	No		
	3	Accept Financial Statements and Statutory Reports	For	No	99.74%	
	4	Accept Consolidated Financial Statements and Statutory Reports	For	No	99.74%	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Allocation of Income and Dividends of CHF 0.30 per Registered Share A and CHF 20.00 per Registered Share B	For	No	99.64%	
	6	Approve Remuneration Report	Against	Yes	98.78%	
	7	Approve Discharge of Board of Directors	For	No	99.74%	
	8.1	Approve Virtual-Only Shareholder Meetings	Against	Yes	98.57%	
	8.2	Amend Articles of Association	For	No	99.68%	
	9.1	Reelect Philippe Hebeisen as Director	For	No	99.66%	
	9.2	Reelect Martin Albers as Director	For	No	99.72%	
	9.3	Reelect Javier Fernandez-Cid as Director	For	No	99.72%	
	9.4	Reelect Eftychia Fischer as Director	For	No	99.68%	
	9.5	Reelect Peter Kofmel as Director	For	No	99.04%	
	9.6	Reelect Cedric Moret as Director	For	No	99.72%	
	9.7	Reelect Jean-Philippe RoCHAT as Director	For	No	99.60%	
	9.8	Elect Nathalie Bourquenoud as Director	For	No	99.70%	
	10	Reelect Philippe Hebeisen as Board Chair	For	No	99.28%	
	11.1	Reappoint Jean-Philippe RoCHAT as Member of the Compensation Committee	For	No	99.47%	
	11.2	Reappoint Cedric Moret as Member of the Compensation Committee	For	No	99.51%	
	11.3	Appoint Nathalie Bourquenoud as Member of the Compensation Committee	For	No	99.59%	
	12.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.9 Million	For	No	99.16%	
	12.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.3 Million	For	No	99.17%	
	13	Designate ACTA Notaires Associes as Independent Proxy	For	No	99.57%	
	14	Ratify Ernst & Young AG as Auditors	For	No	99.65%	
	15	Transact Other Business (Voting)	Against	Yes		
Pentair plc 09.05.23	1a	Elect Director Mona Abutaleb Stephenson	For	No	99.32%	0.67%
	1b	Elect Director Melissa Barra	For	No	99.32%	0.67%
	1c	Elect Director T. Michael Glenn	For	No	84.69%	15.30%
	1d	Elect Director Theodore L. Harris	For	No	95.54%	4.45%
	1e	Elect Director David A. Jones	For	No	91.71%	8.28%
	1f	Elect Director Gregory E. Knight	For	No	98.86%	1.13%
	1g	Elect Director Michael T. Speetzen	For	No	98.86%	1.13%
	1h	Elect Director John L. Stauch	For	No	98.58%	1.41%
	1i	Elect Director Billie I. Williamson	For	No	94.60%	5.39%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.08%	8.91%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	Against	Yes	93.35%	6.64%
	5	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	99.30%	0.69%
	6	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	For	No	84.27%	15.72%
	7	Determine Price Range for Reissuance of Treasury Shares	For	No	99.54%	0.45%
T. Rowe Price Group, Inc. 09.05.23	1a	Elect Director Glenn R. August	For	No	97.81%	2.18%
	1b	Elect Director Mark S. Bartlett	For	No	90.27%	9.72%
	1c	Elect Director Dina Dublon	For	No	98.31%	1.68%
	1d	Elect Director Freeman A. Hrabowski, III	For	No	92.32%	7.67%
	1e	Elect Director Robert F. MacLellan	For	No	95.55%	4.44%
	1f	Elect Director Eileen P. Rominger	For	No	98.37%	1.62%
	1g	Elect Director Robert W. Sharps	For	No	98.99%	1.00%
	1h	Elect Director Robert J. Stevens	For	No	95.83%	4.16%
	1i	Elect Director William J. Stromberg	For	No	97.72%	2.27%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director Sandra S. Wijnberg	For	No	90.59%	9.40%
	1k	Elect Director Alan D. Wilson	For	No	96.48%	3.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	85.47%	14.52%
	3	Amend Nonqualified Employee Stock Purchase Plan	For	No	96.92%	3.07%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Ratify KPMG LLP as Auditors	Against	Yes	96.71%	3.28%
3M Company 09.05.23	1a	Elect Director Thomas "Tony" K. Brown	For	No	95.41%	4.58%
	1b	Elect Director Anne H. Chow	For	No	98.45%	1.54%
	1c	Elect Director David B. Dillon	For	No	97.02%	2.97%
	1d	Elect Director Michael L. Eskew	For	No	93.79%	6.20%
	1e	Elect Director James R. Fitterling	For	No	95.99%	4.00%
	1f	Elect Director Amy E. Hood	For	No	97.57%	2.42%
	1g	Elect Director Suzan Kereere	For	No	97.69%	2.30%
	1h	Elect Director Gregory R. Page	For	No	89.07%	10.92%
	1i	Elect Director Pedro J. Pizarro	For	No	98.60%	1.39%
	1j	Elect Director Michael F. Roman	Against	Yes	93.01%	6.98%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.26%	6.35%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.88%	12.39%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Accelleron Industries AG 09.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Remuneration Report (Non-Binding)	For	No	92.19%	7.80%
	3	Approve Allocation of Income and Dividends of CHF 0.73 per Share	For	No	99.96%	0.03%
	4	Approve Discharge of Board and Senior Management	For	No	99.92%	0.07%
	5.1.1	Reelect Oliver Riemenschneider as Director and Board chair	For	No	99.85%	0.14%
	5.1.2	Reelect Bo Cerup-Simonsen as Director	For	No	99.90%	0.09%
	5.1.3	Reelect Monika Kruesi as Director	For	No	95.30%	4.69%
	5.1.4	Reelect Stefano Pampalone as Director	For	No	99.92%	0.07%
	5.1.5	Reelect Gabriele Sons as Director	For	No	99.84%	0.15%
	5.1.6	Reelect Detlef Trefzger as Director	For	No	99.91%	0.08%
	5.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	For	No	99.65%	0.34%
	5.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	For	No	99.55%	0.44%
	5.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	For	No	99.58%	0.41%
	5.3	Designate Zehnder Bolliger & Partner as Independent Proxy	For	No	99.98%	0.01%
	5.4	Ratify KPMG AG as Auditors	For	No	99.91%	0.08%
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	No	94.86%	5.13%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	For	No	94.81%	5.18%
	7	Transact Other Business (Voting)	Against	Yes		
American Homes 4 Rent 09.05.23	1a	Elect Director Matthew J. Hart	For	No	96.89%	3.10%
	1b	Elect Director David P. Singelyn	For	No	99.69%	0.30%
	1c	Elect Director Douglas N. Benham	For	No	92.12%	7.87%
	1d	Elect Director Jack Corrigan	For	No	99.43%	0.56%
	1e	Elect Director David Goldberg	For	No	99.42%	0.57%
	1f	Elect Director Tamara H. Gustavson	For	No	99.83%	0.16%
	1g	Elect Director Michelle C. Kerrick	For	No	99.75%	0.24%
	1h	Elect Director James H. Kropp	For	No	99.57%	0.42%
	1i	Elect Director Lynn C. Swann	For	No	98.23%	1.76%
	1j	Elect Director Winifred M. Webb	For	No	97.40%	2.59%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1k	Elect Director Jay Willoughby	For	No	98.25%	1.74%
	1l	Elect Director Matthew R. Zaist	For	No	99.75%	0.24%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.95%	0.04%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.95%	3.04%
Arthur J. Gallagher & Co. 09.05.23	1a	Elect Director Sherry S. Barrat	For	No	94.05%	5.94%
	1b	Elect Director William L. Bax	For	No	93.29%	6.70%
	1c	Elect Director Teresa H. Clarke	For	No	99.15%	0.84%
	1d	Elect Director D. John Coldman	For	No	96.92%	3.07%
	1e	Elect Director J. Patrick Gallagher, Jr.	Against	Yes	90.92%	9.07%
	1f	Elect Director David S. Johnson	For	No	85.78%	14.21%
	1g	Elect Director Christopher C. Miskel	For	No	95.41%	4.58%
	1h	Elect Director Ralph J. Nicoletti	For	No	98.53%	1.46%
	1i	Elect Director Norman L. Rosenthal	For	No	96.84%	3.15%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.43%	4.49%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.95%	7.41%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	For	No	70.94%	11.45%
Kuehne + Nagel International AG 09.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 14.00 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Dominik Buergy as Director	For	No		
	4.1.2	Reelect Karl Gernandt as Director	For	No		
	4.1.3	Reelect David Kamenetzky as Director	For	No		
	4.1.4	Reelect Klaus-Michael Kuehne as Director	For	No		
	4.1.5	Reelect Tobias Staehelin as Director	For	No		
	4.1.6	Reelect Hauke Stars as Director	For	No		
	4.1.7	Reelect Martin Wittig as Director	For	No		
	4.1.8	Reelect Joerg Wolle as Director	For	No		
	4.2	Elect Vesna Nevistic as Director	For	No		
	4.3	Reelect Joerg Wolle as Board Chair	For	No		
	4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Against	Yes		
	4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against	Yes		
	4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Against	Yes		
	4.5	Designate Stefan Mangold as Independent Proxy	For	No		
	4.6	Ratify Ernst & Young AG as Auditors	For	No		
	5	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No		
	6	Approve Remuneration Report	Against	Yes		
	7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against	Yes		
	7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Against	Yes		
	8	Transact Other Business (Voting)	Against	Yes		
Darling Ingredients Inc. 09.05.23	1a	Elect Director Randall C. Stuewe	Against	Yes	92.84%	7.15%
	1b	Elect Director Charles Adair	For	No	97.77%	2.22%
	1c	Elect Director Beth Albright	For	No	97.90%	2.09%
	1d	Elect Director Larry A. Barden	For	No	99.76%	0.23%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1e	Elect Director Celeste A. Clark	For	No	99.51%	0.48%
	1f	Elect Director Linda Goodspeed	For	No	96.27%	3.72%
	1g	Elect Director Anderson Guimaraes	For	No	97.77%	2.22%
	1h	Elect Director Gary W. Mize	For	No	95.37%	4.62%
	1i	Elect Director Michael E. Rescoe	For	No	98.43%	1.56%
	1j	Elect Director Kurt Stoffel	For	No	99.78%	0.21%
	2	Ratify KPMG LLP as Auditors	Against	Yes	88.43%	11.53%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.10%	4.44%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Suncor Energy Inc. 09.05.23	1.1	Elect Director Ian R. Ashby	For	No	99.82%	0.17%
	1.2	Elect Director Patricia M. Bedient	For	No	99.02%	0.97%
	1.3	Elect Director Russell K. Girling	For	No	98.91%	1.08%
	1.4	Elect Director Jean Paul (JP) Gladu	For	No	99.15%	0.84%
	1.5	Elect Director Dennis M. Houston	For	No	99.41%	0.58%
	1.6	Elect Director Richard M. Kruger	For	No	99.82%	0.17%
	1.7	Elect Director Brian P. MacDonald	For	No	98.62%	1.37%
	1.8	Elect Director Lorraine Mitchelmore	Against	Yes	94.18%	5.81%
	1.9	Elect Director Daniel Romasko	For	No	99.82%	0.17%
	1.10	Elect Director Christopher R. Seasons	For	No	99.84%	0.15%
	1.11	Elect Director M. Jacqueline Sheppard	For	No	99.75%	0.24%
	1.12	Elect Director Eira M. Thomas	For	No	98.09%	1.90%
	1.13	Elect Director Michael M. Wilson	For	No	97.92%	2.07%
	2	Ratify KPMG LLP as Auditors	For	No		
	3	Advisory Vote on Executive Compensation Approach	For	No	96.41%	3.58%
	4	SP 1: Report on Alignment of Capital Expenditure Plans with 2030 Emissions Reductions Target and 2050 Net Zero Pledge	For	Yes	17.70%	82.29%
Cummins Inc. 09.05.23	1	Elect Director N. Thomas Linebarger	For	No	96.58%	3.41%
	2	Elect Director Jennifer W. Rumsey	For	No	98.35%	1.64%
	3	Elect Director Gary L. Belske	For	No	99.56%	0.43%
	4	Elect Director Robert J. Bernhard	For	No	94.65%	5.34%
	5	Elect Director Bruno V. Di Leo Allen	For	No	99.08%	0.91%
	6	Elect Director Stephen B. Dobbs	Against	Yes	87.98%	12.01%
	7	Elect Director Carla A. Harris	For	No		
	8	Elect Director Thomas J. Lynch	For	No	96.61%	3.38%
	9	Elect Director William I. Miller	For	No	93.86%	6.13%
	10	Elect Director Georgia R. Nelson	For	No	92.23%	7.76%
	11	Elect Director Kimberly A. Nelson	For	No	98.76%	1.23%
	12	Elect Director Karen H. Quintos	For	No	98.81%	1.18%
	13	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.75%	4.24%
	14	Advisory Vote on Say on Pay Frequency	One Year	No		
	15	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.00%	4.99%
	16	Amend Nonqualified Employee Stock Purchase Plan	For	No	82.52%	17.47%
	17	Require Independent Board Chairman	For	Yes	43.36%	56.63%
	18	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For	Yes	15.10%	84.89%
George Weston Limited 09.05.23	1.1	Elect Director M. Marianne Harris	For	No	99.48%	0.51%
	1.2	Elect Director Nancy H.O. Lockhart	For	No	99.52%	0.47%
	1.3	Elect Director Sarabjit S. Marwah	For	No	99.43%	0.56%
	1.4	Elect Director Gordon M. Nixon	For	No	98.83%	1.16%
	1.5	Elect Director Barbara G. Stymiest	For	No	98.73%	1.26%
	1.6	Elect Director Galen G. Weston	Against	Yes	97.60%	2.39%
	1.7	Elect Director Cornell Wright	For	No	98.81%	1.18%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.87%	0.12%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote on Executive Compensation Approach	For	No	97.52%	2.47%
TERNA Rete Elettrica Nazionale SpA 09.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.85%	0.09%
	2	Approve Allocation of Income	For	No	99.97%	0.02%
	3	Fix Number of Directors	For	No	95.33%	4.65%
	4	Fix Board Terms for Directors	For	No	99.34%	0.64%
	5.1	Slate 1 Submitted by CDP Reti SpA	Against	No		
	5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	No		
	6	Elect Igor De Biasio as Board Chair	For	No	99.87%	0.04%
	7	Approve Remuneration of Directors	For	No	98.25%	1.73%
	8.1	Slate 1 Submitted by CDP Reti SpA	For	No		
	8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	No		
	9	Approve Internal Auditors' Remuneration	For	No	99.99%	0.00%
	10	Approve Long-Term Incentive Plan 2023-2027	For	No	95.28%	3.86%
	11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.91%	0.08%
	12.1	Approve Remuneration Policy	For	No	87.29%	12.70%
	12.2	Approve Second Section of the Remuneration Report	For	No	91.64%	7.68%
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
Valero Energy Corporation 09.05.23	1a	Elect Director Fred M. Diaz	Against	Yes	93.91%	6.08%
	1b	Elect Director H. Paulett Eberhart	Against	Yes	93.43%	6.56%
	1c	Elect Director Marie A. Ffolkes	Against	Yes	94.25%	5.74%
	1d	Elect Director Joseph W. Gorder	Against	Yes	88.97%	11.02%
	1e	Elect Director Kimberly S. Greene	Against	Yes	94.14%	5.85%
	1f	Elect Director Deborah P. Majoras	Against	Yes	90.50%	9.49%
	1g	Elect Director Eric D. Mullins	Against	Yes	94.36%	5.63%
	1h	Elect Director Donald L. Nickles	Against	Yes	93.21%	6.78%
	1i	Elect Director Robert A. Profusek	Against	Yes	91.54%	8.45%
	1j	Elect Director Randall J. Weisenburger	Against	Yes	92.55%	7.44%
	1k	Elect Director Rayford Wilkins, Jr.	Against	Yes	92.06%	7.93%
	2	Ratify KPMG LLP as Auditors	For	No	98.66%	1.07%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.16%	5.31%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Climate Transition Plan and GHG Emissions Reduction Targets	For	Yes	31.83%	64.43%
	6	Oversee and Report a Racial Equity Audit	For	Yes	11.70%	86.97%
Waste Management, Inc. 09.05.23	1a	Elect Director Bruce E. Chinn	For	No	99.78%	0.21%
	1b	Elect Director James C. Fish, Jr.	For	No	99.03%	0.96%
	1c	Elect Director Andres R. Gluski	For	No	97.31%	2.68%
	1d	Elect Director Victoria M. Holt	For	No	97.47%	2.52%
	1e	Elect Director Kathleen M. Mazzarella	For	No	96.84%	3.15%
	1f	Elect Director Sean E. Menke	For	No	98.71%	1.28%
	1g	Elect Director William B. Plummer	For	No	98.43%	1.56%
	1h	Elect Director John C. Pope	For	No	94.80%	5.19%
	1i	Elect Director Maryrose T. Sylvester	For	No	98.31%	1.68%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.20%	4.61%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.91%	5.74%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	93.93%	5.82%
First Solar, Inc. 09.05.23	1.1	Elect Director Michael J. Ahearn	For	No	95.46%	4.53%
	1.2	Elect Director Richard D. Chapman	For	No	95.96%	4.03%
	1.3	Elect Director Anita Marangoly George	For	No	99.43%	0.56%

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	1.4	Elect Director George A. ("Chip") Hambro	For	No	95.75%	4.24%
	1.5	Elect Director Molly E. Joseph	For	No	95.79%	4.20%
	1.6	Elect Director Craig Kennedy	For	No	94.85%	5.14%
	1.7	Elect Director Lisa A. Kro	For	No	98.92%	1.07%
	1.8	Elect Director William J. Post	For	No	90.73%	9.26%
	1.9	Elect Director Paul H. Stebbins	For	No	84.64%	15.35%
	1.10	Elect Director Michael T. Sweeney	For	No	89.48%	10.51%
	1.11	Elect Director Mark R. Widmar	For	No	98.22%	1.77%
	1.12	Elect Director Norman L. Wright	For	No	94.61%	5.38%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.87%	5.12%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.24%	4.75%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Essex Property Trust, Inc. 09.05.23	1a	Elect Director Keith R. Guericke	For	No	94.49%	5.50%
	1b	Elect Director Maria R. Hawthorne	For	No	99.50%	0.49%
	1c	Elect Director Amal M. Johnson	For	No	98.82%	1.17%
	1d	Elect Director Mary Kasaris	For	No	99.30%	0.69%
	1e	Elect Director Angela L. Kleiman	For	No	98.17%	1.82%
	1f	Elect Director Irving F. Lyons, III	For	No	98.50%	1.49%
	1g	Elect Director George M. Marcus	For	No	88.68%	11.31%
	1h	Elect Director Thomas E. Robinson	For	No	99.13%	0.86%
	1i	Elect Director Michael J. Schall	For	No	96.80%	3.19%
	1j	Elect Director Byron A. Scordelis	For	No	95.96%	4.03%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.41%	3.58%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.85%	6.14%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
LKQ Corporation 09.05.23	1a	Elect Director Patrick Berard	For	No	97.76%	2.23%
	1b	Elect Director Meg A. Divitto	For	No	99.53%	0.46%
	1c	Elect Director Joseph M. Holsten	For	No	98.48%	1.51%
	1d	Elect Director Blythe J. McGarvie	For	No	95.74%	4.25%
	1e	Elect Director John W. Mendel	For	No	96.27%	3.72%
	1f	Elect Director Jody G. Miller	For	No	97.50%	2.49%
	1g	Elect Director Guhan Subramanian	For	No	96.56%	3.43%
	1h	Elect Director Xavier Urbain	For	No	99.34%	0.65%
	1i	Elect Director Dominick Zarcone	For	No	99.38%	0.61%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.09%	5.84%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.69%	5.21%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
AEVIS VICTORIA SA 09.05.23	1	Accept Financial Statements and Statutory Reports	For	No	97.76%	0.00%
	2	Approve Remuneration Report	Against	Yes	96.41%	1.35%
	3.1	Approve Dividends of CHF 0.45 per Share	For	No	97.59%	0.17%
	3.2	Approve Extraordinary Dividends of CHF 0.30 per Share	For	No	97.60%	0.17%
	3.3	Approve Allocation of Income	For	No	97.77%	0.00%
	4	Approve Discharge of Board and Senior Management	For	No	68.86%	2.13%
	5.1	Reelect Christian Wenger as Director and Board Chair	For	No	99.53%	0.21%
	5.2	Reelect Raymond Loretan as Director	Against	Yes	99.27%	0.47%
	5.3	Reelect Antoine Hubert as Director	For	No	99.56%	0.18%
	5.4	Reelect Michel Reybier as Director	For	No	98.76%	0.98%
	5.5	Reelect Antoine Kohler as Director	Against	Yes	98.91%	0.84%
	5.6	Reelect Cedric George as Director	Against	Yes	98.46%	1.29%
	6.1	Reappoint Cedric George as Member of the Nomination and Compensation Committee	Against	Yes	98.40%	1.34%



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	6.2	Reappoint Antoine Kohler as Member of the Nomination and Compensation Committee	Against	Yes	98.85%	0.89%
	7	Ratify Berney Associes Audit SA as Auditors	For	No	99.74%	0.00%
	8	Designate Jacques-Daniel Noverraz as Independent Proxy	For	No	99.75%	0.00%
	9.1	Amend Articles Re: Annulment of the Contribution in Kind and Asset Takeover Clauses	For	No	99.74%	0.00%
	9.2	Amend Articles Re: Share Register	For	No	99.74%	0.00%
	9.3	Amend Articles Re: Obligations to Submit an Offer of Company's Shares	For	No	99.74%	0.00%
	9.4	Approve Creation of Capital Band within the Upper Limit of CHF 126.8 Million and the Lower Limit of CHF 42.3 Million with or without Exclusion of Preemptive Rights	Against	Yes	98.41%	1.33%
	9.5	Approve Creation of CHF 39 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against	Yes	98.41%	1.33%
	9.6	Amend Articles of Association	For	No	99.74%	0.00%
	9.7	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.73%	0.00%
	9.8	Amend Articles Re: Electronic Communication	For	No	99.74%	0.00%
	10	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Against	Yes	98.39%	1.35%
	11	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Against	Yes	98.24%	1.31%
	12	Transact Other Business (Voting)	Against	Yes		
Koninklijke Philips NV 09.05.23	1	President's Speech	Refer	No		
	2.a	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	2.b	Adopt Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2.c	Approve Dividends	For	No	99.09%	0.90%
	2.	Approve Remuneration Report	Against	Yes	94.78%	5.21%
	2.e	Approve Discharge of Management Board	Against	Yes	23.57%	76.42%
	2.f	Approve Discharge of Supervisory Board	For	No	94.79%	5.20%
	3	Reelect A. Bhattacharya to Management Board	For	No		
	4.a	Reelect D.E.I. Pyott to Supervisory Board	For	No	94.23%	5.76%
	4.b	Reelect M.E. Doherty to Supervisory Board	For	No	97.15%	2.84%
	5	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2024	For	No	99.94%	0.05%
	6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2025	For	No	99.87%	0.12%
	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	96.29%	3.70%
	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	95.71%	4.28%
	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	97.27%	2.72%
	9	Approve Cancellation of Repurchased Shares	For	No	99.27%	0.72%
	10	Other Business (Non-Voting)	Refer	No		
Prudential Financial, Inc. 09.05.23	1.1	Elect Director Gilbert F. Casellas	For	No	92.40%	7.59%
	1.2	Elect Director Robert M. Falzon	For	No	96.26%	3.73%
	1.3	Elect Director Martina Hund-Mejean	For	No	94.82%	5.17%
	1.4	Elect Director Wendy E. Jones	For	No	98.29%	1.70%
	1.5	Elect Director Charles F. Lowrey	Against	Yes	92.76%	7.23%
	1.6	Elect Director Sandra Pianalto	For	No	98.09%	1.90%
	1.7	Elect Director Christine A. Poon	For	No	93.89%	6.10%
	1.8	Elect Director Douglas A. Scovanner	For	No	98.73%	1.26%

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	1.9	Elect Director Michael A. Todman	For	No	96.91%	3.08%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.58%	4.41%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.52%	5.47%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	34.95%	<b>65.04%</b>
Danaher Corporation 09.05.23	1a	Elect Director Rainer M. Blair	For	No	98.63%	1.36%
	1b	Elect Director Feroz Dewan	For	No	98.62%	1.37%
	1c	Elect Director Linda Filler	For	No	88.39%	<b>11.60%</b>
	1d	Elect Director Teri List	Against	Yes	71.83%	<b>28.16%</b>
	1e	Elect Director Walter G. Lohr, Jr.	For	No	91.77%	8.22%
	1f	Elect Director Jessica L. Mega	For	No	98.79%	1.20%
	1g	Elect Director Mitchell P. Rales	For	No	96.07%	3.92%
	1h	Elect Director Steven M. Rales	For	No	97.00%	2.99%
	1i	Elect Director Pardis C. Sabeti	For	No	97.69%	2.30%
	1j	Elect Director A. Shane Sanders	Against	Yes	74.82%	<b>25.17%</b>
	1k	Elect Director John T. Schwieters	Against	Yes	69.16%	<b>30.83%</b>
	1l	Elect Director Alan G. Spoon	For	No	86.33%	<b>13.66%</b>
	1m	Elect Director Raymond C. Stevens	Against	Yes	75.17%	<b>24.82%</b>
	1n	Elect Director Elias A. Zerhouni	For	No	95.38%	4.61%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.56%	4.29%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.67%	5.06%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	38.23%	<b>61.57%</b>
	6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	15.93%	<b>83.05%</b>
Orascom Development Holding AG 09.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Remuneration Report	Against	Yes		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Approve Creation of Capital Band within the Upper Limit of CHF 448.7 Million and the Lower Limit of CHF 149.6 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	5.2	Amend Articles Re: Editorial Changes	For	No		
	5.3	Amend Articles Re: General Meetings	Against	Yes		
	5.4	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	5.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	5.6	Amend Articles Re: Share Register	For	No		
	5.7	Amend Articles Re: Annulment of the Contribution in Kind Clause	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 1 Million	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	No		
	7.1.1	Reelect Naguib Sawiris as Director and Board Chair	For	No		
	7.1.2	Reelect Franz Egle as Director	For	No		
	7.1.3	Reelect Juergen Fischer as Director	For	No		
	7.1.4	Reelect Eskandar Tooma as Director	For	No		
	7.1.5	Reelect Amine Tazi-Riffi as Director	For	No		
	7.1.6	Reelect Maria Davidson as Director	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.2.1	Reappoint Naguib Sawiris as Member of the Nomination and Compensation Committee	Against	Yes		
	7.2.2	Reappoint Juergen Fischer as Member of the Nomination and Compensation Committee	Against	Yes		
	7.2.3	Reappoint Eskandar Tooma as Member of the Nomination and Compensation Committee	Against	Yes		
	7.3	Designate Barbara Wipfli as Independent Proxy	For	No		
	7.4	Ratify Deloitte AG as Auditors	For	No		
	8	Transact Other Business (Voting)	Against	Yes		
Elevance Health, Inc. 10.05.23	1.1	Elect Director Gail K. Boudreaux	For	No	99.75%	0.24%
	1.2	Elect Director R. Kerry Clark	For	No	99.36%	0.63%
	1.3	Elect Director Robert L. Dixon, Jr.	For	No	96.33%	3.66%
	1.4	Elect Director Deanna D. Strable	For	No	98.67%	1.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.24%	5.75%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.43%	7.56%
	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	46.00%	<b>53.99%</b>
	6	Annually Report Third Party Political Contributions	Against	No	8.11%	<b>91.88%</b>
HOCHDORF Holding AG 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.04%	0.95%
	2	Approve Treatment of Net Loss	For	No	99.24%	0.75%
	3	Approve Discharge of Board and Senior Management	For	No	98.22%	1.77%
	4.1	Amend Articles of Association	For	No	99.44%	0.55%
	4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	92.91%	6.94%
	4.3	Amend Articles Re: Compensation of Board and Senior Management	For	No	96.73%	3.26%
	5.1	Approve Remuneration of Directors in the Amount of CHF 650,000	For	No	97.42%	2.57%
	5.2	Approve Additional Remuneration of Executive Committee in the Amount of CHF 170,167 for Fiscal Year 2022	For	No	95.40%	4.59%
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2023	For	No	74.32%	<b>25.67%</b>
	5.4	Approve Remuneration Report	Against	Yes	92.55%	7.44%
	6.1	Reelect Juerg Oleas as Director and Board Chair	For	No	99.18%	0.81%
	6.2	Reelect Andreas Herzog as Director	For	No	99.25%	0.74%
	6.3	Reelect Jean-Philippe Rochat as Director	For	No	97.99%	2.00%
	6.4	Reelect Ralph Siegl as Director	For	No	97.29%	2.70%
	6.5	Elect Thierry Philardeau as Director	For	No	98.93%	1.06%
	6.6	Elect Marjan Skotnicki-Hoogland as Director	For	No	98.96%	1.03%
	7.1	Reappoint Jean-Philippe Rochat as Member of the Personnel and Compensation Committee	For	No	97.63%	2.36%
	7.2	Reappoint Juerg Oleas as Member of the Personnel and Compensation Committee	For	No	98.70%	1.29%
	7.3	Appoint Marjan Skotnicki-Hoogland as Member of the Personnel and Compensation Committee	For	No	98.73%	1.26%
	8	Designate Rudolf & Bieri AG as Independent Proxy	For	No	99.91%	0.08%
	9	Ratify KPMG AG as Auditors	For	No	99.56%	0.43%
	10	Transact Other Business (Voting)	Against	Yes		

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Phillips 66 10.05.23	1a	Elect Director Gregory J. Hayes	For	No	97.21%	2.78%
	1b	Elect Director Charles M. Holley	Against	Yes	94.62%	5.37%
	1c	Elect Director Denise R. Singleton	Against	Yes	89.67%	10.32%
	1d	Elect Director Glenn F. Tilton	Against	Yes	89.26%	10.73%
	1e	Elect Director Marna C. Whittington	Against	Yes	91.98%	8.01%
	2	Declassify the Board of Directors	For	No	73.07%	0.74%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.81%	7.44%
	4	Ratify Ernst & Young LLP as Auditors	For	No	98.56%	1.19%
	5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	For	Yes	11.61%	87.19%
Stryker Corporation 10.05.23	1a	Elect Director Mary K. Brainerd	For	No	98.41%	1.58%
	1b	Elect Director Giovanni Caforio	For	No	97.63%	2.36%
	1c	Elect Director Srikant M. Datar	For	No	97.61%	2.38%
	1d	Elect Director Allan C. Golston	For	No	95.65%	4.34%
	1e	Elect Director Kevin A. Lobo	Against	Yes	95.88%	4.11%
	1f	Elect Director Sherilyn S. McCoy	For	No	98.52%	1.47%
	1g	Elect Director Andrew K. Silvernail	For	No	97.59%	2.40%
	1h	Elect Director Lisa M. Skeete Tatum	For	No	98.75%	1.24%
	1i	Elect Director Ronda E. Stryker	For	No	97.88%	2.11%
	1j	Elect Director Rajeev Suri	For	No	98.85%	1.14%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.05%	6.94%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.41%	12.58%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Political Contributions and Expenditures	For	Yes	36.80%	63.19%
Dominion Energy, Inc. 10.05.23	1A	Elect Director James A. Bennett	Against	Yes	93.38%	6.61%
	1B	Elect Director Robert M. Blue	Against	Yes	93.93%	6.06%
	1C	Elect Director D. Maybank Hagood	Against	Yes	93.13%	6.86%
	1D	Elect Director Ronald W. Jibson	Against	Yes	92.68%	7.31%
	1E	Elect Director Mark J. Kington	For	No	94.29%	5.70%
	1F	Elect Director Kristin G. Lovejoy	For	No	99.05%	0.94%
	1G	Elect Director Joseph M. Rigby	For	No	94.81%	5.18%
	1H	Elect Director Pamela J. Royal	For	No	83.20%	16.79%
	1I	Elect Director Robert H. Spilman, Jr.	For	No	87.86%	12.13%
	1J	Elect Director Susan N. Story	For	No	95.75%	4.24%
	1K	Elect Director Michael E. Szymanczyk	Against	Yes	89.54%	10.45%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.72%	8.27%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.34%	4.65%
5	Amend Right to Call Special Meeting	For	No	70.23%	1.04%	
6	Amend Advance Notice Provisions for Director Nominations	For	No	69.79%	1.10%	
7	Require Independent Board Chair	For	Yes	40.27%	59.72%	
American Water Works Company, Inc. 10.05.23	1a	Elect Director Jeffrey N. Edwards	For	No	96.17%	3.82%
	1b	Elect Director Martha Clark Goss	For	No	94.93%	5.06%
	1c	Elect Director M. Susan Hardwick	For	No	99.40%	0.59%
	1d	Elect Director Kimberly J. Harris	For	No	96.07%	3.92%
	1e	Elect Director Laurie P. Havanec	For	No	99.58%	0.41%
	1f	Elect Director Julia L. Johnson	For	No	95.26%	4.73%
	1g	Elect Director Patricia L. Kampling	For	No	96.65%	3.34%
	1h	Elect Director Karl F. Kurz	For	No	97.83%	2.16%
	1i	Elect Director Michael L. Marberry	For	No	99.31%	0.68%
	1j	Elect Director James G. Stavridis	For	No	92.60%	7.39%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.54%	6.18%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		

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	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.63%	8.26%
	5	Oversee and Report a Racial Equity Audit	For	Yes	39.13%	<b>58.64%</b>
CSX Corporation 10.05.23	1a	Elect Director Donna M. Alvarado	For	No	94.66%	5.33%
	1b	Elect Director Thomas P. Bostick	For	No	94.86%	5.13%
	1c	Elect Director Steven T. Halverson	For	No	92.81%	7.18%
	1d	Elect Director Paul C. Hilal	For	No	94.40%	5.59%
	1e	Elect Director Joseph R. Hinrichs	For	No	99.08%	0.91%
	1f	Elect Director David M. Moffett	For	No	98.22%	1.77%
	1g	Elect Director Linda H. Riefler	For	No	84.57%	<b>15.42%</b>
	1h	Elect Director Suzanne M. Vautrinot	For	No	96.43%	3.56%
	1i	Elect Director James L. Wainscott	For	No	97.99%	2.00%
	1j	Elect Director J. Steven Whisler	For	No	96.10%	3.89%
	1k	Elect Director John J. Zillmer	For	No	72.11%	<b>27.88%</b>
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.98%	5.01%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.61%	<b>10.38%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Centene Corporation 10.05.23	1a	Elect Director Jessica L. Blume	For	No	98.16%	1.83%
	1b	Elect Director Kenneth A. Burdick	For	No	98.86%	1.13%
	1c	Elect Director Christopher J. Coughlin	For	No	95.63%	4.36%
	1d	Elect Director H. James Dallas	For	No	99.01%	0.98%
	1e	Elect Director Wayne S. DeVeydt	For	No	96.68%	3.31%
	1f	Elect Director Frederick H. Eppinger	For	No	94.06%	5.93%
	1g	Elect Director Monte E. Ford	For	No	98.54%	1.45%
	1h	Elect Director Sarah M. London	For	No	99.10%	0.89%
	1i	Elect Director Lori J. Robinson	For	No	96.28%	3.71%
	1j	Elect Director Theodore R. Samuels	For	No	96.61%	3.38%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	83.98%	<b>16.01%</b>
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	97.88%	2.11%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	9.20%	<b>90.79%</b>
	6	Report on Maternal Morbidity Reduction Metrics in Executive Compensation	For	Yes	12.35%	<b>87.64%</b>
Eni SpA 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.74%	0.16%
	2	Approve Allocation of Income	For	No	99.97%	0.00%
	3	Fix Number of Directors	For	No	99.98%	0.00%
	4	Fix Board Terms for Directors	For	No	99.37%	0.60%
	5.1	Slate Submitted by Ministry of Economy and Finance	Against	No		
	5.2	Slate Submitted by Institutional Investors (Assogestioni)	For	No		
	6	Elect Giuseppe Zafarana as Board Chair	For	No	96.64%	3.16%
	7	Approve Remuneration of Directors	For	No	99.62%	0.29%
	8.1	Slate Submitted by Ministry of Economy and Finance	For	No		
	8.2	Slate Submitted by Institutional Investors (Assogestioni)	Against	No		
	9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	For	No	98.96%	0.30%
	10	Approve Internal Auditors' Remuneration	For	No	99.96%	0.00%
	11	Approve Long Term Incentive Plan 2023-2025	For	No	97.96%	1.15%
	12	Approve Remuneration Policy	For	No	92.63%	5.35%
	13	Approve Second Section of the Remuneration Report	Against	Yes	78.32%	<b>19.57%</b>
	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.24%	0.73%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	15	Authorize Use of Available Reserves for Dividend Distribution	For	No	99.51%	0.07%
	16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	For	No	99.51%	0.07%
	17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	For	No	99.63%	0.34%
	18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	For	No	99.63%	0.34%
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
Kinder Morgan, Inc. 10.05.23	1.1	Elect Director Richard D. Kinder	For	No	92.35%	7.64%
	1.2	Elect Director Steven J. Kean	For	No	94.57%	5.42%
	1.3	Elect Director Kimberly A. Dang	For	No	93.35%	6.64%
	1.4	Elect Director Ted A. Gardner	For	No	68.62%	31.37%
	1.5	Elect Director Anthony W. Hall, Jr.	For	No	91.09%	8.90%
	1.6	Elect Director Gary L. Hultquist	For	No	93.43%	6.56%
	1.7	Elect Director Ronald L. Kuehn, Jr.	For	No	82.51%	17.48%
	1.8	Elect Director Deborah A. Macdonald	For	No	92.42%	7.57%
	1.9	Elect Director Michael C. Morgan	For	No	92.09%	7.90%
	1.10	Elect Director Arthur C. Reichstetter	For	No	93.69%	6.30%
	1.11	Elect Director C. Park Shaper	For	No	93.61%	6.38%
	1.12	Elect Director William A. Smith	For	No	93.78%	6.21%
	1.13	Elect Director Joel V. Staff	For	No	93.00%	6.99%
	1.14	Elect Director Robert F. Vagt	Against	Yes	70.68%	29.31%
	2	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	For	No	64.21%	7.83%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.98%	3.01%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.08%	5.91%
Orell Fuessli AG 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 3.40 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Martin Folini as Director and Board Chair	For	No		
	4.1.2	Reelect Mirjana Blume as Director	For	No		
	4.1.3	Reelect Dieter Widmer as Director	For	No		
	4.1.4	Reelect Thomas Moser as Director	For	No		
	4.1.5	Reelect Luka Mueller as Director	For	No		
	4.1.6	Reelect Johannes Schaede as Director	For	No		
	4.2.1	Reappoint Martin Folini as Member of the Compensation Committee	For	No		
	4.2.2	Reappoint Thomas Moser as Member of the Compensation Committee	For	No		
	4.3	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	4.4	Designate Keller AG as Independent Proxy	For	No		
	5.1	Approve Remuneration Report (Non-Binding)	Against	Yes		
	5.2	Approve Remuneration of Directors in the Amount of CHF 700,000	For	No		
	5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	For	No		
	5.3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	No		
	6.1	Amend Corporate Purpose	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes		
	7	Transact Other Business (Voting)	Against	Yes		
Symrise AG 10.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	No	99.25%	0.74%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	96.47%	3.52%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	90.63%	9.36%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	No	97.97%	2.02%
	6	Approve Remuneration Report	For	No	89.92%	10.07%
	7	Elect Jan Zijdeveld to the Supervisory Board	For	No	95.72%	4.27%
	8	Approve Remuneration Policy for the Supervisory Board	For	No	97.55%	2.44%
The Swatch Group AG 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.00%	0.10%
	2	Approve Discharge of Board and Senior Management	For	No	87.20%	11.10%
	3	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	For	No	99.20%	0.00%
	4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	For	No	94.90%	4.10%
	4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	For	No	88.10%	5.50%
	4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	For	No	98.10%	0.90%
	4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Against	Yes	66.50%	27.10%
	4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Against	Yes	71.90%	27.10%
	5.1	Reelect Nayla Hayek as Director	For	No	81.10%	18.10%
	5.2	Reelect Ernst Tanner as Director	For	No	76.60%	22.60%
	5.3	Reelect Daniela Aeschlimann as Director	Against	Yes	78.00%	21.10%
	5.4	Reelect Georges Hayek as Director	For	No	78.20%	21.00%
	5.5	Reelect Claude Nicollier as Director	Against	Yes	81.80%	17.40%
	5.6	Reelect Jean-Pierre Roth as Director	Against	Yes	82.40%	16.80%
	5.7	Reelect Nayla Hayek as Board Chair	For	No	77.00%	21.70%
	6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Against	Yes	67.40%	31.70%
	6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Against	Yes	71.40%	27.70%
	6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against	Yes	75.60%	23.50%
	6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Against	Yes	67.30%	31.90%
	6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Against	Yes	79.40%	19.80%
	6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against	Yes	77.60%	21.60%
	7	Designate Bernhard Lehmann as Independent Proxy	For	No	98.20%	0.90%
	8	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	80.20%	19.10%
	9	Transact Other Business (Voting)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1	Accept Financial Statements and Statutory Reports	For	No	99.00%	0.10%
	2	Approve Discharge of Board and Senior Management	For	No	87.20%	11.10%
	3	Approve Allocation of Income and Dividends of CHF 1.20 per Registered Share and CHF 6.00 per Bearer Share	For	No	99.20%	0.00%
	4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	For	No	94.90%	4.10%
	4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	For	No	88.10%	5.50%
	4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	For	No	98.10%	0.90%
	4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7 Million	Against	Yes	66.50%	27.10%
	4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.5 Million	Against	Yes	71.90%	27.10%
	5.1	Reelect Nayla Hayek as Director	For	No	81.10%	18.10%
	5.2	Reelect Ernst Tanner as Director	For	No	76.60%	22.60%
	5.3	Reelect Daniela Aeschlimann as Director	Against	Yes	78.00%	21.10%
	5.4	Reelect Georges Hayek as Director	For	No	78.20%	21.00%
	5.5	Reelect Claude Nicollier as Director	Against	Yes	81.80%	17.40%
	5.6	Reelect Jean-Pierre Roth as Director	Against	Yes	82.40%	16.80%
	5.7	Reelect Nayla Hayek as Board Chair	For	No	77.00%	21.70%
	6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Against	Yes	67.40%	31.70%
	6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Against	Yes	71.40%	27.70%
	6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against	Yes	75.60%	23.50%
	6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Against	Yes	67.30%	31.90%
	6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Against	Yes	79.40%	19.80%
	6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against	Yes	77.60%	21.60%
	7	Designate Bernhard Lehmann as Independent Proxy	For	No	98.20%	0.90%
	8	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	80.20%	19.10%
	9	Transact Other Business (Voting)	Against	Yes		
Volkswagen AG 10.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 8.70 per Ordinary Share and EUR 8.76 per Preferred Share	For	No	99.99%	0.00%
	3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2022	For	No	99.90%	0.09%
	3.2	Approve Discharge of Management Board Member M. Aksel (until Aug. 31, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	3.3	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2022	For	No	99.90%	0.09%
	3.4	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2022	For	No	99.90%	0.09%
	3.5	Approve Discharge of Management Board Member H. Diess (until Aug. 31, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	3.6	Approve Discharge of Management Board Member M. Doess (from Feb. 1, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	3.7	Approve Discharge of Management Board Member M. Duesmann for Fiscal Year 2022	For	No	99.90%	0.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.8	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2022	For	No	99.90%	0.09%
	3.9	Approve Discharge of Management Board Member T. Schaefer (from July 1, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	3.10	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2022	For	No	99.90%	0.09%
	3.11	Approve Discharge of Management Board Member H. Stars (from Feb. 1, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	3.12	Approve Discharge of Management Board Member H. D. Werner (until Jan. 31, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	3.13	Approve Discharge of Management Board Member H. Wortmann (Feb. 1 - Aug. 31, 2022) for Fiscal Year 2022	For	No	99.90%	0.09%
	4.1	Approve Discharge of Supervisory Board Member H.D. Poetsch for Fiscal Year 2022	For	No	98.88%	1.11%
	4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2022	For	No	98.95%	1.04%
	4.3	Approve Discharge of Supervisory Board Member H.A. Al Abdulla (until May 12, 2022) for Fiscal Year 2022	For	No	99.26%	0.73%
	4.4	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2022	For	No	99.28%	0.71%
	4.5	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud (from May 12, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.6	Approve Discharge of Supervisory Board Member B. Althusmann (until Nov. 8, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.7	Approve Discharge of Supervisory Board Member H. Buck (from Oct. 4, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.8	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2022	For	No	99.28%	0.71%
	4.9	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2022	For	No	98.95%	1.04%
	4.10	Approve Discharge of Supervisory Board Member H.-P. Fischer (until May 12, 2022) for Fiscal Year 2022	For	No	99.26%	0.73%
	4.11	Approve Discharge of Supervisory Board Member J. W. Hamburg (from Nov. 8, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.12	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2022	For	No	98.96%	1.03%
	4.13	Approve Discharge of Supervisory Board Member A. Homburg (from May 12, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.14	Approve Discharge of Supervisory Board Member U. Jakob (until May 12, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.15	Approve Discharge of Supervisory Board Member S. Mahler (from May 12, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.16	Approve Discharge of Supervisory Board Member P. Mosch for Fiscal Year 2022	For	No	98.93%	1.06%
	4.17	Approve Discharge of Supervisory Board Member B. Murkovic (until May 12, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.18	Approve Discharge of Supervisory Board Member D. Nowak (from May 12, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	4.19	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2022	For	No	98.90%	1.09%
	4.20	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2022	For	No	99.25%	0.74%
	4.21	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2022	For	No	98.90%	1.09%
	4.22	Approve Discharge of Supervisory Board Member J. Rothe for Fiscal Year 2022	For	No	99.28%	0.71%
	4.23	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2022	For	No	99.28%	0.71%
	4.24	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2022	For	No	98.93%	1.06%
	4.25	Approve Discharge of Supervisory Board Member W. Weresch (until Sep. 30, 2022) for Fiscal Year 2022	For	No	99.28%	0.71%
	5.1	Elect Marianne Heiss to the Supervisory Board	Against	Yes	98.41%	1.58%
	5.2	Elect Guenther Horvath to the Supervisory Board	Against	Yes	98.45%	1.54%
	5.3	Elect Wolfgang Porsche to the Supervisory Board	Against	Yes	98.43%	1.56%
	6	Amend Affiliation Agreement with Volkswagen Bank GmbH	For	No	99.99%	0.00%
	7	Approve Draft of Hive-Down and Transfer Agreement between Volkswagen AG and Volkswagen Financial Services Europe AG	For	No		
	8	Approve Virtual-Only Shareholder Meetings Until 2028	Against	Yes	99.70%	0.29%
	9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	99.95%	0.04%
	10	Approve Creation of EUR 227.5 Million Pool of Capital with Preemptive Rights	Against	Yes	98.42%	1.57%
	11	Approve Remuneration Report	Against	Yes	98.47%	1.52%
	12	Approve Remuneration Policy for the Management Board	For	No	98.81%	1.18%
	13	Approve Remuneration Policy for the Supervisory Board	For	No	99.98%	0.01%
	14	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	No	99.94%	0.05%
Wolters Kluwer NV 10.05.23	1	Open Meeting	Refer	No		
	2.a	Receive Report of Executive Board (Non-Voting)	Refer	No		
	2.b	Receive Report of Supervisory Board (Non-Voting)	Refer	No		
	2.c	Approve Remuneration Report	For	No	93.66%	6.33%
	3.a	Adopt Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	3.b	Receive Explanation on Company's Dividend Policy	Refer	No		
	3.c	Approve Dividends	For	No	99.99%	0.00%
	4.a	Approve Discharge of Executive Board	For	No	98.72%	1.27%
	4.b	Approve Discharge of Supervisory Board	For	No	98.72%	1.27%
	5	Reelect Chris Vogelzang to Supervisory Board	For	No	99.14%	0.85%
	6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.40%	1.59%
	6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	96.34%	3.65%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.30%	1.69%
	8	Approve Cancellation of Shares	For	No		
	9	Approve KPMG Accountants N.V as Auditors	For	No	99.94%	0.05%
	10	Other Business (Non-Voting)	Refer	No		
	11	Close Meeting	Refer	No		
Swissquote Group Holding Ltd. 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.80%	0.01%
	2	Approve Remuneration Report (Non-Binding)	For	No	91.03%	8.56%
	3	Approve Allocation of Income and Dividends of CHF 2.20 per Share	For	No	99.89%	0.02%
	4	Approve Discharge of Board and Senior Management	For	No	99.33%	0.32%
	5.1.1	Reelect Markus Dennler as Director and Board Chair	For	No	93.85%	6.09%
	5.1.2	Reelect Jean-Christophe Pernellet as Director	For	No	99.49%	0.45%
	5.1.3	Reelect Beat Oberlin as Director	For	No	93.66%	6.27%
	5.1.4	Reelect Monica Dell'Anna as Director	For	No	98.99%	0.95%
	5.1.5	Reelect Michael Ploog as Director	For	No	95.05%	4.89%
	5.1.6	Reelect Paolo Buzzi as Director	For	No	96.64%	3.30%
	5.1.7	Reelect Demetra Kalogerou as Director	For	No	99.82%	0.11%
	5.1.8	Elect Esther Finidor as Director	For	No	99.82%	0.12%
	5.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	For	No	92.03%	7.90%
	5.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	For	No	98.59%	1.34%
	5.2.3	Appoint Paolo Buzzi as Member of the Nomination and Compensation Committee	For	No	96.10%	3.83%
	5.3	Ratify PricewaterhouseCoopers Ltd as Auditors	Against	Yes	81.34%	18.60%
	5.4	Designate Juan Gil as Independent Proxy	For	No	99.95%	0.01%
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	No	94.22%	5.77%
	7.1	Approve Creation of Capital Band within the Upper Limit of CHF 3.4 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	For	No	99.49%	0.43%
	7.2	Amend Articles Re: General Meetings	For	No	99.78%	0.15%
	7.3	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No	99.80%	0.12%
	7.4	Amend Articles Re: Compensation of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.62%	0.23%
	7.5	Amend Articles Re: Place of Jurisdiction	For	No	97.86%	2.01%
	8	Transact Other Business (Voting)	Against	Yes		
American International Group, Inc. 10.05.23	1a	Elect Director Paola Bergamaschi	For	No	99.76%	0.23%
	1b	Elect Director James Cole, Jr.	For	No	99.51%	0.48%
	1c	Elect Director W. Don Cornwell	For	No	97.64%	2.35%
	1d	Elect Director Linda A. Mills	For	No	87.33%	12.66%
	1e	Elect Director Diana M. Murphy	For	No	99.75%	0.24%
	1f	Elect Director Peter R. Porrino	For	No	98.91%	1.08%
	1g	Elect Director John G. Rice	For	No	98.29%	1.70%
	1h	Elect Director Therese M. Vaughan	For	No	95.93%	4.06%
	1i	Elect Director Vanessa A. Wittman	For	No	99.64%	0.35%
	1j	Elect Director Peter Zaffino	Against	Yes	95.20%	4.79%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	32.37%	67.62%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.56%	4.43%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Require Independent Board Chair	For	Yes	45.12%	54.87%
Skyworks Solutions, Inc. 10.05.23	1a	Elect Director Alan S. Batey	For	No	97.72%	2.27%
	1b	Elect Director Kevin L. Beebe	For	No	91.64%	8.35%
	1c	Elect Director Liam K. Griffin	Against	Yes	91.26%	8.73%
	1d	Elect Director Eric J. Guerin	For	No	98.22%	1.77%
	1e	Elect Director Christine King	For	No	94.10%	5.89%
	1f	Elect Director Suzanne E. McBride	For	No	98.26%	1.73%
	1g	Elect Director David P. McGlade	For	No	90.99%	9.00%
	1h	Elect Director Robert A. Schriesheim	For	No	93.92%	6.07%
	1i	Elect Director Maryann Turcke	For	No	98.16%	1.83%
	2	Ratify KPMG LLP as Auditors	Against	Yes	93.73%	6.15%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	78.85%	20.87%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
5	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	For	No	60.68%	10.74%	
6	Adopt Simple Majority Vote	For	No	79.35%	18.86%	
Antofagasta Plc 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report	For	No	95.16%	4.83%
	3	Approve Remuneration Policy	For	No	94.32%	5.67%
	4	Approve Final Dividend	For	No	99.99%	0.00%
	5	Re-elect Jean-Paul Luksic as Director	For	No	94.54%	5.45%
	6	Re-elect Tony Jensen as Director	For	No	99.18%	0.81%
	7	Re-elect Ramon Jara as Director	For	No	97.77%	2.22%
	8	Re-elect Juan Claro as Director	For	No	99.30%	0.69%
	9	Re-elect Andronico Luksic as Director	For	No	98.68%	1.31%
	10	Re-elect Vivianne Blanlot as Director	For	No	99.70%	0.29%
	11	Re-elect Jorge Bande as Director	For	No	99.65%	0.34%
	12	Re-elect Francisca Castro as Director	For	No	98.59%	1.40%
	13	Re-elect Michael Anglin as Director	For	No	99.58%	0.41%
	14	Re-elect Eugenia Parot as Director	For	No	99.85%	0.14%
	15	Elect Director in Accordance to Company's Article of Association after 23 March 2023	For	No	99.46%	0.53%
	16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.89%	0.10%
	17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No	99.99%	0.00%
	18	Authorise Issue of Equity	For	No	98.54%	1.45%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.07%	0.92%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.17%	1.82%
	21	Authorise Market Purchase of Ordinary Shares	For	No	99.16%	0.83%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	97.76%	2.23%
Enel SpA 10.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.59%	0.00%
	2	Approve Allocation of Income	For	No	98.89%	1.07%
	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	98.49%	1.20%
	4	Fix Number of Directors	For	No	99.52%	0.44%
	5	Fix Board Terms for Directors	For	No	99.62%	0.34%
	6.1	Slate 1 Submitted by Ministry of Economy and Finance	Against	No		
	6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Against	No		
	7.1	Elect Paolo Scaroni as Board Chair	For	No	97.24%	0.66%
	7.2	Elect Marco Mazzucchelli as Board Chair	Against	No		
	8	Approve Remuneration of Directors	Against	Yes	99.13%	0.83%
	9	Approve Long Term Incentive Plan 2023	For	No	97.45%	1.65%
	10.1	Approve Remuneration Policy	For	No	93.04%	4.44%
	10.2	Approve Second Section of the Remuneration Report	Against	Yes	98.28%	1.07%
	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No		
iA Financial Corporation Inc. 10.05.23	1.1	Elect Director William F. Chinery	For	No	99.90%	0.09%
	1.2	Elect Director Benoit Daignault	For	No	99.93%	0.06%
	1.3	Elect Director Nicolas Darveau-Garneau	For	No	95.96%	4.03%
	1.4	Elect Director Emma K. Griffin	For	No	98.67%	1.32%
	1.5	Elect Director Ginette Maille	For	No	98.92%	1.07%
	1.6	Elect Director Jacques Martin	For	No	96.77%	3.22%
	1.7	Elect Director Monique Mercier	For	No	98.63%	1.36%
	1.8	Elect Director Danielle G. Morin	For	No	96.23%	3.76%
	1.9	Elect Director Marc Poulin	For	No	98.66%	1.33%
	1.10	Elect Director Suzanne Rancourt	For	No	97.77%	2.22%
	1.11	Elect Director Denis Ricard	For	No	99.92%	0.07%
	1.12	Elect Director Ouma Sananikone	For	No	99.15%	0.84%
	1.13	Elect Director Rebecca Schechter	For	No	98.66%	1.33%
	1.14	Elect Director Ludwig W. Willisich	For	No	99.89%	0.10%
	2	Ratify Deloitte LLP as Auditors	Withhold	Yes	81.82%	18.17%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	91.20%	8.79%
	4	SP 1: Limit the Number of Public Company Boards on Which the Company Directors May Serve	Against	No	4.32%	95.67%
	5	SP 2: Decrease the Maximum Time Period for Payment of the Minimum Amount of \$420,000.00 in Shares in the Capital Stock	Against	No	0.54%	99.45%
	6	SP 3: Advisory Vote on Environmental Policies	For	Yes	22.45%	77.54%
Equinor ASA 10.05.23	1	Open Meeting	Refer	No		
	2	Registration of Attending Shareholders and Proxies	Refer	No		
	3	Elect Chairman of Meeting	For	No	99.98%	0.00%
	4	Approve Notice of Meeting and Agenda	For	No	99.98%	0.00%
	5	Designate Inspector(s) of Minutes of Meeting	For	No	99.98%	0.00%
	6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.30 Per Share, Approve Extraordinary Dividends of USD 0.60 Per Share	For	No	99.57%	0.38%
	7	Authorize Board to Distribute Dividends	For	No	99.93%	0.00%
	8	Ban Use of Fiberglass Rotor Blades in All New Wind Farms, Commit to Buy into Existing Hydropower Projects, and Conduct Research on Other Energy Sources Such as Thorium	Against	No	0.21%	99.50%
	9	Identify and Manage Climate-Related Risks and Possibilities, and Integrate Them into Company's Strategy	For	Yes	3.55%	95.92%
	10	Stop All Exploration and Drilling by 2025 and Provide Financial and Technical Assistance For Repair and Development of Ukraine's Energy Infrastructure	For	Yes	0.31%	99.38%
	11	Develop Procedure to Improve Response to Shareholder Proposals	Against	No	0.19%	99.40%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12	End All Plans for Activities in Barents Sea, Adjust Up Investment in Renewables/Low Carbon Solution to 50 Percent by 2025, Implement CCS for Melkoya, and Invest in Rebuilding of Ukraine	For	Yes	0.35%	99.34%
	13	Stop All Exploration and Test Drilling for Oil & Gas, Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya, and Present a Plan Enabling Norway to Become Net-Zero By 2050	For	Yes	0.38%	99.31%
	14	Include Global Warming in Company's Further Strategy, Stop All Exploration For More Oil & Gas, Phase Out All Production and Sale of Oil & Gas, Multiply Investment in Renewable Energy and CCS, and Become Climate-Friendly Company	For	Yes	0.39%	99.30%
	15	Approve Company's Corporate Governance Statement	For	No	99.97%	0.01%
	16.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No	98.37%	1.00%
	16.2	Approve Remuneration Statement	For	No	98.55%	0.84%
	17	Approve Remuneration of Auditors	For	No	99.91%	0.00%
	18	Approve Remuneration of Directors in the Amount of NOK 143,700 for Chairman, NOK 75,800 for Deputy Chairman and NOK 53,250 for Other Directors; Approve Remuneration for Deputy Directors	For	No	99.98%	0.00%
	19	Approve Remuneration of Nominating Committee	For	No	99.98%	0.00%
	20	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	For	No	99.37%	0.22%
	21	Approve NOK 431 Million Reduction in Share Capital via Share Cancellation	For	No	99.98%	0.00%
	22	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	No	99.74%	0.24%
Nutrien Ltd. 10.05.23	1.1	Elect Director Christopher M. Burley	For	No	95.86%	4.13%
	1.2	Elect Director Maura J. Clark	For	No	95.56%	4.43%
	1.3	Elect Director Russell K. Girling	For	No	93.29%	6.70%
	1.4	Elect Director Michael J. Hennigan	For	No	91.15%	8.84%
	1.5	Elect Director Miranda C. Hubbs	For	No	95.80%	4.19%
	1.6	Elect Director Raj S. Kushwaha	For	No	95.56%	4.43%
	1.7	Elect Director Alice D. Laberge	For	No	95.83%	4.16%
	1.8	Elect Director Consuelo E. Madere	For	No	95.52%	4.47%
	1.9	Elect Director Keith G. Martell	For	No	96.03%	3.96%
	1.10	Elect Director Aaron W. Regent	For	No	94.44%	5.55%
	1.11	Elect Director Ken A. Seitz	For	No	99.66%	0.33%
	1.12	Elect Director Nelson L. C. Silva	For	No	95.78%	4.21%
	2	Ratify KPMG LLP as Auditors	For	No	99.70%	0.29%
	3	Advisory Vote on Executive Compensation Approach	For	No	95.21%	4.78%
Wartec Invest AG 10.05.23	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 70 per Share	For	No		
	4	Approve Creation of Capital Band within the Upper Limit of CHF 3.1 Million and the Lower Limit of CHF 2.5 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	5.1	Reelect Marcel Rohner as Director and Board Chair	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Reelect Stephan Mueller as Director	For	No		
	5.3	Reelect Kurt Ritz as Director	For	No		
	5.4	Reelect Tanja Temel as Director	For	No		
	5.5	Reelect Roland Mueller as Director	For	No		
	5.6	Reappoint Marcel Rohner as Member of the Compensation Committee	For	No		
	5.7	Reappoint Stephan Mueller as Member of the Compensation Committee	For	No		
	5.8	Reappoint Kurt Ritz as Member of the Compensation Committee	For	No		
	5.9	Reappoint Tanja Temel as Member of the Compensation Committee	For	No		
	5.10	Reappoint Roland Mueller as Member of the Compensation Committee	For	No		
	6	Approve Remuneration of Directors in the Amount of CHF 420,000	For	No		
	7.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	No		
	7.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 400,000	For	No		
	8	Designate SwissLegal Duerr + Partner as Independent Proxy	For	No		
	9	Ratify Ernst & Young AG as Auditors	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
Cboe Global Markets, Inc. 11.05.23	1a	Elect Director Edward T. Tilly	Against	Yes	94.23%	5.76%
	1b	Elect Director William M. Farrow, III	For	No	99.46%	0.53%
	1c	Elect Director Edward J. Fitzpatrick	For	No	96.85%	3.14%
	1d	Elect Director Ivan K. Fong	For	No	95.74%	4.25%
	1e	Elect Director Janet P. Froetscher	For	No	93.35%	6.64%
	1f	Elect Director Jill R. Goodman	For	No	95.46%	4.53%
	1g	Elect Director Alexander J. Matturri, Jr.	For	No	99.57%	0.42%
	1h	Elect Director Jennifer J. McPeck	For	No	99.58%	0.41%
	1i	Elect Director Roderick A. Palmore	For	No	85.09%	14.90%
	1j	Elect Director James E. Parisi	For	No	98.31%	1.68%
	1k	Elect Director Joseph P. Ratterman	For	No	99.53%	0.46%
	1l	Elect Director Fredric J. Tomczyk	For	No	98.65%	1.34%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.47%	6.52%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	99.61%	0.38%
LPL Financial Holdings Inc. 11.05.23	1a	Elect Director Dan H. Arnold	For	No	99.07%	0.92%
	1b	Elect Director Edward C. Bernard	For	No	99.43%	0.56%
	1c	Elect Director H. Paulett Eberhart	For	No	95.90%	4.09%
	1d	Elect Director William F. Glavin, Jr.	For	No	98.19%	1.80%
	1e	Elect Director Albert J. Ko	For	No	99.85%	0.14%
	1f	Elect Director Allison H. Mnookin	For	No	97.80%	2.19%
	1g	Elect Director Anne M. Mulcahy	For	No	97.85%	2.14%
	1h	Elect Director James S. Putnam	For	No	95.33%	4.66%
	1i	Elect Director Richard P. Schifter	For	No	95.54%	4.45%
	1j	Elect Director Corey E. Thomas	For	No	98.04%	1.95%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.35%	4.64%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.14%	2.85%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Tractor Supply Company 11.05.23	1.1	Elect Director Joy Brown	For	No	99.55%	0.44%
	1.2	Elect Director Ricardo Cardenas	For	No	97.94%	2.05%
	1.3	Elect Director Andre Hawaux	For	No	99.57%	0.42%
	1.4	Elect Director Denise L. Jackson	For	No	98.65%	1.34%
	1.5	Elect Director Ramkumar Krishnan	For	No	98.81%	1.18%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.6	Elect Director Edna K. Morris	For	No	91.39%	8.60%
	1.7	Elect Director Mark J. Weikel	For	No	98.61%	1.38%
	1.8	Elect Director Harry A. Lawton, III	For	No	99.74%	0.25%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.47%	5.61%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.98%	10.58%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Ford Motor Company 11.05.23	1a	Elect Director Kimberly A. Casiano	For	No	95.51%	4.01%
	1b	Elect Director Alexandra Ford English	For	No	94.53%	5.06%
	1c	Elect Director James D. Farley, Jr.	For	No	97.55%	2.09%
	1d	Elect Director Henry Ford, III	For	No	92.81%	6.82%
	1e	Elect Director William Clay Ford, Jr.	Against	Yes	85.12%	14.42%
	1f	Elect Director William W. Helman, IV	For	No	95.69%	3.81%
	1g	Elect Director Jon M. Huntsman, Jr.	For	No	94.92%	4.63%
	1h	Elect Director William E. Kennard	Against	Yes	81.88%	17.51%
	1i	Elect Director John C. May	For	No	88.29%	11.22%
	1j	Elect Director Beth E. Mooney	For	No	95.93%	3.59%
	1k	Elect Director Lynn Vojvodich Radakovich	For	No	87.98%	11.52%
	1l	Elect Director John L. Thornton	For	No	86.50%	12.99%
	1m	Elect Director John B. Veihmeyer	For	No	95.83%	3.67%
	1n	Elect Director John S. Weinberg	For	No	88.11%	11.38%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.77%	1.91%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.57%	4.88%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	Against	Yes	66.62%	32.72%
	6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	35.89%	63.51%
	7	Report on Reliance on Child Labor in Supply Chain	For	Yes	6.29%	90.51%
	8	Report on Animal Testing Practices	Against	No	4.82%	94.39%
KeyCorp 11.05.23	1.1	Elect Director Alexander M. Cutler	For	No	90.99%	9.00%
	1.2	Elect Director H. James Dallas	For	No	94.54%	5.45%
	1.3	Elect Director Elizabeth R. Gile	For	No	94.91%	5.08%
	1.4	Elect Director Ruth Ann M. Gillis	For	No	96.20%	3.79%
	1.5	Elect Director Christopher M. Gorman	Against	Yes	93.55%	6.44%
	1.6	Elect Director Robin N. Hayes	For	No	99.38%	0.61%
	1.7	Elect Director Carlton L. Highsmith	For	No	97.72%	2.27%
	1.8	Elect Director Richard J. Hipple	For	No	95.29%	4.70%
	1.9	Elect Director Devina A. Rankin	For	No	99.16%	0.83%
	1.10	Elect Director Barbara R. Snyder	For	No		
	1.11	Elect Director Richard J. Tobin	For	No	98.77%	1.22%
	1.12	Elect Director Todd J. Vasos	For	No	98.77%	1.22%
	1.13	Elect Director David K. Wilson	For	No	99.41%	0.58%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.17%	3.71%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.23%	6.48%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Omnibus Stock Plan	For	No	90.56%	9.13%
	6	Require Independent Board Chair	For	Yes	35.97%	63.77%
Norfolk Southern Corporation 11.05.23	1a	Elect Director Thomas D. Bell, Jr.	For	No	95.82%	4.17%
	1b	Elect Director Mitchell E. Daniels, Jr.	For	No	88.08%	11.91%
	1c	Elect Director Marcela E. Donadio	For	No	97.23%	2.76%
	1d	Elect Director John C. Huffard, Jr.	For	No	97.44%	2.55%
	1e	Elect Director Christopher T. Jones	For	No	92.71%	7.28%
	1f	Elect Director Thomas C. Kelleher	For	No	98.58%	1.41%
	1g	Elect Director Steven F. Leer	For	No	93.14%	6.85%
	1h	Elect Director Michael D. Lockhart	For	No	87.76%	12.23%
	1i	Elect Director Amy E. Miles	For	No	95.33%	4.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director Claude Mongeau	For	No	94.20%	5.79%
	1k	Elect Director Jennifer F. Scanlon	For	No	91.70%	8.29%
	1l	Elect Director Alan H. Shaw	For	No	98.58%	1.41%
	1m	Elect Director John R. Thompson	For	No	92.79%	7.20%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.66%	4.33%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.53%	15.46%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	45.42%	54.57%
Verizon Communications Inc. 11.05.23	1.1	Elect Director Shellye Archambeau	For	No	95.86%	4.13%
	1.2	Elect Director Roxanne Austin	For	No	96.88%	3.11%
	1.3	Elect Director Mark Bertolini	For	No	97.87%	2.12%
	1.4	Elect Director Vittorio Colao	For	No	98.27%	1.72%
	1.5	Elect Director Melanie Healey	For	No	94.70%	5.29%
	1.6	Elect Director Laxman Narasimhan	For	No	96.93%	3.06%
	1.7	Elect Director Clarence Otis, Jr.	For	No	93.16%	6.83%
	1.8	Elect Director Daniel Schulman	For	No	97.54%	2.45%
	1.9	Elect Director Rodney Slater	For	No	94.75%	5.24%
	1.10	Elect Director Carol Tome	For	No	98.35%	1.64%
	1.11	Elect Director Hans Vestberg	Against	Yes	90.66%	9.33%
	1.12	Elect Director Gregory Weaver	For	No	97.95%	2.04%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.83%	9.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.43%	4.56%
	5	Report on Government Requests to Remove Content	Against	No	2.73%	97.26%
	6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against	No	6.25%	93.74%
	7	Amend Clawback Policy	For	Yes	37.87%	62.12%
	8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	11.62%	88.37%
	9	Require Independent Board Chair	For	Yes	29.90%	70.09%
Adyen NV 11.05.23	1	Open Meeting	Refer	No		
	2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Refer	No		
	2.b	Adopt Financial Statements and Statutory Reports	For	No	96.92%	3.07%
	2.c	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	2.d	Approve Remuneration Report	For	No	97.71%	2.28%
	2.e	Approve Remuneration Policy for Management Board	For	No	97.84%	2.15%
	2.f	Approve Remuneration Policy for the Supervisory Board	For	No	99.65%	0.34%
	2.g	Approve Increase Cap on Variable Remuneration for Staff Members	For	No	99.43%	0.56%
	3	Approve Discharge of Management Board	For	No	98.90%	1.09%
	4	Approve Discharge of Supervisory Board	For	No	98.86%	1.13%
	5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	For	No	99.98%	0.01%
	6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	No	99.99%	0.00%
	7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	No	99.99%	0.00%
	8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	No	99.98%	0.01%
	9	Reelect Pamela Joseph to Supervisory Board	For	No	97.34%	2.65%
	10	Reelect Joep van Beurden to Supervisory Board	For	No	92.22%	7.77%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	11	Amend Articles of Association	For	No	99.82%	0.17%
	12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	99.74%	0.25%
	13	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.74%	1.25%
	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.77%	1.22%
	15	Reappoint PwC as Auditors	For	No	99.91%	0.08%
	16	Close Meeting	Refer	No		
Cheniere Energy, Inc. 11.05.23	1a	Elect Director G. Andrea Botta	For	No	92.06%	7.93%
	1b	Elect Director Jack A. Fusco	For	No	98.72%	1.27%
	1c	Elect Director Patricia K. Collawn	For	No	97.57%	2.42%
	1d	Elect Director Brian E. Edwards	For	No	99.58%	0.41%
	1e	Elect Director Denise Gray	For	No	99.40%	0.59%
	1f	Elect Director Lorraine Mitchelmore	For	No	97.51%	2.48%
	1g	Elect Director Donald F. Robillard, Jr.	For	No	97.58%	2.41%
	1h	Elect Director Matthew Runkle	For	No	99.93%	0.06%
	1i	Elect Director Neal A. Shear	For	No	95.79%	4.20%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.56%	9.30%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	98.93%	0.27%
	5	Report on Stranded Carbon Asset Risk	For	Yes		
Discover Financial Services 11.05.23	1.1	Elect Director Jeffrey S. Aronin	For	No	95.23%	4.76%
	1.2	Elect Director Mary K. Bush	For	No	93.79%	6.20%
	1.3	Elect Director Gregory C. Case	For	No	89.23%	10.76%
	1.4	Elect Director Candace H. Duncan	For	No	98.47%	1.52%
	1.5	Elect Director Joseph F. Eazor	For	No	99.09%	0.90%
	1.6	Elect Director Roger C. Hochschild	For	No	98.92%	1.07%
	1.7	Elect Director Thomas G. Maheras	For	No	96.84%	3.15%
	1.8	Elect Director John B. Owen	For	No	99.53%	0.46%
	1.9	Elect Director David L. Rawlinson, II	For	No	98.90%	1.09%
	1.10	Elect Director Beverley A. Sibblies	For	No	99.45%	0.54%
	1.11	Elect Director Mark A. Thierer	For	No	97.24%	2.75%
	1.12	Elect Director Jennifer L. Wong	For	No	99.03%	0.96%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.55%	8.03%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve Omnibus Stock Plan	For	No	96.46%	3.31%
	5	Ratify Deloitte & Touche LLP as Auditors	For	No	98.47%	1.40%
Intel Corporation 11.05.23	1a	Elect Director Patrick P. Gelsinger	For	No	99.00%	0.99%
	1b	Elect Director James J. Goetz	For	No	97.53%	2.46%
	1c	Elect Director Andrea J. Goldsmith	For	No	98.61%	1.38%
	1d	Elect Director Alyssa H. Henry	For	No	97.78%	2.21%
	1e	Elect Director Omar Ishrak	For	No	97.51%	2.48%
	1f	Elect Director Risa Lavizzo-Mourey	For	No	96.53%	3.46%
	1g	Elect Director Tsu-Jae King Liu	For	No	98.31%	1.68%
	1h	Elect Director Barbara G. Novick	For	No	98.49%	1.50%
	1i	Elect Director Gregory D. Smith	For	No	98.35%	1.64%
	1j	Elect Director Lip-Bu Tan	For	No	99.02%	0.97%
	1k	Elect Director Dion J. Weisler	For	No	96.79%	3.20%
	1l	Elect Director Frank D. Yeary	For	No	96.51%	3.48%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.35%	5.27%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.23%	8.05%
	4	Amend Omnibus Stock Plan	Against	Yes	76.29%	23.06%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
	6	Adopt Share Retention Policy For Senior Executives	For	Yes	26.14%	72.33%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Publish Third Party Review of Intel's China Business ESG Congruence	Against	No	4.30%	<b>94.15%</b>
Klepierre SA 11.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	3	Approve Allocation of Income and Dividends of EUR 1.75 per Share	For	No	99.50%	0.49%
	4	Approve Transaction with Jean-Michel Gault Re: Employment Contract with Klepierre Management SNC	For	No	99.91%	0.08%
	5	Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Against	Yes	76.54%	<b>23.45%</b>
	6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%	0.01%
	7	Reelect Catherine Simoni as Supervisory Board Member	For	No	94.35%	5.64%
	8	Reelect Florence von Erb as Supervisory Board Member	For	No	99.58%	0.41%
	9	Reelect Stanley Shashoua as Supervisory Board Member	For	No	91.94%	8.05%
	10	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	For	No	99.99%	0.00%
	11	Acknowledge End of Mandate of Picarle & Associates as Alternate Auditor and Decision Not to Replace	For	No	99.99%	0.00%
	12	Approve Remuneration Policy of Chairman and Supervisory Board Members	For	No	99.70%	0.29%
	13	Approve Remuneration Policy of Chairman of the Management Board	For	No	94.64%	5.35%
	14	Approve Remuneration Policy of Management Board Members	For	No	96.01%	3.98%
	15	Approve Compensation Report of Corporate Officers	For	No	98.53%	1.46%
	16	Approve Compensation of David Simon, Chairman of the Supervisory Board	Against	Yes	99.86%	0.13%
	17	Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	Against	Yes	96.44%	3.55%
	18	Approve Compensation of Stephane Tortajada, CFO and Management Board Member Since June 22, 2022	Against	Yes	97.11%	2.88%
	19	Approve Compensation of Jean-Michel Gault, CFO and Management Board Member Until June 21, 2022	Against	Yes	97.14%	2.85%
	20	Approve Compensation of Benat Ortega, COO and Management Board Member Until January 31, 2022	Against	Yes	98.57%	1.42%
	21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.86%	0.13%
	22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.98%	0.01%
	23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	For	No	96.52%	3.47%
	24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	For	No	96.02%	3.97%
	25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	For	No	93.26%	6.73%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	For	No	91.49%	8.50%
	27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	98.70%	1.29%
	28	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	No	99.48%	0.51%
	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 120 Million	For	No	96.85%	3.14%
	30	Approve Company's Climate Transition Plan (Advisory)	For	No	95.20%	4.79%
	31	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Laboratory Corporation of America Holdings 11.05.23	1a	Elect Director Kerrii B. Anderson	For	No	87.13%	12.86%
	1b	Elect Director Jean-Luc Belingard	For	No	95.33%	4.66%
	1c	Elect Director Jeffrey A. Davis	For	No	99.81%	0.18%
	1d	Elect Director D. Gary Gilliland	For	No	99.81%	0.18%
	1e	Elect Director Kirsten M. Kliphouse	For	No	99.86%	0.13%
	1f	Elect Director Garheng Kong	For	No	87.50%	12.49%
	1g	Elect Director Peter M. Neupert	For	No	97.65%	2.34%
	1h	Elect Director Richelle P. Parham	For	No	97.84%	2.15%
	1i	Elect Director Adam H. Schechter	Against	Yes	94.01%	5.98%
	1j	Elect Director Kathryn E. Wengel	For	No	99.03%	0.96%
	1k	Elect Director R. Sanders Williams	For	No	96.67%	3.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.06%	7.60%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.22%	0.58%
	5	Require Independent Board Chair	For	Yes	30.61%	69.06%
	6	Report on Transport of Nonhuman Primates Within the U.S.	Against	No	10.19%	87.95%
	7	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	15.01%	81.67%
Nucor Corporation 11.05.23	1.1	Elect Director Norma B. Clayton	For	No	98.30%	1.69%
	1.2	Elect Director Patrick J. Dempsey	For	No	98.12%	1.87%
	1.3	Elect Director Christopher J. Kearney	For	No	92.03%	7.96%
	1.4	Elect Director Laurette T. Koellner	For	No	96.45%	3.54%
	1.5	Elect Director Michael W. Lamach	For	No	99.01%	0.98%
	1.6	Elect Director Joseph D. Rupp	For	No	98.28%	1.71%
	1.7	Elect Director Leon J. Topalian	Withhold	Yes	94.28%	5.71%
	1.8	Elect Director Nadja Y. West	For	No	98.29%	1.70%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.82%	4.08%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.69%	7.64%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Tyler Technologies, Inc. 11.05.23	1.1	Elect Director Glenn A. Carter	For	No	79.65%	20.34%
	1.2	Elect Director Brenda A. Cline	For	No	95.68%	4.31%
	1.3	Elect Director Ronnie D. Hawkins, Jr.	For	No	99.00%	0.99%
	1.4	Elect Director Mary L. Landrieu	For	No	96.15%	3.84%
	1.5	Elect Director John S. Marr, Jr.	For	No	96.95%	3.04%
	1.6	Elect Director H. Lynn Moore, Jr.	For	No	98.00%	1.99%
	1.7	Elect Director Daniel M. Pope	For	No	98.80%	1.19%
	1.8	Elect Director Dustin R. Womble	For	No	84.74%	15.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.22%	2.69%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.64%	6.28%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Akamai Technologies, Inc. 11.05.23	1.1	Elect Director Sharon Bowen	For	No	97.94%	2.05%
	1.2	Elect Director Marianne Brown	For	No	98.77%	1.22%
	1.3	Elect Director Monte Ford	For	No	94.24%	5.75%
	1.4	Elect Director Dan Hesse	For	No	96.56%	3.43%
	1.5	Elect Director Tom Killalea	For	No	89.88%	10.11%
	1.6	Elect Director Tom Leighton	For	No	99.51%	0.48%
	1.7	Elect Director Jonathan Miller	For	No	96.93%	3.06%
	1.8	Elect Director Madhu Ranganathan	For	No	90.23%	9.76%
	1.9	Elect Director Ben Verwaayen	For	No	93.65%	6.34%
	1.10	Elect Director Bill Wagner	For	No	98.43%	1.56%
	2	Amend Omnibus Stock Plan	For	No	86.45%	13.54%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.19%	11.80%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.16%	7.83%
Bayerische Motoren Werke AG 11.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	For	No	99.96%	0.03%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	98.27%	1.72%
	4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	For	No	96.25%	3.74%
	4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	For	No	97.01%	2.98%
	4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	For	No	94.58%	5.41%
	4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	For	No	96.96%	3.03%
	4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	For	No	97.33%	2.66%
	4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	For	No	97.33%	2.66%
	4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	For	No	97.33%	2.66%
	4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	For	No	97.34%	2.65%
	4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	For	No	97.33%	2.66%
	4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	For	No	97.33%	2.66%
	4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	For	No	97.33%	2.66%
	4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	For	No	96.39%	3.60%
	4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	For	No	97.34%	2.65%
	4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	For	No	97.34%	2.65%
	4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	For	No	97.33%	2.66%
	4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	For	No	96.96%	3.03%
	4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	For	No	97.33%	2.66%
	4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	For	No	97.33%	2.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	For	No	97.01%	2.98%
	4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	For	No	97.33%	2.66%
	4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	For	No	97.34%	2.65%
	4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	For	No	97.33%	2.66%
	5	Approve Remuneration Report	For	No	94.13%	5.86%
	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	No	99.78%	0.21%
	7	Elect Kurt Bock to the Supervisory Board	Against	Yes	93.42%	6.57%
	8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	92.85%	7.14%
	8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	97.43%	2.56%
Edenred SA 11.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.43%	0.56%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.49%	0.50%
	3	Approve Allocation of Income and Dividends of EUR 1 per Share	For	No	99.85%	0.14%
	4	Approve Remuneration Policy of Chairman and CEO	For	No	79.55%	20.44%
	5	Approve Remuneration Policy of Directors	For	No	99.92%	0.07%
	6	Approve Remuneration of Directors in the Aggregate Amount of EUR 840,000	For	No	99.84%	0.15%
	7	Approve Compensation Report of Corporate Officers	For	No	92.51%	7.48%
	8	Approve Compensation of Bertrand Dumazy, Chairman and CEO	For	No	84.98%	15.01%
	9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%	0.01%
	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.47%	0.52%
	11	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	For	No	91.62%	8.37%
	12	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Edwards Lifesciences Corporation 11.05.23	1.1	Elect Director Kieran T. Gallahue	For	No	98.62%	1.37%
	1.2	Elect Director Leslie S. Heisz	For	No	98.50%	1.49%
	1.3	Elect Director Paul A. LaViolette	For	No	96.99%	3.00%
	1.4	Elect Director Steven R. Loranger	For	No	98.60%	1.39%
	1.5	Elect Director Martha H. Marsh	For	No	97.04%	2.95%
	1.6	Elect Director Michael A. Mussallem	For	No	95.61%	4.38%
	1.7	Elect Director Ramona Sequeira	For	No	98.91%	1.08%
	1.8	Elect Director Nicholas J. Valeriani	For	No	95.69%	4.30%
	1.9	Elect Director Bernard J. Zovighian	For	No	99.56%	0.43%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.04%	8.95%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.34%	7.39%
	5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	For	No	69.04%	16.14%
	6	Require Independent Board Chair	For	Yes	22.90%	77.09%
HeidelbergCement AG 11.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Allocation of Income and Dividends of EUR 2.60 per Share	For	No	99.93%	0.06%
	3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2022	For	No	99.75%	0.24%
	3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2022	For	No	99.75%	0.24%
	3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2022	For	No	99.75%	0.24%
	3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2022	For	No	99.75%	0.24%
	3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2022	For	No	99.75%	0.24%
	3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2022	For	No	99.75%	0.24%
	3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2022	For	No	99.75%	0.24%
	3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2022	For	No	99.75%	0.24%
	3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2022	For	No	99.75%	0.24%
	4.1	Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2022	For	No	98.00%	1.99%
	4.2	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2022	For	No	90.99%	9.00%
	4.3	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2022	For	No	97.82%	2.17%
	4.4	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2022	For	No	97.82%	2.17%
	4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2022	For	No	98.00%	1.99%
	4.6	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2022	For	No	94.46%	5.53%
	4.7	Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2022	For	No	97.31%	2.68%
	4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2022	For	No	97.31%	2.68%
	4.9	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2022	For	No	98.00%	1.99%
	4.10	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2022	For	No	97.82%	2.17%
	4.11	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2022	For	No	97.82%	2.17%
	4.12	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	No	97.31%	2.68%
	4.13	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2022	For	No	97.31%	2.68%
	4.14	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2022	For	No	97.31%	2.68%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	No	99.80%	0.19%
	6	Approve Remuneration Report	For	No	91.06%	8.93%
	7	Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	For	No	99.93%	0.06%
	8	Change Company Name to Heidelberg Materials AG	For	No	99.93%	0.06%
	9	Approve Remuneration Policy for the Supervisory Board	For	No	99.79%	0.20%
	10	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	87.79%	12.20%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	98.63%	1.36%
	12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	97.75%	2.24%
	13	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	96.15%	3.84%
	14	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 115.8 Million Pool of Capital to Guarantee Conversion Rights	For	No	94.10%	5.89%
MTU Aero Engines AG 11.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	For	No	99.82%	0.17%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.63%	0.36%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	73.85%	26.14%
	5	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No	99.76%	0.23%
	6	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	81.16%	18.83%
	7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	88.31%	11.68%
	8.1	Elect Christine Bortenlaenger to the Supervisory Board	For	No	86.76%	13.23%
	8.2	Elect Marion Weissenberger-Eibl to the Supervisory Board	For	No	99.04%	0.95%
	8.3	Elect Ute Wolf to the Supervisory Board	For	No	97.38%	2.61%
	9	Approve Remuneration Report	For	No	73.53%	26.46%
SAP SE 11.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	For	No	99.61%	0.38%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.77%	0.22%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	99.75%	0.24%
	5	Approve Remuneration Report	For	No	85.25%	14.74%
	6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	93.85%	6.14%
	7	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	95.36%	4.63%
	8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against	Yes	91.64%	8.35%
	8.2	Elect Qi Lu to the Supervisory Board	Against	Yes	91.59%	8.40%
	8.3	Elect Punit Renjen to the Supervisory Board	For	No	99.20%	0.79%
	9	Approve Remuneration Policy for the Management Board	For	No	92.79%	7.20%
	10	Approve Remuneration Policy for the Supervisory Board	For	No	98.35%	1.64%
	11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	85.29%	14.70%
	11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	96.35%	3.64%
Swire Pacific Limited	1a	Elect P K Etchells as Director	For	No	99.89%	0.10%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
11.05.23	1b	Elect Z P Zhang as Director	For	No	99.15%	0.84%
	1c	Elect G D McCallum as Director	For	No	99.08%	0.91%
	1d	Elect E M Ngan as Director	For	No	99.01%	0.98%
	1e	Elect B Y Zhang as Director	For	No	99.96%	0.03%
	2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.54%	0.45%
	3	Authorize Repurchase of Issued Share Capital	For	No	99.96%	0.03%
	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	89.31%	10.68%
adidas AG 11.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	No	99.91%	0.08%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	97.37%	2.62%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	89.89%	10.10%
	5	Approve Remuneration Report	Against	Yes	67.89%	32.10%
	6	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	78.16%	21.83%
	7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	92.90%	7.09%
	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	96.52%	3.47%
	9	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	96.09%	3.90%
Las Vegas Sands Corp. 11.05.23	1.1	Elect Director Robert G. Goldstein	Withhold	Yes	90.44%	9.55%
	1.2	Elect Director Patrick Dumont	Withhold	Yes	90.05%	9.94%
	1.3	Elect Director Irwin Chafetz	Withhold	Yes	89.21%	10.78%
	1.4	Elect Director Micheline Chau	Withhold	Yes	70.42%	29.57%
	1.5	Elect Director Charles D. Forman	Withhold	Yes	87.81%	12.18%
	1.6	Elect Director Nora M. Jordan	Withhold	Yes	84.06%	15.93%
	1.7	Elect Director Lewis Kramer	Withhold	Yes	83.85%	16.14%
	1.8	Elect Director David F. Levi	Withhold	Yes	78.11%	21.88%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	99.72%	0.27%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	68.46%	31.53%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Disclose Board Skills and Diversity Matrix	For	Yes	18.42%	81.57%
Manulife Financial Corp. 11.05.23	1.1	Elect Director Nicole S. Arnaboldi	For	No	98.21%	1.78%
	1.2	Elect Director Guy L.T. Bainbridge	For	No	97.32%	2.67%
	1.3	Elect Director Susan F. Dabarno	For	No	98.01%	1.98%
	1.4	Elect Director Julie E. Dickson	For	No	98.61%	1.38%
	1.5	Elect Director Roy Gori	For	No	99.20%	0.79%
	1.6	Elect Director Tsun-yan Hsieh	For	No	98.48%	1.51%
	1.7	Elect Director Vanessa Kanu	For	No	98.22%	1.77%
	1.8	Elect Director Donald R. Lindsay	For	No	95.67%	4.32%
	1.9	Elect Director C. James Prieur	For	No	97.91%	2.08%
	1.10	Elect Director Andrea S. Rosen	For	No	98.12%	1.87%
	1.11	Elect Director May Tan	For	No	98.96%	1.03%
	1.12	Elect Director Leigh E. Turner	For	No	98.37%	1.62%
	2	Ratify Ernst & Young LLP as Auditors	Withhold	Yes	92.34%	7.65%
3	Advisory Vote on Executive Compensation Approach	For	No	77.43%	22.56%	
WSP Global Inc. 11.05.23	1.1	Elect Director Louis-Philippe Carriere	For	No	98.90%	1.09%
	1.2	Elect Director Christopher Cole	For	No	96.47%	3.52%
	1.3	Elect Director Alexandre L'Heureux	For	No	99.68%	0.31%
	1.4	Elect Director Birgit Norgaard	For	No	99.22%	0.77%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Director Suzanne Rancourt	For	No	99.06%	0.93%
	1.6	Elect Director Paul Raymond	For	No	99.06%	0.93%
	1.7	Elect Director Pierre Shoiry	For	No	99.53%	0.46%
	1.8	Elect Director Linda Smith-Galipeau	For	No	98.52%	1.47%
	1.9	Elect Director Macky Tall	For	No	99.81%	0.18%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	94.67%	5.32%
	3	Amend Stock Option Plan	For	No	89.86%	10.13%
	4	Approve Share Unit Plan	For	No	90.29%	9.70%
	5	Advisory Vote on Executive Compensation Approach	Against	Yes	94.93%	5.06%
Xylem Inc. 11.05.23	1	Issue Shares in Connection with Acquisition	For	No	80.63%	0.32%
	2	Adjourn Meeting	For	No		
Autoliv, Inc. 11.05.23	1.1	Elect Director Mikael Bratt	For	No	99.25%	0.74%
	1.2	Elect Director Laurie Brlas	For	No	95.71%	4.28%
	1.3	Elect Director Jan Carlson	For	No	90.63%	9.36%
	1.4	Elect Director Hasse Johansson	For	No	99.14%	0.85%
	1.5	Elect Director Leif Johansson	For	No	87.34%	12.65%
	1.6	Elect Director Franz-Josef Kortum	For	No	95.53%	4.46%
	1.7	Elect Director Frederic Lissalde	For	No	96.00%	3.99%
	1.8	Elect Director Xiaozhi Liu	For	No	98.74%	1.25%
	1.9	Elect Director Gustav Lundgren	For	No	97.36%	2.63%
	1.10	Elect Director Martin Lundstedt	For	No	99.21%	0.78%
	1.11	Elect Director Thaddeus J. "Ted" Senko	For	No	99.06%	0.93%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.13%	1.52%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young AB as Auditors	Against	Yes	90.00%	9.31%
Adval Tech Holding AG 11.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Omission of Dividends	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes		
	5.1	Approve Remuneration Report	Against	Yes		
	5.2	Approve Remuneration of Directors in the Amount of CHF 370,000	For	No		
	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	For	No		
	5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 96,423	For	No		
	6.1.1	Reelect Rene Rothen as Director	Against	Yes		
	6.1.2	Reelect Hans Dreier as Director	For	No		
	6.1.3	Reelect Juerg Schori as Director	For	No		
	6.1.4	Elect Christoph Hammer as Director	For	No		
	6.2	Reelect Rene Rothen as Board Chair	Against	Yes		
	6.3.1	Reappoint Juerg Schori as Member of the Nomination and Compensation Committee	For	No		
	6.3.2	Appoint Christoph Hammer as Member of the Nomination and Compensation Committee	For	No		
	6.4	Designate Muntwyler von May as Independent Proxy	For	No		
	6.5	Ratify Deloitte AG as Auditors	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Sun Life Financial Inc. 11.05.23	1.1	Elect Director Deepak Chopra	For	No	99.27%	0.72%
	1.2	Elect Director Stephanie L. Coyles	For	No	98.55%	1.44%
	1.3	Elect Director Ashok K. Gupta	For	No	99.62%	0.37%
	1.4	Elect Director M. Marianne Harris	For	No	98.80%	1.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Director David H. Y. Ho	For	No	99.60%	0.39%
	1.6	Elect Director Laurie G. Hylton	For	No	99.52%	0.47%
	1.7	Elect Director Helen M. Mallovy Hicks	For	No	99.52%	0.47%
	1.8	Elect Director Marie-Lucie Morin	For	No	99.65%	0.34%
	1.9	Elect Director Joseph M. Natale	For	No	99.75%	0.24%
	1.10	Elect Director Scott F. Powers	For	No	98.04%	1.95%
	1.11	Elect Director Kevin D. Strain	For	No	99.78%	0.21%
	1.12	Elect Director Barbara G. Stymiest	For	No	97.77%	2.22%
	2	Ratify Deloitte LLP as Auditors	Withhold	Yes	88.39%	11.60%
	3	Advisory Vote on Executive Compensation Approach	For	No	95.60%	4.39%
	A	SP 1: Produce a Report Documenting the Health Impacts and Potential Insurance Implications of its Investments in Fossil Fuels on its Current and Future Client Base	For	Yes	13.83%	86.16%
Transocean Ltd. 11.05.23	1	Approve Transfer of Free Capital Reserves to Statutory Capital Reserves	For	No	99.35%	0.64%
	2A	Accept Financial Statements and Statutory Reports	For	No	99.71%	0.28%
	2B	Approve Remuneration Report	For	No	96.05%	3.94%
	3	Approve Discharge of Board and Senior Management	For	No	97.90%	2.09%
	4	Approve Treatment of Net Loss	For	No	99.37%	0.62%
	5	Approve the Renewal of Authorized Share Capital with Partial Exclusion of Preemptive Rights	For	No	93.79%	6.20%
	6A	Elect Director Glyn A. Barker	For	No	98.89%	1.10%
	6B	Elect Director Vanessa C.L. Chang	For	No	98.88%	1.11%
	6C	Elect Director Frederico F. Curado	For	No	98.78%	1.21%
	6D	Elect Director Chadwick C. Deaton	For	No	99.42%	0.57%
	6E	Elect Director Domenic J. "Nick" Dell'Osso, Jr.	For	No	99.54%	0.45%
	6F	Elect Director Vincent J. Intrieri	For	No	95.42%	4.57%
	6G	Elect Director Samuel J. Merksamer	For	No	99.33%	0.66%
	6H	Elect Director Frederik W. Mohn	For	No	99.52%	0.47%
	6I	Elect Director Edward R. Muller	For	No	98.48%	1.51%
	6J	Elect Director Margareth Ovrum	For	No	99.08%	0.91%
	6K	Elect Director Jeremy D. Thigpen	For	No	99.42%	0.57%
	7	Elect Chadwick C. Deaton as Board Chairman	For	No	99.06%	0.93%
	8A	Appoint Glyn A. Barker as Member of the Compensation Committee	For	No	98.80%	1.19%
	8B	Appoint Vanessa C.L. Chang as Member of the Compensation Committee	For	No	98.85%	1.14%
	8C	Appoint Samuel J. Merksamer as Member of the Compensation Committee	For	No	99.28%	0.71%
	9	Re-elect Schweiger Advokatur/Notariat as Independent Proxy	For	No	99.38%	0.61%
	10	Appointment Of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023 and Reelection of Ernst & Young Ltd, Zurich as the Company's Auditor for a Further One-Year Term	Against	Yes	98.44%	1.55%
	11	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.19%	8.80%
	12	Advisory Vote on Say on Pay Frequency	One Year	No		
	13A	Approve Maximum Remuneration of Board of Directors for the Period Between the 2023 and 2024 Annual General Meeting in the Amount of USD 4.12 Million	For	No	98.94%	1.05%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13B	Approve Maximum Remuneration of the Executive Management Team for Fiscal Year 2024 in the Amount of USD 26 Million	For	No	98.71%	1.28%
	14A	Amend Omnibus Stock Plan	For	No	95.37%	4.62%
	14B	Amend Omnibus Stock Plan	For	No	95.29%	4.70%
	15	Amend Articles of Association	For	No	99.48%	0.51%
	16	Other Business	Against	Yes		
Weyerhaeuser Company 12.05.23	1a	Elect Director Mark A. Emmert	For	No	95.64%	4.35%
	1b	Elect Director Rick R. Holley	For	No	95.15%	4.84%
	1c	Elect Director Sara Grootwassink Lewis	For	No	97.31%	2.68%
	1d	Elect Director Deidra C. Merriwether	For	No	97.51%	2.48%
	1e	Elect Director Al Monaco	For	No	98.85%	1.14%
	1f	Elect Director Nicole W. Piasecki	For	No	92.34%	7.65%
	1g	Elect Director Lawrence A. Selzer	For	No	97.77%	2.22%
	1h	Elect Director Devin W. Stockfish	For	No	98.65%	1.34%
	1i	Elect Director Kim Williams	For	No	94.07%	5.92%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.79%	5.20%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	94.70%	5.29%
Zimmer Biomet Holdings, Inc. 12.05.23	1a	Elect Director Christopher B. Begley	For	No	97.63%	2.36%
	1b	Elect Director Betsy J. Bernard	For	No	95.92%	4.07%
	1c	Elect Director Michael J. Farrell	For	No	98.54%	1.45%
	1d	Elect Director Robert A. Hagemann	For	No	94.28%	5.71%
	1e	Elect Director Bryan C. Hanson	Against	Yes	95.45%	4.54%
	1f	Elect Director Arthur J. Higgins	For	No	94.56%	5.43%
	1g	Elect Director Maria Teresa Hilado	For	No	99.00%	0.99%
	1h	Elect Director Syed Jafry	For	No	98.59%	1.40%
	1i	Elect Director Sreelakshmi Kolli	For	No	99.50%	0.49%
	1j	Elect Director Michael W. Michelson	For	No	98.58%	1.41%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.59%	3.28%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.13%	9.68%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Marriott International, Inc. 12.05.23	1a	Elect Director Anthony G. Capuano	For	No	99.44%	0.55%
	1b	Elect Director Isabella D. Goren	For	No	99.45%	0.54%
	1c	Elect Director Deborah Marriott Harrison	For	No	96.87%	3.12%
	1d	Elect Director Frederick A. Henderson	For	No	96.47%	3.52%
	1e	Elect Director Eric Hippeau	For	No	96.06%	3.93%
	1f	Elect Director Lauren R. Hobart	For	No	99.77%	0.22%
	1g	Elect Director Debra L. Lee	For	No	97.70%	2.29%
	1h	Elect Director Aylwin B. Lewis	For	No	98.67%	1.32%
	1i	Elect Director David S. Marriott	For	No	96.39%	3.60%
	1j	Elect Director Margaret M. McCarthy	For	No	99.14%	0.85%
	1k	Elect Director Grant F. Reid	For	No	99.79%	0.20%
	1l	Elect Director Horacio D. Rozanski	For	No	99.12%	0.87%
	1m	Elect Director Susan C. Schwab	For	No	99.11%	0.88%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.10%	2.72%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.66%	3.97%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	91.31%	8.43%
	6	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	No	1.41%	97.87%
	7	Report on Gender/Racial Pay Gap	For	Yes		
Camden Property Trust 12.05.23	1a	Elect Director Richard J. Campo	Against	Yes	94.62%	5.37%
	1b	Elect Director Javier E. Benito	For	No	99.03%	0.96%
	1c	Elect Director Heather J. Brunner	For	No	98.54%	1.45%
	1d	Elect Director Mark D. Gibson	For	No	99.03%	0.96%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1e	Elect Director Scott S. Ingraham	For	No	90.95%	9.04%
	1f	Elect Director Renu Khator	For	No	92.72%	7.27%
	1g	Elect Director D. Keith Oden	For	No	97.72%	2.27%
	1h	Elect Director Frances Aldrich Sevilla-Sacasa	For	No	93.31%	6.68%
	1i	Elect Director Steven A. Webster	For	No	90.92%	9.07%
	1j	Elect Director Kelvin R. Westbrook	For	No	92.62%	7.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.69%	9.20%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.48%	5.48%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Sempra Energy 12.05.23	1a	Elect Director Andres Conesa	For	No	94.35%	5.64%
	1b	Elect Director Pablo A. Ferrero	For	No	98.60%	1.39%
	1c	Elect Director Jeffrey W. Martin	Against	Yes	94.08%	5.91%
	1d	Elect Director Bethany J. Mayer	For	No	99.11%	0.88%
	1e	Elect Director Michael N. Mears	For	No	99.01%	0.98%
	1f	Elect Director Jack T. Taylor	For	No	95.16%	4.83%
	1g	Elect Director Cynthia L. Walker	For	No	99.53%	0.46%
	1h	Elect Director Cynthia J. Warner	For	No	93.93%	6.06%
	1i	Elect Director James C. Yardley	For	No	98.48%	1.51%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.87%	5.12%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.21%	17.78%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Increase Authorized Common Stock	For	No	74.16%	14.76%
	6	Change Company Name to Sempra	For	No	88.52%	0.35%
	7	Amend Articles of Incorporation	For	No	88.61%	0.26%
	8	Require Independent Board Chair	For	Yes	32.38%	67.61%
Colgate-Palmolive Company 12.05.23	1a	Elect Director John P. Bilbrey	For	No	96.85%	3.14%
	1b	Elect Director John T. Cahill	For	No	92.47%	7.52%
	1c	Elect Director Steve Cahillane	For	No	98.96%	1.03%
	1d	Elect Director Lisa M. Edwards	For	No	97.80%	2.19%
	1e	Elect Director C. Martin Harris	For	No	96.75%	3.24%
	1f	Elect Director Martina Hund-Mejean	For	No	98.74%	1.25%
	1g	Elect Director Kimberly A. Nelson	For	No	97.34%	2.65%
	1h	Elect Director Lorrie M. Norrington	For	No	89.96%	10.03%
	1i	Elect Director Michael B. Polk	For	No	96.54%	3.45%
	1j	Elect Director Stephen I. Sadove	For	No	92.03%	7.96%
	1k	Elect Director Noel R. Wallace	Against	Yes	92.72%	7.27%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.74%	7.01%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.26%	10.24%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	34.27%	65.26%
	6	Adopt Share Retention Policy For Senior Executives	For	Yes	29.73%	69.65%
QBE Insurance Group Limited 12.05.23	2	Approve Remuneration Report	For	No	98.05%	1.94%
	3	Approve Grant of Conditional Rights to Andrew Horton	For	No	98.93%	1.06%
	4a	Elect Michael (Mike) Wilkins as Director	For	No	93.80%	6.19%
	4b	Elect Kathryn (Kathy) Lisson as Director	For	No	98.97%	1.02%
The Progressive Corporation 12.05.23	1a	Elect Director Danelle M. Barrett	For	No	99.87%	0.12%
	1b	Elect Director Philip Bleser	For	No	98.61%	1.38%
	1c	Elect Director Stuart B. Burgdoerfer	For	No	95.77%	4.22%
	1d	Elect Director Pamela J. Craig	For	No	99.22%	0.77%
	1e	Elect Director Charles A. Davis	For	No	97.85%	2.14%
	1f	Elect Director Roger N. Farah	For	No	93.03%	6.96%
	1g	Elect Director Lawton W. Fitt	For	No	89.86%	10.13%
	1h	Elect Director Susan Patricia Griffith	For	No	99.39%	0.60%
	1i	Elect Director Devin C. Johnson	For	No	99.83%	0.16%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director Jeffrey D. Kelly	For	No	98.05%	1.94%
	1k	Elect Director Barbara R. Snyder	For	No	98.88%	1.11%
	1l	Elect Director Kahina Van Dyke	For	No	99.53%	0.46%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.63%	5.36%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.67%	5.32%
Republic Services, Inc. 12.05.23	1a	Elect Director Manuel Kadre	For	No	98.86%	1.13%
	1b	Elect Director Tomago Collins	For	No	99.35%	0.64%
	1c	Elect Director Michael A. Duffy	For	No	99.46%	0.53%
	1d	Elect Director Thomas W. Handley	For	No	95.49%	4.50%
	1e	Elect Director Jennifer M. Kirk	For	No	97.82%	2.17%
	1f	Elect Director Michael Larson	For	No	88.92%	11.07%
	1g	Elect Director James P. Snee	For	No	97.34%	2.65%
	1h	Elect Director Brian S. Tyler	For	No	99.46%	0.53%
	1i	Elect Director Jon Vander Ark	For	No	99.63%	0.36%
	1j	Elect Director Sandra M. Volpe	For	No	97.92%	2.07%
	1k	Elect Director Katharine B. Weymouth	For	No	86.70%	13.29%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.25%	2.35%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.01%	2.94%
Wheaton Precious Metals Corp. 12.05.23	a1	Elect Director George L. Brack	For	No	97.61%	2.38%
	a2	Elect Director John A. Brough	For	No	95.21%	4.78%
	a3	Elect Director Jaimie Donovan	For	No	97.72%	2.27%
	a4	Elect Director R. Peter Gillin	For	No	95.19%	4.80%
	a5	Elect Director Chantal Gosselin	For	No	95.68%	4.31%
	a6	Elect Director Jeane Hull	For	No	99.31%	0.68%
	a7	Elect Director Glenn Antony Ives	For	No	99.22%	0.77%
	a8	Elect Director Charles A. Jeannes	For	No	92.91%	7.08%
	a9	Elect Director Marilyn Schonberner	For	No	98.09%	1.90%
	a10	Elect Director Randy V.J. Smallwood	For	No	99.04%	0.95%
	b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	97.06%	2.93%
	c	Advisory Vote on Executive Compensation Approach	For	No	92.02%	7.97%
ANSYS, Inc. 12.05.23	1a	Elect Director Robert M. Calderoni	For	No	94.91%	5.08%
	1b	Elect Director Glenda M. Dorchak	For	No	96.96%	3.03%
	1c	Elect Director Ajei S. Gopal	For	No	99.07%	0.92%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	93.42%	6.57%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.52%	15.47%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Declassify the Board of Directors	For	No	87.48%	0.04%
Interroll Holding AG 12.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 32 per Share	For	No		
	3	Approve Remuneration Report	Against	Yes		
	4	Approve Sustainability Report	For	No		
	5	Approve Discharge of Board and Senior Management	For	No		
	6.1	Amend Corporate Purpose	For	No		
	6.2	Amend Articles Re: Shares and Share Register	For	No		
	6.3	Amend Articles Re: Restriction on Share Transferability	For	No		
	6.4	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	6.5	Amend Articles Re: Annulment of Special Provisions for Anchor Shareholders	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.6	Amend Articles Re: Remuneration Report; Additional Remuneration of Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	6.7	Amend Articles of Association	For	No		
	7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	No		
	8.1	Reelect Paul Zumbuehl as Director and Board Chair	For	No		
	8.2	Reelect Stefano Mercorio as Director	For	No		
	8.3	Reelect Ingo Specht as Director	For	No		
	8.4	Reelect Elena Cortona as Director	For	No		
	8.5	Reelect Markus Asch as Director	For	No		
	8.6	Reelect Susanne Schreiber as Director	For	No		
	9.1	Reappoint Markus Asch as Member of the Compensation Committee	For	No		
	9.2	Reappoint Stefano Mercorio as Member of the Compensation Committee	For	No		
	10	Ratify PricewaterhouseCoopers as Auditors	For	No		
	11	Designate Francesco Adami as Independent Proxy	For	No		
	12	Transact Other Business (Voting)	Against	Yes		
Stadler Rail AG 12.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.93%	0.06%
	2	Approve Allocation of Income and Dividends of CHF 0.90 per Share	For	No	99.89%	0.10%
	3	Approve Discharge of Board and Senior Management	For	No	99.47%	0.52%
	4.1	Reelect Peter Spuhler as Director	For	No	94.12%	5.87%
	4.2	Reelect Hans-Peter Schwald as Director	For	No	88.53%	11.46%
	4.3	Reelect Barbara Egger-Jenzer as Director	For	No	98.15%	1.84%
	4.4	Reelect Christoph Franz as Director	For	No	93.78%	6.21%
	4.5	Reelect Wojciech Kostrzewa as Director	For	No	99.22%	0.77%
	4.6	Reelect Doris Leuthard as Director	For	No	98.89%	1.10%
	4.7	Reelect Kurt Rueegg as Director	Against	Yes	88.64%	11.35%
	4.8	Reelect Stefan Asenkerschbaumer as Director	For	No	99.67%	0.32%
	5	Reelect Peter Spuhler as Board Chair	For	No	93.33%	6.66%
	6.1	Reappoint Barbara Egger-Jenzer as Member of the Compensation Committee	For	No	96.53%	3.46%
	6.2	Reappoint Christoph Franz as Member of the Compensation Committee	Against	Yes	91.61%	8.38%
	6.3	Reappoint Peter Spuhler as Member of the Compensation Committee	For	No	91.99%	8.00%
	6.4	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against	Yes	86.56%	13.43%
	7	Ratify KPMG AG as Auditors	For	No	97.79%	2.20%
	8	Designate Ulrich Mayer as Independent Proxy	For	No	99.85%	0.14%
	9	Approve Remuneration Report (Non-Binding)	Against	Yes	90.73%	9.26%
	10.1	Approve Remuneration of Directors in the Amount of CHF 2 Million	For	No	97.24%	2.75%
	10.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	For	No	96.14%	3.85%
	11.1	Amend Corporate Purpose	For	No	99.79%	0.20%
	11.2	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	For	No	98.13%	1.86%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	11.3	Amend Articles Re: Shares and Share Register	For	No	99.82%	0.17%
	11.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	88.62%	11.37%
	11.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No	99.82%	0.17%
	11.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors; Agreements with Members of the Board of Directors and Executive Committee	For	No	99.30%	0.69%
	12	Transact Other Business (Voting)	Against	Yes		
Zuger Kantonalbank AG 13.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Bank Council and Senior Management	For	No		
	3	Approve Allocation of Income and Dividends of CHF 220.00 per Share	For	No		
	4	Approve Remuneration Report (Non-Binding)	Against	Yes		
	5	Approve Remuneration of the Bank Council in the Amount of CHF 740,000	For	No		
	6	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	No		
	7	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	For	No		
	8	Amend Articles Re: Convert Compensation Committee into a Compensation and Sustainability Committee	For	No		
	9.1	Reelect Jacques Bossart as Member of the Bank Council	For	No		
	9.2	Reelect Silvan Schriber as Member of the Bank Council	For	No		
	9.3	Reelect Urs Rueegsegger as Member of the Bank Council	For	No		
	10	Reelect Urs Rueegsegger as Bank Council Chair	For	No		
	11.1	Reappoint Urs Rueegsegger as Member of the Compensation and Sustainability Committee	For	No		
	11.2	Reappoint Jacques Bossart as Member of the Compensation and Sustainability Committee	For	No		
	11.3	Appoint Annette Luther as Member of the Compensation and Sustainability Committee	For	No		
	12	Designate Rene Peyer as Independent Proxy	For	No		
	13	Transact Other Business (Voting)	Against	Yes		
Consolidated Edison, Inc. 15.05.23	1.1	Elect Director Timothy P. Cawley	Against	Yes	91.59%	8.40%
	1.2	Elect Director Ellen V. Futter	For	No	97.31%	2.68%
	1.3	Elect Director John F. Killian	For	No	89.96%	10.03%
	1.4	Elect Director Karol V. Mason	For	No	98.14%	1.85%
	1.5	Elect Director Dwight A. McBride	For	No	99.03%	0.96%
	1.6	Elect Director William J. Mulrow	For	No	91.75%	8.24%
	1.7	Elect Director Armando J. Olivera	For	No	98.28%	1.71%
	1.8	Elect Director Michael W. Ranger	For	No	88.62%	11.37%
	1.9	Elect Director Linda S. Sanford	For	No	97.94%	2.05%
	1.10	Elect Director Deirdre Stanley	For	No	95.67%	4.32%
	1.11	Elect Director L. Frederick Sutherland	For	No	94.13%	5.86%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.02%	6.97%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.56%	6.43%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	91.27%	8.72%
ASM International NV 15.05.23	1	Open Meeting	Refer	No		
	2	Receive Report of Management Board (Non-Voting)	Refer	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Remuneration Report	Against	Yes	95.72%	4.27%
	4	Adopt Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	5	Approve Dividends	For	No	99.98%	0.01%
	6	Approve Discharge of Management Board	For	No	98.70%	1.29%
	7	Approve Discharge of Supervisory Board	For	No	97.82%	2.17%
	8	Adopt Remuneration Policy for Management Board	For	No	95.71%	4.28%
	9	Ratify KPMG Accountants N.V. as Auditors	For	No	99.94%	0.05%
	10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	99.43%	0.56%
	10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.94%	2.05%
	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.57%	1.42%
	12	Other Business (Non-Voting)	Refer	No		
	13	Close Meeting	Refer	No		
BKW AG 15.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Discharge of Board and Senior Management	For	No	99.84%	0.15%
	3	Approve Allocation of Income and Dividends of CHF 2.80 per Share and Extraordinary Dividends of CHF 1.25 per Share	For	No	99.98%	0.01%
	4.1	Amend Corporate Purpose	For	No	99.81%	0.18%
	4.2	Amend Articles Re: Application for Registration; Threshold for Convening General Meeting and Submitting Items to the Agenda; Shareholder Representation	For	No	98.93%	1.06%
	4.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	95.96%	4.03%
	4.4	Amend Articles Re: Duties of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.01%	0.98%
	4.5	Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	For	No	87.69%	12.30%
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	No	98.26%	1.73%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million	For	No	95.92%	4.07%
	5.3	Approve Remuneration Report	Against	Yes	84.71%	15.28%
	6.1.1	Reelect Carole Ackermann as Director	For	No	97.95%	2.04%
	6.1.2	Reelect Roger Baillod as Director	For	No	94.76%	5.23%
	6.1.3	Reelect Petra Denk as Director	For	No	98.77%	1.22%
	6.1.4	Reelect Rebecca Guntern as Director	For	No	98.32%	1.67%
	6.1.5	Reelect Martin a Porta as Director	For	No	98.88%	1.11%
	6.1.6	Reelect Kurt Schaer as Director	For	No	98.84%	1.15%
	6.2	Reelect Roger Baillod as Board Chair	For	No	94.77%	5.22%
	6.3.1	Reappoint Roger Baillod as Member of the Compensation and Nomination Committee	Against	Yes	92.92%	7.07%
	6.3.2	Reappoint Rebecca Guntern as Member of the Compensation and Nomination Committee	Against	Yes	93.37%	6.62%
	6.3.3	Reappoint Andreas Rickenbacher as Member of the Compensation and Nomination Committee	Against	Yes	93.54%	6.45%
	6.4	Designate Andreas Byland as Independent Proxy	For	No	99.97%	0.02%
	6.5	Ratify Ernst & Young AG as Auditors	Against	Yes	92.36%	7.63%
	7	Transact Other Business (Voting)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Jungfraubahn Holding AG 15.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report	Against	Yes		
	3	Approve Allocation of Income and Dividends of CHF 3.60 per Share	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Reelect Heinz Karrer as Director and Board Chair	For	No		
	5.2.1	Reelect Nils Graf as Director	For	No		
	5.2.2	Reelect Catrina Gaehwiler as Director	For	No		
	5.2.3	Reelect Catherine Muehleemann as Director	For	No		
	5.2.4	Reelect Hanspeter Ruefenacht as Director	For	No		
	5.2.5	Reelect Thomas Ruoff as Director	For	No		
	6.1	Reappoint Catherine Muehleemann as Member of the Compensation Committee	For	No		
	6.2	Reappoint Hanspeter Ruefenacht as Member of the Compensation Committee	For	No		
	6.3	Reappoint Thomas Ruoff as Member of the Compensation Committee	For	No		
	7.1	Approve Remuneration of Directors in the Amount of CHF 640,000	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	For	No		
	8.1	Designate Melchior Glatthard as Independent Proxy	For	No		
	8.2	Designate Niklaus Glatthard as Substitute Independent Proxy	For	No		
	9	Ratify BDO AG as Auditors	For	No		
	10	Transact Other Business (Voting)	Against	Yes		
	Sensirion Holding AG 15.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.61%
1.2		Approve Remuneration Report (Non-Binding)	Against	Yes	79.96%	19.67%
2		Approve Allocation of Income and Omission of Dividends	For	No	99.65%	0.13%
3		Approve Discharge of Board and Senior Management	For	No	99.12%	0.50%
4.1.1		Reelect Moritz Lechner as Director and Board Co-Chair	For	No	89.67%	10.27%
4.1.2		Reelect Felix Mayer as Director and Board Co-Chair	For	No	89.03%	10.91%
4.1.3		Reelect Ricarda Demarmels as Director	For	No	99.78%	0.11%
4.1.4		Reelect Francois Gabella as Director	For	No	92.65%	7.23%
4.1.5		Reelect Anja Koenig as Director	For	No	99.33%	0.43%
4.1.6		Reelect Franz Studer as Director	For	No	90.54%	9.34%
4.2.1		Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Against	Yes	81.36%	18.53%
4.2.2		Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Against	Yes	76.64%	23.25%
4.2.3		Appoint Francois Gabella as Member of the Nomination and Compensation Committee	Against	Yes	89.66%	10.17%
4.3		Ratify KPMG AG as Auditors	For	No	98.65%	0.22%
4.4		Designate Keller AG as Independent Proxy	For	No	99.07%	0.03%
5.1		Approve Remuneration of Directors in the Amount of CHF 950,000	For	No	96.31%	3.38%
5.2		Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	For	No	95.42%	4.25%
5.3		Approve Variable Remuneration of Executive Committee in the Amount of CHF 297,350	For	No	95.25%	4.39%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Amend Articles Re: Share Register	For	No	99.85%	0.05%
	6.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	84.31%	15.58%
	6.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.71%	0.12%
	7	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.4 Million with or without Exclusion of Preemptive Rights	Against	Yes	79.36%	20.47%
	8	Transact Other Business (Voting)	Against	Yes		
Ventas Inc. 16.05.23	1a	Elect Director Melody C. Barnes	For	No	93.53%	6.46%
	1b	Elect Director Debra A. Cafaro	Against	Yes	91.82%	8.17%
	1c	Elect Director Michael J. Embler	For	No	99.47%	0.52%
	1d	Elect Director Matthew J. Lustig	For	No	98.44%	1.55%
	1e	Elect Director Roxanne M. Martino	For	No	97.66%	2.33%
	1f	Elect Director Marguerite M. Nader	For	No	98.88%	1.11%
	1g	Elect Director Sean P. Nolan	For	No	92.16%	7.83%
	1h	Elect Director Walter C. Rakowich	For	No	98.87%	1.12%
	1i	Elect Director Sumit Roy	For	No	99.49%	0.50%
	1j	Elect Director James D. Shelton	For	No	94.35%	5.64%
	1k	Elect Director Maurice S. Smith	For	No	99.23%	0.76%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.61%	9.22%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	99.50%	0.41%
Baker Hughes Company 16.05.23	1.1	Elect Director W. Geoffrey Beattie	For	No	98.41%	1.58%
	1.2	Elect Director Gregory D. Brenneman	For	No	99.34%	0.65%
	1.3	Elect Director Cynthia B. Carroll	For	No	96.18%	3.81%
	1.4	Elect Director Nelda J. Connors	For	No	95.69%	4.30%
	1.5	Elect Director Michael R. Dumais	For	No	98.74%	1.25%
	1.6	Elect Director Lynn L. Elsenhans	For	No	95.57%	4.42%
	1.7	Elect Director John G. Rice	For	No	99.53%	0.46%
	1.8	Elect Director Lorenzo Simonelli	Withhold	Yes	96.77%	3.22%
	1.9	Elect Director Mohsen Sohi	For	No	97.60%	2.39%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	87.93%	12.06%
	3	Ratify KPMG LLP as Auditors	For	No	99.91%	0.08%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
ConocoPhillips 16.05.23	1a	Elect Director Dennis V. Arriola	Against	Yes	95.58%	4.27%
	1b	Elect Director Jody Freeman	Against	Yes	93.98%	5.89%
	1c	Elect Director Gay Huey Evans	For	No	94.50%	5.33%
	1d	Elect Director Jeffrey A. Joerres	For	No	93.78%	6.04%
	1e	Elect Director Ryan M. Lance	Against	Yes	93.65%	6.20%
	1f	Elect Director Timothy A. Leach	Against	Yes	95.47%	4.39%
	1g	Elect Director William H. McRaven	Against	Yes	95.46%	4.40%
	1h	Elect Director Sharmila Mulligan	Against	Yes	95.40%	4.46%
	1i	Elect Director Eric D. Mullins	Against	Yes	95.51%	4.33%
	1j	Elect Director Arjun N. Murti	Against	Yes	95.14%	4.72%
	1k	Elect Director Robert A. Niblock	For	No	80.93%	18.93%
	1l	Elect Director David T. Seaton	Against	Yes	94.64%	5.22%
	1m	Elect Director R.A. Walker	Against	Yes	94.54%	5.32%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.53%	3.34%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.70%	5.95%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Provide Right to Call Special Meeting	For	No	99.46%	0.36%
	6	Approve Omnibus Stock Plan	For	No	92.11%	7.63%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Require Independent Board Chair	For	Yes	25.50%	74.22%
	8	Adopt Share Retention Policy For Senior Executives	For	Yes	22.82%	76.80%
	9	Report on Tax Transparency	For	Yes	17.16%	82.13%
	10	Report on Lobbying Payments and Policy	For	Yes	9.85%	89.22%
Principal Financial Group, Inc. 16.05.23	1.1	Elect Director Jonathan S. Auerbach	For	No	99.11%	0.88%
	1.2	Elect Director Mary E. "Maliz" Beams	For	No	99.05%	0.94%
	1.3	Elect Director Jocelyn Carter-Miller	For	No	89.49%	10.50%
	1.4	Elect Director Scott M. Mills	For	No	98.08%	1.91%
	1.5	Elect Director Claudio N. Muruzabal	For	No	98.44%	1.55%
	1.6	Elect Director H. Elizabeth Mitchell	For	No	99.03%	0.96%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.26%	2.73%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.68%	3.31%
Motorola Solutions, Inc. 16.05.23	1a	Elect Director Gregory Q. Brown	Against	Yes	93.89%	6.10%
	1b	Elect Director Kenneth D. Denman	For	No	79.86%	20.13%
	1c	Elect Director Egon P. Durban	Against	Yes	61.58%	38.41%
	1d	Elect Director Ayanna M. Howard	For	No	99.73%	0.26%
	1e	Elect Director Clayton M. Jones	For	No	99.40%	0.59%
	1f	Elect Director Judy C. Lewent	For	No	95.93%	4.06%
	1g	Elect Director Gregory K. Mondre	Against	Yes	74.32%	25.67%
	1h	Elect Director Joseph M. Tucci	For	No	92.29%	7.70%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.72%	0.14%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.32%	5.25%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
BNP Paribas SA 16.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.87%	0.12%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	For	No	99.91%	0.08%
	4	Approve Auditors' Special Report on Related-Party Transactions	For	No	99.48%	0.51%
	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.76%	1.23%
	6	Reelect Jean Lemierre as Director	For	No	97.26%	2.73%
	7	Reelect Jacques Aschenbroich as Director	For	No	97.13%	2.86%
	8	Reelect Monique Cohen as Director	For	No	97.90%	2.09%
	9	Reelect Daniela Schwarzer as Director	For	No	99.43%	0.56%
	10	Approve Remuneration Policy of Directors	For	No	99.74%	0.25%
	11	Approve Remuneration Policy of Chairman of the Board	For	No	96.71%	3.28%
	12	Approve Remuneration Policy of CEO and Vice-CEOs	For	No	87.75%	12.24%
	13	Approve Compensation Report of Corporate Officers	For	No	96.95%	3.04%
	14	Approve Compensation of Jean Lemierre, Chairman of the Board	For	No	96.85%	3.14%
	15	Approve Compensation of Jean-Laurent Bonnafé, CEO	For	No	90.62%	9.37%
	16	Approve Compensation of Yann Gerardin, Vice-CEO	For	No	94.59%	5.40%
	17	Approve Compensation of Thierry Laborde, Vice-CEO	For	No	96.20%	3.79%
	18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	No	99.29%	0.70%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	19	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	For	No	97.06%	2.93%
	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.85%	1.14%
	21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.78%	0.21%
	22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	For	No	97.82%	2.17%
	23	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Deutsche Boerse AG 16.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	For	No	99.99%	0.00%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.60%	0.39%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	99.39%	0.60%
	5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	80.04%	19.95%
	5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	91.73%	8.26%
	5.3	Amend Articles Re: AGM Convocation	For	No	99.92%	0.07%
	6	Amend Articles Re: Registration in the Share Register	For	No	99.97%	0.02%
	7	Approve Remuneration Report	For	No	91.69%	8.30%
	8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	No	99.81%	0.18%
JPMorgan Chase & Co. 16.05.23	1a	Elect Director Linda B. Bammann	For	No	96.92%	3.07%
	1b	Elect Director Stephen B. Burke	For	No	91.31%	8.68%
	1c	Elect Director Todd A. Combs	For	No	95.15%	4.84%
	1d	Elect Director James S. Crown	For	No	96.94%	3.05%
	1e	Elect Director Alicia Boler Davis	For	No	99.47%	0.52%
	1f	Elect Director James Dimon	Against	Yes	93.41%	6.58%
	1g	Elect Director Timothy P. Flynn	Against	Yes	92.11%	7.88%
	1h	Elect Director Alex Gorsky	For	No	98.93%	1.06%
	1i	Elect Director Mellody Hobson	For	No	94.63%	5.36%
	1j	Elect Director Michael A. Neal	For	No	97.69%	2.30%
	1k	Elect Director Phebe N. Novakovic	For	No	98.05%	1.94%
	1l	Elect Director Virginia M. Rometty	For	No	95.81%	4.18%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.44%	9.82%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.30%	5.39%
	5	Require Independent Board Chair	For	Yes	37.54%	61.95%
	6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	No	8.10%	89.82%
	7	Amend Public Responsibility Committee Charter to Include Animal Welfare	Against	No	3.35%	94.53%
	8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	34.85%	64.20%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	Yes	34.79%	<b>63.55%</b>
	10	Report on Risks Related to Discrimination Against Individuals Including Political Views	Against	No	2.29%	<b>95.96%</b>
	11	Report on Political Expenditures Congruence	For	Yes	31.61%	<b>66.74%</b>
	12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For	Yes	12.43%	<b>86.00%</b>
The Hershey Company 16.05.23	1.1	Elect Director Pamela M. Arway	For	No	98.88%	1.11%
	1.2	Elect Director Michele G. Buck	Withhold	Yes	98.41%	1.58%
	1.3	Elect Director Victor L. Crawford	For	No	97.89%	2.10%
	1.4	Elect Director Robert M. Dutkowsky	Withhold	Yes	56.62%	<b>43.37%</b>
	1.5	Elect Director Mary Kay Haben	For	No	99.66%	0.33%
	1.6	Elect Director James C. Katzman	Withhold	Yes	94.65%	5.34%
	1.7	Elect Director M. Diane Koken	For	No	94.65%	5.34%
	1.8	Elect Director Huong Maria T. Kraus	For	No	99.88%	0.11%
	1.9	Elect Director Robert M. Malcolm	Withhold	Yes	94.82%	5.17%
	1.10	Elect Director Anthony J. Palmer	Withhold	Yes	94.72%	5.27%
	1.11	Elect Director Juan R. Perez	Withhold	Yes	93.59%	6.40%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.87%	0.08%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.76%	1.15%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Human Rights Impacts of Living Wage & Income Position Statement	For	Yes	3.62%	<b>96.12%</b>
Groupe Minoteries SA 16.05.23	1	Open Meeting	Refer	No		
	2	Approve Minutes of May 18, 2022 AGM	For	No		
	3	Receive Financial Statements and Statutory Reports (Non-Voting)	Refer	No		
	4	Receive Auditor's Reports (Non-Voting)	Refer	No		
	5.1	Accept Financial Statements and Statutory Reports	For	No		
	5.2	Approve Allocation of Income and Dividends of CHF 15.00 per Share	For	No		
	5.3	Approve Discharge of Board and Senior Management	For	No		
	6.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes		
	6.2	Amend Articles of Association	Against	Yes		
	6.3	Amend Articles Re: Editorial Changes	Against	Yes		
	7.1	Approve Remuneration Report	For	No		
	7.2	Approve Remuneration of Directors in the Amount of CHF 380,000	Against	Yes		
	7.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Against	Yes		
	7.3.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 550,000	Against	Yes		
	8.1.1	Reelect Pierre-Marcel Revaz as Director and Board Chair	For	No		
	8.1.2	Reelect Celine Amaudruz as Director	For	No		
	8.1.3	Reelect Olivier Schucht as Director	For	No		
	8.1.4	Reelect Emmanuel Sequin as Director	For	No		
	8.1.5	Reelect Francois Sunier as Director	For	No		
	8.2	Elect Karl Zeller as Director	For	No		
	9.1	Reappoint Celine Amaudruz as Member of the Compensation Committee	For	No		
	9.2	Reappoint Pierre-Marcel Revaz as Member of the Compensation Committee	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.3	Reappoint Emmanuel Sequin as Member of the Compensation Committee	For	No		
	10	Designate RA Cyrille Bugnon as Independent Proxy	For	No		
	11	Ratify PricewaterhouseCoopers SA as Auditors	Against	Yes		
	12	Transact Other Business (Voting)	Against	Yes		
Alexandria Real Estate Equities, Inc. 16.05.23	1a	Elect Director Joel S. Marcus	For	No	88.06%	11.93%
	1b	Elect Director Steven R. Hash	For	No	92.27%	7.72%
	1c	Elect Director James P. Cain	Against	Yes	63.50%	36.49%
	1d	Elect Director Cynthia L. Feldmann	For	No	91.36%	8.63%
	1e	Elect Director Maria C. Freire	Against	Yes	67.33%	32.66%
	1f	Elect Director Richard H. Klein	For	No	93.10%	6.89%
	1g	Elect Director Michael A. Woronoff	Against	Yes	66.93%	33.06%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	85.86%	14.13%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.48%	5.51%
Burkhalter Holding AG 16.05.23	1	Open Meeting	Refer	No		
	2.1	Accept Annual Report	For	No		
	2.2	Accept Annual Financial Statements	For	No		
	2.3	Accept Consolidated Annual Financial Statements	For	No		
	2.4	Approve Auditor's Report	For	No		
	3.1	Approve Discharge of Board Member Gaudenz Domenig	For	No		
	3.2	Approve Discharge of Board Member Marco Syfrig	For	No		
	3.3	Approve Discharge of Board Member Willy Hueppi	For	No		
	3.4	Approve Discharge of Board Member Michele Novak-Moser	For	No		
	3.5	Approve Discharge of Board Member Nina Remmers	For	No		
	3.6	Approve Discharge of Board Member Diego Brueesch	For	No		
	4.1	Approve Allocation of Income and Dividends of CHF 2.125 per Share from Capital Contribution Reserves	For	No		
	4.2	Approve Dividends of CHF 2.125 per Share from Legal Reserves	For	No		
	5.1	Reelect Gaudenz Domenig as Director and Board Chair	For	No		
	5.2	Reelect Marco Syfrig as Director	For	No		
	5.3	Reelect Willy Hueppi as Director	For	No		
	5.4	Reelect Michele Novak-Moser as Director	For	No		
	5.5	Reelect Nina Remmers as Director	For	No		
	5.6	Reelect Diego Brueesch as Director	For	No		
	6.1	Reappoint Gaudenz Domenig as Member of the Compensation Committee	Against	Yes		
	6.2	Reappoint Willy Hueppi as Member of the Compensation Committee	Against	Yes		
	6.3	Reappoint Michele Novak-Moser as Member of the Compensation Committee	Against	Yes		
	7	Designate Dieter Brunner as Independent Proxy	For	No		
	8	Ratify KPMG AG as Auditors	Against	Yes		
	9.1	Approve Remuneration of Directors in the Amount of CHF 981,000	For	No		
	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No		
	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 598,000	Against	Yes		
	10.1	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.2	Approve Creation of Capital Band within the Upper Limit of CHF 458,729.66 and the Lower Limit of CHF 396,175.61 with or without Exclusion of Preemptive Rights	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Sun Communities, Inc. 16.05.23	1a	Elect Director Gary A. Shiffman	Against	Yes	92.43%	7.56%
	1b	Elect Director Tonya Allen	For	No	98.24%	1.75%
	1c	Elect Director Meghan G. Baivier	For	No	95.29%	4.70%
	1d	Elect Director Stephanie W. Bergeron	For	No	94.36%	5.63%
	1e	Elect Director Jeff T. Blau	For	No	99.59%	0.40%
	1f	Elect Director Brian M. Hermelin	For	No	96.18%	3.81%
	1g	Elect Director Ronald A. Klein	For	No	96.71%	3.28%
	1h	Elect Director Clunet R. Lewis	For	No	90.32%	9.67%
	1i	Elect Director Arthur A. Weiss	For	No	98.27%	1.72%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	84.09%	15.90%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Grant Thornton LLP as Auditors	For	No	97.85%	2.13%
	5	Increase Authorized Common Stock	For	No	86.61%	3.70%
Mid-America Apartment Communities, Inc. 16.05.23	1a	Elect Director H. Eric Bolton, Jr.	Against	Yes	90.46%	9.53%
	1b	Elect Director Deborah H. Caplan	For	No	99.63%	0.36%
	1c	Elect Director John P. Case	For	No	98.61%	1.38%
	1d	Elect Director Tamara Fischer	For	No	99.77%	0.22%
	1e	Elect Director Alan B. Graf, Jr.	For	No	94.27%	5.72%
	1f	Elect Director Toni Jennings	For	No	92.41%	7.58%
	1g	Elect Director Edith Kelly-Green	For	No	99.03%	0.96%
	1h	Elect Director James K. Lowder	For	No	98.76%	1.23%
	1i	Elect Director Thomas H. Lowder	For	No	99.30%	0.69%
	1j	Elect Director Claude B. Nielsen	For	No	92.54%	7.45%
	1k	Elect Director W. Reid Sanders	For	No	96.58%	3.41%
	1l	Elect Director Gary S. Shorb	For	No	97.52%	2.47%
	1m	Elect Director David P. Stockert	For	No	99.03%	0.96%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.08%	9.91%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	For	No	98.82%	1.17%
	5	Approve Omnibus Stock Plan	For	No	94.59%	5.31%
Capgemini SE 16.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Allocation of Income and Dividends of EUR 3.25 per Share	For	No	99.99%	0.00%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.97%	0.02%
	5	Approve Compensation Report of Corporate Officers	For	No	96.30%	3.69%
	6	Approve Compensation of Paul Hermelin, Chairman of the Board	For	No	95.32%	4.67%
	7	Approve Compensation of Aiman Ezzat, CEO	For	No	92.98%	7.01%
	8	Approve Remuneration Policy of Chairman of the Board	For	No	98.71%	1.28%
	9	Approve Remuneration Policy of CEO	For	No	91.04%	8.95%
	10	Approve Remuneration Policy of Directors	For	No	98.97%	1.02%
	11	Elect Megan Clarken as Director	For	No	99.59%	0.40%
	12	Elect Ulrica Fearn as Director	For	No	99.96%	0.03%
	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.63%	1.36%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	For	No	92.60%	7.39%
	15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	97.92%	2.07%
	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	97.95%	2.04%
	17	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%	0.01%
Tesla, Inc. 16.05.23	1.1	Elect Director Elon Musk	For	No	95.34%	4.54%
	1.2	Elect Director Robyn Denholm	Against	Yes	73.93%	25.48%
	1.3	Elect Director JB Straubel	Against	Yes	86.05%	13.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.54%	9.09%
	3	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.72%	1.09%
	5	Report on Key-Person Risk and Efforts to Ameliorate It	Against	No	5.79%	93.43%
VAT Group AG 16.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.88%	0.11%
	2.1	Approve Allocation of Income	For	No	99.98%	0.01%
	2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	For	No	99.98%	0.01%
	3	Approve Discharge of Board and Senior Management	For	No	99.76%	0.23%
	4.1.1	Reelect Martin Komischke as Director and Board Chair	For	No	96.88%	3.11%
	4.1.2	Reelect Urs Leinhaeuser as Director	For	No	99.08%	0.91%
	4.1.3	Reelect Karl Schlegel as Director	For	No	99.79%	0.20%
	4.1.4	Reelect Hermann Gerlinger as Director	For	No	99.29%	0.70%
	4.1.5	Reelect Libo Zhang as Director	For	No	96.49%	3.50%
	4.1.6	Reelect Daniel Lippuner as Director	For	No	99.72%	0.27%
	4.1.7	Reelect Maria Heriz as Director	For	No	99.80%	0.19%
	4.1.8	Elect Petra Denk as Director	For	No	99.86%	0.13%
	4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For	No	99.00%	0.99%
	4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For	No	99.22%	0.77%
	4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	For	No	94.71%	5.28%
	5	Designate Roger Foehn as Independent Proxy	For	No	98.90%	1.09%
	6	Ratify KPMG AG as Auditors	For	No	99.84%	0.15%
	7.1	Amend Corporate Purpose	For	No	98.76%	0.07%
	7.2	Amend Articles Re: Shares and Share Register; Annulment of the Opting-Out Clause	For	No	99.91%	0.08%
	7.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	For	No	99.89%	0.10%
	7.4	Amend Articles Re: Restriction on Share Transferability	For	No	98.70%	0.10%
	7.5	Approve Virtual-Only Shareholder Meetings	Against	Yes	85.20%	14.79%
	7.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.75%	0.24%
	8	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	For	No	94.69%	4.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Amend Articles Re: Board of Directors Term of Office	For	No	99.70%	0.29%
	10.1	Approve Remuneration Report	For	No	90.92%	9.07%
	10.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 869,093 for Fiscal Year 2022	For	No	98.30%	1.69%
	10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2024	For	No	98.86%	1.13%
	10.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2024	For	No	98.34%	1.65%
	10.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2023 AGM to 2024 AGM	For	No	99.08%	0.91%
	11	Transact Other Business (Voting)	Against	Yes		
Berner Kantonalbank AG 16.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 9.60 per Share	For	No		
	3	Approve Discharge of Board of Directors	For	No		
	4	Approve Sustainability Report (Non-Binding)	For	No		
	5.1.1	Reelect Stefan Bichsel as Director	For	No		
	5.1.2	Reelect Gilles Frote as Director	For	No		
	5.1.3	Reelect Reto Heiz as Director	For	No		
	5.1.4	Reelect Antoinette Hunziker-Ebnetter as Director	For	No		
	5.1.5	Reelect Christoph Lengwiler as Director	For	No		
	5.1.6	Reelect Annelis Haemmerli as Director	For	No		
	5.1.7	Reelect Hugo Schuermann as Director	For	No		
	5.1.8	Reelect Pascal Sieber as Director	For	No		
	5.1.9	Reelect Danielle Villiger as Director	For	No		
	5.2	Elect Antoinette Hunziker-Ebnetter as Board Chair	For	No		
	5.3.1	Reappoint Gilles Frote as Member of the Compensation Committee	For	No		
	5.3.2	Reappoint Antoinette Hunziker-Ebnetter as Member of the Compensation Committee	For	No		
	5.3.3	Reappoint Danielle Villiger as Member of the Compensation Committee	For	No		
	5.4	Designate Franziska Iseli 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 1.6 Million	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
NIBE Industrier AB 16.05.23	1	Open Meeting	Refer	No		
	2	Elect Chair of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	For	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspector(s) of Minutes of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive President's Report	Refer	No		
	8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Refer	No		
	9.a	Accept Financial Statements and Statutory Reports	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.b	Approve Allocation of Income and Dividends of SEK 0.65 Per Share	For	No		
	9.c	Approve Discharge of Board and President	For	No		
	10	Determine Number of Members (7) and Deputy Members (0) of Board	For	No		
	11	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No		
	12	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors	For	No		
	13	Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	Against	Yes		
	14	Ratify KPMG as Auditors	For	No		
	15	Approve Remuneration Report	For	No		
	16	Approve Creation of Pool of Capital without Preemptive Rights	For	No		
	17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	18	Close Meeting	Refer	No		
Romande Energie Holding SA 16.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Sustainability Report (Non-Binding)	For	No		
	1.3	Approve Remuneration Report (Non-Binding)	Against	Yes		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Allocation of Income and Dividends of CHF 36.00 per Share	For	No		
	4	Approve 1:25 Stock Split	For	No		
	5.1	Amend Articles of Association	For	No		
	5.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No		
	5.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	6.1.1	Reelect Nicolas Fulpius as Director	For	No		
	6.1.2	Reelect Stephane Gard as Director	For	No		
	6.1.3	Reelect Guy Mustaki as Director	For	No		
	6.1.4	Reelect Alphonse-Marie Veuthey as Director	For	No		
	6.2	Reelect Guy Mustaki as Board Chair	For	No		
	6.3.1	Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee	For	No		
	6.3.2	Reappoint Olivier Gfeller as Member of the Nomination and Compensation Committee	For	No		
	6.3.3	Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee	For	No		
	6.4	Ratify Ernst & Young SA as Auditors	For	No		
	6.5	Designate Gabriel Cottier as Independent Proxy	For	No		
	7.1	Approve Remuneration of Directors in the Amount of CHF 790,000	For	No		
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	No		
	7.3	Amend Articles Re: Principles of Remuneration of Executive Committee	For	No		
	8	Transact Other Business (Voting)	Against	Yes		
Verisk Analytics, Inc. 17.05.23	1a	Elect Director Vincent K. Brooks	For	No	97.30%	2.69%
	1b	Elect Director Jeffrey Dailey	For	No	93.90%	6.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1c	Elect Director Wendy Lane	For	No	98.31%	1.68%
	1d	Elect Director Lee M. Shavel	For	No	99.09%	0.90%
	1e	Elect Director Kimberly S. Stevenson	For	No	98.35%	1.64%
	1f	Elect Director Olumide Soroye	For	No	99.24%	0.75%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.85%	8.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.67%	5.16%
Crown Castle Inc. 17.05.23	1a	Elect Director P. Robert Bartolo	For	No	97.85%	2.14%
	1b	Elect Director Jay A. Brown	For	No	99.51%	0.48%
	1c	Elect Director Cindy Christy	For	No	97.89%	2.10%
	1d	Elect Director Ari Q. Fitzgerald	For	No	95.99%	4.00%
	1e	Elect Director Andrea J. Goldsmith	For	No	99.06%	0.93%
	1f	Elect Director Tammy K. Jones	For	No	97.53%	2.46%
	1g	Elect Director Anthony J. Melone	For	No	97.74%	2.25%
	1h	Elect Director W. Benjamin Moreland	For	No	99.11%	0.88%
	1i	Elect Director Kevin A. Stephens	For	No	99.40%	0.59%
	1j	Elect Director Matthew Thornton, III	For	No	97.79%	2.20%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.02%	0.94%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.86%	4.05%
	4	Amend Charter to Allow Exculpation of Certain Officers	For	No	75.80%	10.42%
Enphase Energy, Inc. 17.05.23	1.1	Elect Director Jamie Haenggi	For	No	93.37%	6.62%
	1.2	Elect Director Benjamin Kortlang	For	No	63.02%	36.97%
	1.3	Elect Director Richard Mora	For	No	91.74%	8.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.66%	12.15%
	3	Ratify Deloitte & Touche LLP as Auditors	For	No	97.92%	1.90%
Halliburton Company 17.05.23	1a	Elect Director Abdulaziz F. Al Khayyal	For	No	94.87%	5.12%
	1b	Elect Director William E. Albrecht	For	No	96.13%	3.86%
	1c	Elect Director M. Katherine Banks	For	No	99.44%	0.55%
	1d	Elect Director Alan M. Bennett	For	No	89.70%	10.29%
	1e	Elect Director Milton Carroll	For	No	81.57%	18.42%
	1f	Elect Director Earl M. Cummings	For	No	96.56%	3.43%
	1g	Elect Director Murry S. Gerber	For	No	81.75%	18.24%
	1h	Elect Director Robert A. Malone	For	No	92.10%	7.89%
	1i	Elect Director Jeffrey A. Miller	Against	Yes	92.96%	7.03%
	1j	Elect Director Bhavesh V. (Bob) Patel	For	No	97.78%	2.21%
	1k	Elect Director Maurice S. Smith	For	No	98.05%	1.94%
	1l	Elect Director Janet L. Weiss	For	No	99.74%	0.25%
	1m	Elect Director Tobi M. Edwards Young	For	No	97.15%	2.84%
	2	Ratify KPMG LLP as Auditors	Against	Yes	93.14%	6.85%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	78.85%	21.14%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	68.26%	9.05%
	6	Amend Certificate of Incorporation	For	No	76.87%	0.45%
Hess Corporation 17.05.23	1a	Elect Director Terrence J. Checki	For	No	95.14%	4.85%
	1b	Elect Director Leonard S. Coleman, Jr.	For	No	97.03%	2.96%
	1c	Elect Director Lisa Glatch	For	No	99.68%	0.31%
	1d	Elect Director John B. Hess	For	No	98.15%	1.84%
	1e	Elect Director Edith E. Holiday	For	No	94.02%	5.97%
	1f	Elect Director Marc S. Lipschultz	For	No	98.22%	1.77%
	1g	Elect Director Raymond J. McGuire	For	No	93.32%	6.67%
	1h	Elect Director David McManus	For	No	98.00%	1.99%
	1i	Elect Director Kevin O. Meyers	For	No	98.45%	1.54%
	1j	Elect Director Karyn F. Ovelmen	For	No	99.18%	0.81%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1k	Elect Director James H. Quigley	For	No	98.34%	1.65%
	1l	Elect Director William G. Schrader	For	No	98.63%	1.36%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	97.82%	2.12%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.67%	5.30%
Howmet Aerospace Inc. 17.05.23	1a	Elect Director James F. Albaugh	For	No	98.73%	1.26%
	1b	Elect Director Amy E. Alving	For	No	98.57%	1.42%
	1c	Elect Director Sharon R. Barner	For	No	99.14%	0.85%
	1d	Elect Director Joseph S. Cantie	For	No	99.08%	0.91%
	1e	Elect Director Robert F. Leduc	For	No	98.84%	1.15%
	1f	Elect Director David J. Miller	For	No	99.66%	0.33%
	1g	Elect Director Jody G. Miller	For	No	98.67%	1.32%
	1h	Elect Director John C. Plant	Against	Yes	95.49%	4.50%
	1i	Elect Director Ulrich R. Schmidt	For	No	99.25%	0.74%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.31%	3.55%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.50%	2.37%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes	31.10%	<b>68.56%</b>
Mondelez International, Inc. 17.05.23	1a	Elect Director Lewis W.K. Booth	For	No	98.20%	1.79%
	1b	Elect Director Charles E. Bunch	For	No	88.43%	<b>11.56%</b>
	1c	Elect Director Ertharin Cousin	For	No	97.98%	2.01%
	1d	Elect Director Jorge S. Mesquita	For	No	98.29%	1.70%
	1e	Elect Director Anindita Mukherjee	For	No	99.16%	0.83%
	1f	Elect Director Jane Hamilton Nielsen	For	No	99.46%	0.53%
	1g	Elect Director Patrick T. Siewert	For	No	96.59%	3.40%
	1h	Elect Director Michael A. Todman	For	No	97.32%	2.67%
	1i	Elect Director Dirk Van de Put	Against	Yes	93.69%	6.30%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.11%	8.88%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.43%	4.56%
	5	Require Independent Board Chair	For	Yes	25.40%	<b>74.59%</b>
	6	Report on 2025 Cage-Free Egg Goal	Against	No	8.96%	<b>91.03%</b>
	7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	For	Yes	19.89%	<b>80.10%</b>
State Street Corporation 17.05.23	1a	Elect Director Patrick de Saint-Aignan	For	No	97.16%	2.83%
	1b	Elect Director Marie A. Chandoha	For	No	99.56%	0.43%
	1c	Elect Director DonnaLee DeMaio	For	No	99.36%	0.63%
	1d	Elect Director Amelia C. Fawcett	For	No	94.00%	5.99%
	1e	Elect Director William C. Freda	For	No	98.84%	1.15%
	1f	Elect Director Sara Mathew	For	No	95.30%	4.69%
	1g	Elect Director William L. Meaney	For	No	97.33%	2.66%
	1h	Elect Director Ronald P. O'Hanley	Against	Yes	92.75%	7.24%
	1i	Elect Director Sean O'Sullivan	For	No	99.48%	0.51%
	1j	Elect Director Julio A. Portalatin	For	No	99.36%	0.63%
	1k	Elect Director John B. Rhea	For	No	99.48%	0.51%
	1l	Elect Director Gregory L. Summe	For	No	93.66%	6.33%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.12%	6.87%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	93.51%	6.48%
	5	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.23%	5.76%
	6	Report on Asset Management Policies and Diversified Investors	Against	No	7.73%	<b>92.26%</b>
Vertex Pharmaceuticals Incorporated	1.1	Elect Director Sangeeta Bhatia	For	No	98.90%	1.09%
	1.2	Elect Director Lloyd Carney	For	No	93.08%	6.91%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
17.05.23	1.3	Elect Director Alan Garber	For	No	98.97%	1.02%
	1.4	Elect Director Terrence Kearney	For	No	94.58%	5.41%
	1.5	Elect Director Reshma Kewalramani	For	No	99.28%	0.71%
	1.6	Elect Director Jeffrey Leiden	For	No	96.50%	3.49%
	1.7	Elect Director Diana McKenzie	For	No	98.90%	1.09%
	1.8	Elect Director Bruce Sachs	For	No	90.77%	9.22%
	1.9	Elect Director Suketu Upadhyay	For	No	99.30%	0.69%
	2	Ratify Ernst & Young LLP as Auditors	For	No	96.66%	3.33%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.46%	10.53%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Align Technology, Inc. 17.05.23	1.1	Elect Director Kevin J. Dallas	For	No	99.01%	0.98%
	1.2	Elect Director Joseph M. Hogan	For	No	98.32%	1.67%
	1.3	Elect Director Joseph Lacob	For	No	84.60%	15.39%
	1.4	Elect Director C. Raymond Larkin, Jr.	For	No	89.39%	10.60%
	1.5	Elect Director George J. Morrow	For	No	84.76%	15.23%
	1.6	Elect Director Anne M. Myong	For	No	97.43%	2.56%
	1.7	Elect Director Andrea L. Saia	For	No	98.22%	1.77%
	1.8	Elect Director Susan E. Siegel	For	No	98.01%	1.98%
	2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	73.29%	11.23%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.25%	15.93%
4	Advisory Vote on Say on Pay Frequency	One Year	No			
5	Amend Omnibus Stock Plan	For	No	94.49%	5.37%	
6	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	90.82%	9.07%	
Coca-Cola HBC AG 17.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2.1	Approve Treatment of Net Loss	For	No	99.99%	0.00%
	2.2	Approve Dividend from Reserves	For	No	99.89%	0.10%
	3	Approve Discharge of Board and Senior Management	For	No	98.70%	1.29%
	4.1.1	Re-elect Anastassis David as Director and as Board Chairman	For	No	91.33%	8.66%
	4.1.2	Re-elect Zoran Bogdanovic as Director	For	No	98.31%	1.68%
	4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against	Yes	74.60%	25.39%
	4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	For	No	91.28%	8.71%
	4.1.5	Re-elect Olusola David-Borha as Director	For	No	97.00%	2.99%
	4.1.6	Re-elect William Douglas III as Director	For	No	98.38%	1.61%
	4.1.7	Re-elect Anastasios Leventis as Director	For	No	95.64%	4.35%
	4.1.8	Re-elect Christodoulos Leventis as Director	For	No	95.68%	4.31%
	4.1.9	Re-elect Alexandra Papalexopoulou as Director	For	No	91.49%	8.50%
	4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	No	93.16%	6.83%
	4.1.B	Re-elect Henrique Braun as Director	For	No	95.70%	4.29%
	4.2.1	Elect George Leventis as Director	For	No	96.58%	3.41%
	4.2.2	Elect Evguenia Stoitchkova as Director	For	No	95.80%	4.19%
	5	Designate Ines Poeschel as Independent Proxy	For	No	99.99%	0.00%
	6.1	Reappoint PricewaterhouseCoopers AG as Auditors	For	No	96.12%	3.87%
	6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	No	96.04%	3.95%
7	Approve UK Remuneration Report	Against	Yes	68.44%	31.55%	
8	Approve Remuneration Policy	For	No	96.54%	3.45%	
9	Approve Swiss Remuneration Report	Against	Yes	68.43%	31.56%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Against	Yes	99.87%	0.12%
	10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Against	Yes	98.49%	1.50%
	11	Authorise Market Purchase of Ordinary Shares	For	No	99.62%	0.37%
	12	Transact Other Business (Voting)	Against	Yes		
Deutsche Bank AG 17.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	No	99.77%	0.22%
	3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2022	For	No	95.38%	4.61%
	3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2022	For	No	95.41%	4.58%
	3.3	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2022	For	No	95.07%	4.92%
	3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2022	For	No	95.38%	4.61%
	3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2022	For	No	95.15%	4.84%
	3.6	Approve Discharge of Management Board Member Stuart Lewis (until May 19, 2022) for Fiscal Year 2022	For	No	94.75%	5.24%
	3.7	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2022	For	No	95.40%	4.59%
	3.8	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2022	For	No	95.40%	4.59%
	3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2022	For	No	95.44%	4.55%
	3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2022	For	No	95.38%	4.61%
	3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2022	For	No	95.41%	4.58%
	4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts (from May 19, 2022) for Fiscal Year 2022	For	No	95.12%	4.87%
	4.2	Approve Discharge of Supervisory Board Member Paul Achleitner (until May 19, 2022) for Fiscal Year 2022	For	No	94.42%	5.57%
	4.3	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2022	For	No	95.10%	4.89%
	4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2022	For	No	95.10%	4.89%
	4.5	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2022	For	No	95.13%	4.86%
	4.6	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2022	For	No	95.21%	4.78%
	4.7	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2022	For	No	95.12%	4.87%
	4.8	Approve Discharge of Supervisory Board Member Manja Eifert (from April 7, 2022) for Fiscal Year 2022	For	No	95.21%	4.78%
	4.9	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck (until May 19, 2022) for Fiscal Year 2022	For	No	95.16%	4.83%
	4.10	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2022	For	No	94.87%	5.12%
	4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2022	For	No	95.12%	4.87%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.12	Approve Discharge of Supervisory Board Member Martina Klee for Fiscal Year 2022	For	No	95.20%	4.79%
	4.13	Approve Discharge of Supervisory Board Member Henriette Mark (until March 31, 2022) for Fiscal Year 2022	For	No	95.17%	4.82%
	4.14	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2022	For	No	95.18%	4.81%
	4.15	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2022	For	No	95.12%	4.87%
	4.16	Approve Discharge of Supervisory Board Member Yngve Slyngstad (from May 19, 2022) for Fiscal Year 2022	For	No	95.13%	4.86%
	4.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2022	For	No	95.13%	4.86%
	4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2022	For	No	95.20%	4.79%
	4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2022	For	No	95.13%	4.86%
	4.20	Approve Discharge of Supervisory Board Member Stefan Viertel for Fiscal Year 2022	For	No	95.13%	4.86%
	4.21	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2022	For	No	95.14%	4.85%
	4.22	Approve Discharge of Supervisory Board Member Frank Werneke for Fiscal Year 2022	For	No	95.03%	4.96%
	4.23	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2022	For	No	95.15%	4.84%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	For	No	98.65%	1.34%
	6	Approve Remuneration Report	Against	Yes	89.07%	10.92%
	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	97.56%	2.43%
	8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	98.22%	1.77%
	9.1	Elect Mayree Clark to the Supervisory Board	Against	Yes	91.64%	8.35%
	9.2	Elect John Thain to the Supervisory Board	For	No	94.11%	5.88%
	9.3	Elect Michele Trogni to the Supervisory Board	For	No	93.80%	6.19%
	9.4	Elect Norbert Winkeljohann to the Supervisory Board	Against	Yes	85.72%	14.27%
	10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	87.53%	12.46%
	10.2	Amend Articles Re: Video and Audio Transmission of the General Meeting	For	No	98.80%	1.19%
	10.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	98.43%	1.56%
	10.4	Amend Articles Re: Registration in the Share Register	For	No	99.49%	0.50%
	11	Approve Remuneration Policy for the Supervisory Board	For	No	98.18%	1.81%
E.ON SE 17.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.51 per Share	For	No	99.96%	0.03%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	97.76%	2.23%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	97.69%	2.30%
	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No	98.46%	1.53%
	5.2	Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2023	For	No	98.45%	1.54%
	5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	For	No	98.45%	1.54%
	6	Approve Remuneration Report	For	No	90.60%	9.39%
	7	Approve Increase in Size of Board to 16 Members	For	No	99.25%	0.74%
	8.1	Elect Erich Clementi to the Supervisory Board	Against	Yes	92.03%	7.96%
	8.2	Elect Andreas Schmitz to the Supervisory Board	For	No	99.43%	0.56%
	8.3	Elect Nadege Petit to the Supervisory Board	For	No	99.75%	0.24%
	8.4	Elect Ulrich Grillo to the Supervisory Board	For	No	87.76%	12.23%
	8.5	Elect Deborah Wilkens to the Supervisory Board	For	No	99.59%	0.40%
	8.6	Elect Rolf Schmitz to the Supervisory Board	For	No	91.07%	8.92%
	8.7	Elect Klaus Froehlich to the Supervisory Board	For	No	99.47%	0.52%
	8.8	Elect Anke Groth to the Supervisory Board	For	No	99.59%	0.40%
	9	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	80.39%	19.60%
	10	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	90.22%	9.77%
Fiserv, Inc. 17.05.23	1.1	Elect Director Frank J. Bisignano	Withhold	Yes	93.34%	6.65%
	1.2	Elect Director Henrique de Castro	For	No	98.80%	1.19%
	1.3	Elect Director Harry F. DiSimone	For	No	99.45%	0.54%
	1.4	Elect Director Dylan G. Haggart	For	No	96.41%	3.58%
	1.5	Elect Director Wafaa Mamilli	For	No	97.27%	2.72%
	1.6	Elect Director Heidi G. Miller	For	No	93.06%	6.93%
	1.7	Elect Director Doyle R. Simons	For	No	94.79%	5.20%
	1.8	Elect Director Kevin M. Warren	For	No	96.53%	3.46%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.04%	6.95%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.74%	5.25%
	5	Require Independent Board Chairman	For	Yes	31.09%	68.90%
IDEXX Laboratories, Inc. 17.05.23	1a	Elect Director Daniel M. Junius	For	No	97.86%	2.13%
	1b	Elect Director Lawrence D. Kingsley	For	No	94.74%	5.25%
	1c	Elect Director Sophie V. Vandebroek	For	No	89.90%	10.09%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.24%	6.75%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.96%	5.03%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Reliance Steel & Aluminum Co. 17.05.23	1a	Elect Director Lisa L. Baldwin	For	No	98.57%	1.42%
	1b	Elect Director Karen W. Colonias	For	No	99.19%	0.80%
	1c	Elect Director Frank J. Dellaquila	For	No	99.58%	0.41%
	1d	Elect Director James D. Hoffman	For	No	98.84%	1.15%
	1e	Elect Director Mark V. Kaminski	For	No	96.31%	3.68%
	1f	Elect Director Karla R. Lewis	For	No	99.31%	0.68%
	1g	Elect Director Robert A. McEvoy	For	No	98.32%	1.67%
	1h	Elect Director David W. Seeger	For	No	98.36%	1.63%
	1i	Elect Director Douglas W. Stotlar	For	No	96.72%	3.27%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.05%	1.86%
	3	Ratify KPMG LLP as Auditors	For	No	99.19%	0.74%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chairman	For	Yes	13.01%	85.38%
Robert Half	1a	Elect Director Julia L. Coronado	For	No	96.23%	3.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
International Inc. 17.05.23	1b	Elect Director Dirk A. Kempthorne	For	No	95.62%	4.37%
	1c	Elect Director Harold M. Messmer, Jr.	For	No	96.09%	3.90%
	1d	Elect Director Marc H. Morial	For	No	95.63%	4.36%
	1e	Elect Director Robert J. Pace	For	No	91.37%	8.62%
	1f	Elect Director Frederick A. Richman	For	No	81.77%	18.22%
	1g	Elect Director M. Keith Waddell	For	No	97.92%	2.07%
	1h	Elect Director Marnie H. Wilking	For	No	99.55%	0.44%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.17%	4.56%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.41%	5.51%
Vonovia SE 17.05.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	No	99.50%	0.49%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.20%	0.79%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	99.19%	0.80%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023 and for the First Quarter of Fiscal Year 2024	For	No	99.70%	0.29%
	6	Approve Remuneration Report	Against	Yes	79.93%	20.06%
	7	Approve Decrease in Size of Supervisory Board to Ten Members	For	No	99.80%	0.19%
	8	Amend Articles Re: Supervisory Board Term of Office	For	No	99.76%	0.23%
	9.1	Elect Clara-Christina Streit to the Supervisory Board	For	No	89.50%	10.49%
	9.2	Elect Vitus Eckert to the Supervisory Board	For	No	92.71%	7.28%
	9.3	Elect Florian Funck to the Supervisory Board	For	No	99.53%	0.46%
	9.4	Elect Ariane Reinhart to the Supervisory Board	For	No	98.88%	1.11%
	9.5	Elect Daniela Markotten to the Supervisory Board	For	No	99.52%	0.47%
	9.6	Elect Ute Geipel-Faber to the Supervisory Board	For	No	99.49%	0.50%
9.7	Elect Hildegard Mueller to the Supervisory Board	For	No	97.88%	2.11%	
9.8	Elect Christian Ulbrich to the Supervisory Board	For	No	60.76%	39.23%	
10	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	81.30%	18.69%	
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	93.67%	6.32%	
EssilorLuxottica SA 17.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.53%	0.46%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.51%	0.48%
	3	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	For	No	99.00%	0.99%
	4	Ratify Appointment of Mario Notari as Director	For	No	99.03%	0.96%
	5	Approve Auditors' Special Report on Related-Party Transactions	For	No	99.34%	0.65%
	6	Approve Compensation Report of Corporate Officers	For	No	96.27%	3.72%
	7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	For	No	99.89%	0.10%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	For	No	90.28%	9.71%
	9	Approve Compensation of Paul du Saillant, Vice-CEO	For	No	89.94%	10.05%
	10	Approve Remuneration Policy of Directors	For	No	99.18%	0.81%
	11	Approve Remuneration Policy of Chairman and CEO	Against	Yes	69.58%	30.41%
	12	Approve Remuneration Policy of Vice-CEO	For	No	88.11%	11.88%
	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.84%	1.15%
	14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.62%	0.37%
	15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	No	99.92%	0.07%
	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	For	No	99.85%	0.14%
	17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	For	No	96.58%	3.41%
	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.70%	0.29%
	19	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Quest Diagnostics Incorporated 17.05.23	1.1	Elect Director James E. Davis	Against	Yes	93.49%	6.50%
	1.2	Elect Director Luis A. Diaz, Jr.	For	No	99.72%	0.27%
	1.3	Elect Director Tracey C. Doi	For	No	99.52%	0.47%
	1.4	Elect Director Vicky B. Gregg	For	No	96.16%	3.83%
	1.5	Elect Director Wright L. Lassiter, III	For	No	99.49%	0.50%
	1.6	Elect Director Timothy L. Main	For	No	99.37%	0.62%
	1.7	Elect Director Denise M. Morrison	For	No	98.31%	1.68%
	1.8	Elect Director Gary M. Pfeiffer	For	No	92.30%	7.69%
	1.9	Elect Director Timothy M. Ring	For	No	95.40%	4.59%
	1.10	Elect Director Gail R. Wilensky	For	No	94.72%	5.27%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.12%	9.87%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.80%	5.83%
	5	Amend Omnibus Stock Plan	For	No	88.46%	11.18%
	6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes	47.68%	51.64%
CBRE Group, Inc. 17.05.23	1a	Elect Director Brandon B. Boze	For	No	99.06%	0.93%
	1b	Elect Director Beth F. Cobert	For	No	97.57%	2.42%
	1c	Elect Director Reginald H. Gilyard	For	No	94.73%	5.26%
	1d	Elect Director Shira D. Goodman	For	No	99.10%	0.89%
	1e	Elect Director E.M. Blake Hutcheson	For	No	98.74%	1.25%
	1f	Elect Director Christopher T. Jenny	For	No	92.26%	7.73%
	1g	Elect Director Gerardo I. Lopez	For	No	96.49%	3.50%
	1h	Elect Director Susan Meaney	For	No	97.34%	2.65%
	1i	Elect Director Oscar Munoz	For	No	97.04%	2.95%
	1j	Elect Director Robert E. Sulentic	For	No	99.70%	0.29%
	1k	Elect Director Sanjiv Yajnik	For	No	99.11%	0.88%
	2	Ratify KPMG LLP as Auditors	For	No	98.15%	1.73%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.09%	6.79%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Adopt Share Retention Policy For Senior Executives	For	Yes	26.10%	73.74%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Invitation Homes, Inc. 17.05.23	1.1	Elect Director Michael D. Fascitelli	For	No	92.26%	7.73%
	1.2	Elect Director Dallas B. Tanner	For	No	99.26%	0.73%
	1.3	Elect Director Jana Cohen Barbe	For	No	98.94%	1.05%
	1.4	Elect Director Richard D. Bronson	For	No	95.42%	4.57%
	1.5	Elect Director Jeffrey E. Kelter	For	No	98.47%	1.52%
	1.6	Elect Director Joseph D. Margolis	For	No	98.27%	1.72%
	1.7	Elect Director John B. Rhea	For	No	93.91%	6.08%
	1.8	Elect Director Janice L. Sears	For	No	98.05%	1.94%
	1.9	Elect Director Frances Aldrich Sevilla-Sacasa	For	No	95.48%	4.51%
	1.10	Elect Director Keith D. Taylor	For	No	99.50%	0.49%
2	Ratify Deloitte & Touche LLP as Auditors	For	No	99.60%	0.39%	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	67.56%	32.43%	
The Hartford Financial Services Group, Inc. 17.05.23	1a	Elect Director Larry D. De Shon	For	No	98.86%	1.13%
	1b	Elect Director Carlos Dominguez	For	No	98.72%	1.27%
	1c	Elect Director Trevor Fetter	For	No	95.82%	4.17%
	1d	Elect Director Donna A. James	For	No	99.00%	0.99%
	1e	Elect Director Kathryn A. Mikells	For	No	97.47%	2.52%
	1f	Elect Director Edmund Reese	For	No	99.52%	0.47%
	1g	Elect Director Teresa Wynn Roseborough	For	No	98.19%	1.80%
	1h	Elect Director Virginia P. Ruesterholz	For	No	98.34%	1.65%
	1i	Elect Director Christopher J. Swift	Against	Yes	93.05%	6.94%
	1j	Elect Director Matthew E. Winter	For	No	98.09%	1.90%
	1k	Elect Director Greig Woodring	For	No	98.63%	1.36%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.73%	4.18%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.40%	7.40%
4	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	No	8.67%	90.29%	
Ross Stores, Inc. 17.05.23	1a	Elect Director K. Gunnar Bjorklund	For	No	95.29%	4.70%
	1b	Elect Director Michael J. Bush	For	No	94.88%	5.11%
	1c	Elect Director Edward G. Cannizzaro	For	No	99.64%	0.35%
	1d	Elect Director Sharon D. Garrett	For	No	96.19%	3.80%
	1e	Elect Director Michael J. Hartshorn	For	No	97.43%	2.56%
	1f	Elect Director Stephen D. Milligan	For	No	98.36%	1.63%
	1g	Elect Director Patricia H. Mueller	For	No	98.17%	1.82%
	1h	Elect Director George P. Orban	For	No	94.85%	5.14%
	1i	Elect Director Larree M. Renda	For	No	98.56%	1.43%
	1j	Elect Director Barbara Rentler	For	No	98.76%	1.23%
	1k	Elect Director Doniel N. Sutton	For	No	97.50%	2.49%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.26%	6.73%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.21%	2.78%
Chubb Limited 17.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	2.1	Allocate Disposable Profit	For	No	99.93%	0.06%
	2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	No	99.95%	0.04%
	3	Approve Discharge of Board of Directors	For	No	99.57%	0.42%
	4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Against	Yes	96.10%	3.89%
	4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Against	Yes	94.64%	5.35%
	4.3	Ratify BDO AG (Zurich) as Special Audit Firm	For	No	99.87%	0.12%
	5.1	Elect Director Evan G. Greenberg	Against	Yes	94.42%	5.57%

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	5.2	Elect Director Michael P. Connors	Against	Yes	73.34%	26.65%
	5.3	Elect Director Michael G. Atieh	For	No	98.93%	1.06%
	5.4	Elect Director Kathy Bonanno	For	No	99.33%	0.66%
	5.5	Elect Director Nancy K. Buese	For	No	99.78%	0.21%
	5.6	Elect Director Sheila P. Burke	For	No	99.53%	0.46%
	5.7	Elect Director Michael L. Corbat	For	No	99.76%	0.23%
	5.8	Elect Director Robert J. Hugin	For	No	99.55%	0.44%
	5.9	Elect Director Robert W. Scully	For	No	98.82%	1.17%
	5.10	Elect Director Theodore E. Shasta	For	No	97.87%	2.12%
	5.11	Elect Director David H. Sidwell	For	No	98.97%	1.02%
	5.12	Elect Director Olivier Steimer	For	No	99.18%	0.81%
	5.13	Elect Director Frances F. Townsend	Against	Yes	76.35%	23.64%
	6	Elect Evan G. Greenberg as Board Chairman	Against	Yes	76.08%	23.91%
	7.1	Elect Michael P. Connors as Member of the Compensation Committee	For	No	93.74%	6.25%
	7.2	Elect David H. Sidwell as Member of the Compensation Committee	For	No	99.18%	0.81%
	7.3	Elect Frances F. Townsend as Member of the Compensation Committee	For	No	95.45%	4.54%
	8	Designate Homburger AG as Independent Proxy	For	No	99.93%	0.06%
	9.1	Amend Articles Relating to Swiss Corporate Law Updates	For	No	99.96%	0.03%
	9.2	Amend Articles to Advance Notice Period	For	No	99.12%	0.87%
	10.1	Cancel Repurchased Shares	For	No	99.75%	0.24%
	10.2	Reduction of Par Value	For	No	99.75%	0.24%
	11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	For	No	99.72%	0.27%
	11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	For	No	97.25%	2.74%
	11.3	Approve Remuneration Report	For	No	95.50%	4.49%
	12	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.45%	5.54%
	13	Advisory Vote on Say on Pay Frequency	One Year	No		
	14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes	28.93%	71.06%
	15	Report on Human Rights Risk Assessment	For	Yes	16.53%	83.46%
Phoenix Mecano AG 17.05.23	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 16.50 per Share	For	No		
	4.1.1	Reelect Benedikt Goldkamp as Director and Board Chair	For	No		
	4.1.2	Reelect Florian Ernst as Director	Against	Yes		
	4.1.3	Reelect Martin Furrer as Director	Against	Yes		
	4.1.4	Reelect Ulrich Hocker as Director	For	No		
	4.1.5	Reelect Beat Siegrist as Director	Against	Yes		
	4.1.6	Elect Anna Hocker as Director	For	No		
	4.1.7	Elect Claudine de Calderon as Director	For	No		
	4.2.1	Reappoint Martin Furrer as Member of the Compensation Committee	Against	Yes		
	4.2.2	Reappoint Ulrich Hocker as Member of the Compensation Committee	For	No		
	4.2.3	Reappoint Beat Siegrist as Member of the Compensation Committee	Against	Yes		
	4.3	Designate Hans Alder as Independent Proxy	For	No		
	4.4	Ratify BDO AG as Auditors	For	No		
	5.1	Approve Remuneration Report (Non-Binding)	For	No		

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 2.5 Million	For	No		
	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	For	No		
	6.1	Amend Corporate Purpose	For	No		
	6.2	Approve Conversion of Bearer Shares into Registered Shares	For	No		
	6.3	Approve Virtual-Only Shareholder Meetings	Against	Yes		
	6.4	Amend Articles Re: Qualified Majority for Adoption of Resolutions Regarding Articles of Association Amendments	Against	Yes		
	6.5	Amend Articles Re: Compensation for Non-Competition Clause; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	6.6	Amend Articles of Association	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Valiant Holding AG 17.05.23	1	Accept Financial Statements and Statutory Reports	For	No	97.71%	0.16%
	2	Approve Remuneration Report	For	No	85.72%	10.52%
	3	Approve Discharge of Board and Senior Management	For	No	96.54%	0.85%
	4	Approve Allocation of Income and Dividends of CHF 5.00 per Share	For	No	97.67%	0.26%
	5.1	Amend Articles Re: Shares and Share Register	For	No	96.63%	0.35%
	5.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	81.00%	15.86%
	5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	95.72%	0.86%
	5.4	Amend Articles Re: Editorial Changes	For	No	92.17%	4.19%
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	No	92.24%	3.44%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	No	92.60%	3.82%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	No	83.94%	11.76%
	7.1	Reelect Markus Gygax as Director and Board Chair	For	No	94.01%	3.43%
	7.2	Reelect Christoph Buehler as Director	For	No	96.39%	0.94%
	7.3	Reelect Barbara Artmann as Director	For	No	96.65%	0.63%
	7.4	Reelect Maya Bundt as Director	For	No	93.83%	3.52%
	7.5	Reelect Roger Harlacher as Director	For	No	95.56%	1.70%
	7.6	Reelect Roland Herrmann as Director	For	No	96.84%	0.42%
	7.7	Reelect Marion Khueny as Director	For	No	96.67%	0.61%
	7.8	Reelect Ronald Traechsl as Director	For	No	95.37%	1.81%
	8.1	Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	For	No	93.27%	4.04%
	8.2	Reappoint Markus Gygax as Member of the Nomination and Compensation Committee	For	No	92.52%	4.85%
	8.3	Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	For	No	95.12%	2.21%
	9	Ratify PricewaterhouseCoopers AG as Auditors	For	No	94.83%	2.99%
	10	Designate burckhardt AG as Independent Proxy	For	No	96.96%	0.54%
	11	Transact Other Business (Voting)	Against	Yes		
CVS Health Corporation 18.05.23	1a	Elect Director Fernando Aguirre	For	No	99.12%	0.87%
	1b	Elect Director Jeffrey R. Balsler	For	No	99.44%	0.55%
	1c	Elect Director C. David Brown, II	For	No	91.41%	8.58%
	1d	Elect Director Alecia A. DeCoudreaux	For	No	99.15%	0.84%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1e	Elect Director Nancy-Ann M. DeParle	For	No	99.08%	0.91%
	1f	Elect Director Roger N. Farah	For	No	97.48%	2.51%
	1g	Elect Director Anne M. Finucane	For	No	93.09%	6.90%
	1h	Elect Director Edward J. Ludwig	For	No	99.11%	0.88%
	1i	Elect Director Karen S. Lynch	For	No	98.83%	1.16%
	1j	Elect Director Jean-Pierre Millon	For	No	96.63%	3.36%
	1k	Elect Director Mary L. Schapiro	For	No	99.20%	0.79%
	2	Ratify Ernst & Young LLP as Auditors	For	No	97.43%	2.30%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	79.64%	19.85%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Adopt a Paid Sick Leave Policy	For	Yes	25.63%	72.18%
	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	40.68%	58.91%
	7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	18.37%	80.79%
	8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For	Yes	25.86%	72.29%
	9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	No	1.28%	98.18%
NextEra Energy, Inc. 18.05.23	1a	Elect Director Nicole S. Arnaboldi	For	No	98.78%	1.21%
	1b	Elect Director Sherry S. Barrat	For	No	91.27%	8.72%
	1c	Elect Director James L. Camaren	For	No	94.72%	5.27%
	1d	Elect Director Kenneth B. Dunn	For	No	96.83%	3.16%
	1e	Elect Director Naren K. Gursahaney	For	No	97.09%	2.90%
	1f	Elect Director Kirk S. Hachigian	For	No	94.62%	5.37%
	1g	Elect Director John W. Ketchum	Against	Yes	90.63%	9.36%
	1h	Elect Director Amy B. Lane	For	No	98.03%	1.96%
	1i	Elect Director David L. Porges	For	No	98.03%	1.96%
	1j	Elect Director Deborah "Dev" Stahlkopf	For	No	99.18%	0.81%
	1k	Elect Director John A. Stall	For	No	98.41%	1.58%
	1l	Elect Director Darryl L. Wilson	For	No	97.00%	2.99%
	2	Ratify Deloitte & Touche as Auditors	Against	Yes	94.66%	5.33%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	78.69%	21.30%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Disclose Board Skills and Diversity Matrix	For	Yes	48.86%	51.13%
ON Semiconductor Corporation 18.05.23	1a	Elect Director Atsushi Abe	For	No	97.68%	2.31%
	1b	Elect Director Alan Campbell	For	No	96.32%	3.67%
	1c	Elect Director Susan K. Carter	For	No	96.97%	3.02%
	1d	Elect Director Thomas L. Deitrich	For	No	96.48%	3.51%
	1e	Elect Director Hassane El-Khoury	For	No	99.34%	0.65%
	1f	Elect Director Bruce E. Kiddoo	For	No	99.13%	0.86%
	1g	Elect Director Paul A. Mascarenas	For	No	82.65%	17.34%
	1h	Elect Director Gregory Waters	For	No	98.94%	1.05%
	1i	Elect Director Christine Y. Yan	For	No	95.94%	4.05%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.86%	6.06%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.57%	5.39%
Union Pacific Corporation 18.05.23	1a	Elect Director William J. DeLaney	For	No	95.76%	4.23%
	1b	Elect Director David B. Dillon	For	No	96.75%	3.24%
	1c	Elect Director Sheri H. Edison	For	No	97.55%	2.44%
	1d	Elect Director Teresa M. Finley	For	No	97.65%	2.34%
	1e	Elect Director Lance M. Fritz	Against	Yes	93.07%	6.92%
	1f	Elect Director Deborah C. Hopkins	For	No	95.46%	4.53%

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	1g	Elect Director Jane H. Lute	For	No	97.99%	2.00%
	1h	Elect Director Michael R. McCarthy	For	No	92.48%	7.51%
	1i	Elect Director Jose H. Villarreal	For	No	96.07%	3.92%
	1j	Elect Director Christopher J. Williams	For	No	95.82%	4.17%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.00%	4.99%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.10%	8.89%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	20.45%	<b>79.54%</b>
	6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	17.65%	<b>82.34%</b>
	7	Adopt a Paid Sick Leave Policy	For	Yes	11.71%	<b>88.28%</b>
Xylem Inc. 18.05.23	1a	Elect Director Jeanne Beliveau-Dunn	For	No	97.87%	2.12%
	1b	Elect Director Patrick K. Decker	For	No	98.79%	1.20%
	1c	Elect Director Earl R. Ellis	For	No	99.35%	0.64%
	1d	Elect Director Robert F. Friel	For	No	92.47%	7.52%
	1e	Elect Director Victoria D. Harker	For	No	87.28%	<b>12.71%</b>
	1f	Elect Director Steven R. Loranger	For	No	96.18%	3.81%
	1g	Elect Director Mark D. Morelli	For	No	97.62%	2.37%
	1h	Elect Director Jerome A. Peribere	For	No	93.68%	6.31%
	1i	Elect Director Lila Tretikov	For	No	90.27%	9.72%
	1j	Elect Director Uday Yadav	For	No	93.86%	6.13%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	97.68%	2.31%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.11%	<b>16.88%</b>
	4	Require Independent Board Chair	For	Yes	38.75%	<b>61.24%</b>
Zoetis Inc. 18.05.23	1a	Elect Director Paul M. Bisaro	For	No	99.45%	0.54%
	1b	Elect Director Vanessa Broadhurst	For	No	99.57%	0.42%
	1c	Elect Director Frank A. D'Amelio	For	No	98.40%	1.59%
	1d	Elect Director Michael B. McCallister	For	No	98.71%	1.28%
	1e	Elect Director Gregory Norden	For	No	97.88%	2.11%
	1f	Elect Director Louise M. Parent	For	No	99.46%	0.53%
	1g	Elect Director Kristin C. Peck	For	No	99.54%	0.45%
	1h	Elect Director Robert W. Scully	For	No	98.12%	1.87%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.24%	6.75%
	3	Ratify KPMG LLP as Auditors	For	No	98.99%	0.86%
	4	Provide Right to Call Special Meeting	For	No	78.75%	0.45%
	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes	52.42%	<b>47.57%</b>
Alnylam Pharmaceuticals, Inc. 18.05.23	1a	Elect Director Michael W. Bonney	For	No	89.63%	<b>10.36%</b>
	1b	Elect Director Yvonne L. Greenstreet	For	No	98.81%	1.18%
	1c	Elect Director Phillip A. Sharp	For	No	89.15%	<b>10.84%</b>
	1d	Elect Director Elliott Sigal	For	No	96.81%	3.18%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.46%	3.53%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.43%	1.56%
Advanced Micro Devices, Inc. 18.05.23	1a	Elect Director Nora M. Denzel	For	No	98.40%	1.59%
	1b	Elect Director Mark Durcan	For	No	97.56%	2.43%
	1c	Elect Director Michael P. Gregoire	For	No	97.92%	2.07%
	1d	Elect Director Joseph A. Householder	For	No	98.41%	1.58%
	1e	Elect Director John W. Marren	For	No	99.44%	0.55%
	1f	Elect Director Jon A. Olson	For	No	98.72%	1.27%
	1g	Elect Director Lisa T. Su	Against	Yes	94.05%	5.94%
	1h	Elect Director Abhi Y. Talwalkar	For	No	84.95%	<b>15.04%</b>
	1i	Elect Director Elizabeth W. Vanderslice	For	No	97.61%	2.38%
	2	Approve Omnibus Stock Plan	For	No	95.23%	4.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.97%	4.75%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	85.65%	13.94%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
Altria Group, Inc. 18.05.23	1a	Elect Director Ian L.T. Clarke	For	No	99.26%	0.73%
	1b	Elect Director Marjorie M. Connelly	For	No	99.24%	0.75%
	1c	Elect Director R. Matt Davis	For	No	99.29%	0.70%
	1d	Elect Director William F. Gifford, Jr.	For	No	99.04%	0.95%
	1e	Elect Director Jacinto J. Hernandez	For	No	99.20%	0.79%
	1f	Elect Director Debra J. Kelly-Ennis	For	No	98.54%	1.45%
	1g	Elect Director Kathryn B. McQuade	For	No	96.89%	3.10%
	1h	Elect Director George Munoz	For	No	95.99%	4.00%
	1i	Elect Director Nabil Y. Sakkab	For	No	97.94%	2.05%
	1j	Elect Director Virginia E. Shanks	For	No	99.19%	0.80%
	1k	Elect Director Ellen R. Strahlman	For	No	99.22%	0.77%
	1l	Elect Director M. Max Yzaguirre	For	No	99.26%	0.73%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.84%	3.15%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.09%	5.90%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	10.88%	89.11%
	6	Report on Third-Party Civil Rights Audit	For	Yes	30.77%	69.22%
Dropbox, Inc. 18.05.23	1.1	Elect Director Andrew W. Houston	Withhold	Yes	92.29%	7.70%
	1.2	Elect Director Donald W. Blair	For	No	92.82%	7.17%
	1.3	Elect Director Lisa Campbell	Withhold	Yes	99.60%	0.39%
	1.4	Elect Director Paul E. Jacobs	Withhold	Yes	90.40%	9.59%
	1.5	Elect Director Sara Mathew	For	No	97.84%	2.15%
	1.6	Elect Director Abhay Parasnis	For	No	99.62%	0.37%
	1.7	Elect Director Karen Peacock	For	No	99.66%	0.33%
	1.8	Elect Director Michael Seibel	For	No	99.62%	0.37%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.82%	0.15%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.56%	1.40%
Hilton Worldwide Holdings Inc. 18.05.23	1a	Elect Director Christopher J. Nassetta	For	No	99.50%	0.49%
	1b	Elect Director Jonathan D. Gray	For	No	93.52%	6.47%
	1c	Elect Director Charlene T. Begley	For	No	98.54%	1.45%
	1d	Elect Director Chris Carr	For	No	99.68%	0.31%
	1e	Elect Director Melanie L. Healey	For	No	98.92%	1.07%
	1f	Elect Director Raymond E. Mabus, Jr.	For	No	99.28%	0.71%
	1g	Elect Director Judith A. McHale	For	No	98.16%	1.83%
	1h	Elect Director Elizabeth A. Smith	For	No	99.31%	0.68%
	1i	Elect Director Douglas M. Steenland	For	No	97.16%	2.83%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.29%	2.70%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.73%	10.26%
O'Reilly Automotive, Inc. 18.05.23	1a	Elect Director David O'Reilly	For	No	96.35%	3.55%
	1b	Elect Director Larry O'Reilly	For	No	93.86%	6.05%
	1c	Elect Director Greg Henslee	For	No	93.98%	5.92%
	1d	Elect Director Jay D. Burchfield	For	No	89.86%	10.00%
	1e	Elect Director Thomas T. Hendrickson	For	No	93.49%	6.34%
	1f	Elect Director John R. Murphy	For	No	89.87%	9.94%
	1g	Elect Director Dana M. Perlman	For	No	88.98%	10.80%
	1h	Elect Director Maria A. Sastre	For	No	98.11%	1.69%
	1i	Elect Director Andrea M. Weiss	For	No	98.06%	1.75%
	1j	Elect Director Fred Whitfield	For	No	89.96%	8.70%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.95%	8.72%
	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 Ernst & Young LLP as Auditors	Against	Yes	94.81%	5.11%
	5	Require Independent Board Chair	For	Yes	45.80%	<b>54.00%</b>
Otis Worldwide Corporation 18.05.23	1a	Elect Director Jeffrey H. Black	For	No	99.50%	0.49%
	1b	Elect Director Nelda J. Connors	For	No	99.05%	0.94%
	1c	Elect Director Kathy Hopinkah Hannan	For	No	97.14%	2.85%
	1d	Elect Director Shailesh G. Jejurikar	For	No	97.66%	2.33%
	1e	Elect Director Christopher J. Kearney	For	No	99.27%	0.72%
	1f	Elect Director Judith F. Marks	Against	Yes	95.21%	4.78%
	1g	Elect Director Harold W. McGraw, III	For	No	99.09%	0.90%
	1h	Elect Director Margaret M. V. Preston	For	No	98.18%	1.81%
	1i	Elect Director Shelley Stewart, Jr.	For	No	99.49%	0.50%
	1j	Elect Director John H. Walker	For	No	99.26%	0.73%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	86.69%	<b>12.90%</b>
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.38%	0.33%
	4	Require Independent Board Chair	For	Yes	38.86%	<b>60.93%</b>
The Home Depot, Inc. 18.05.23	1a	Elect Director Gerard J. Arpey	For	No	98.64%	1.35%
	1b	Elect Director Ari Bousbib	For	No	97.10%	2.89%
	1c	Elect Director Jeffery H. Boyd	For	No	96.35%	3.64%
	1d	Elect Director Gregory D. Brenneman	For	No	96.46%	3.53%
	1e	Elect Director J. Frank Brown	For	No	95.32%	4.67%
	1f	Elect Director Albert P. Carey	For	No	95.25%	4.74%
	1g	Elect Director Edward P. Decker	Against	Yes	93.33%	6.66%
	1h	Elect Director Linda R. Gooden	For	No	98.23%	1.76%
	1i	Elect Director Wayne M. Hewett	For	No	98.21%	1.78%
	1j	Elect Director Manuel Kadre	For	No	98.76%	1.23%
	1k	Elect Director Stephanie C. Linnartz	For	No	98.33%	1.66%
	1l	Elect Director Paula Santilli	For	No	98.81%	1.18%
	1m	Elect Director Caryn Seidman-Becker	For	No	97.77%	2.22%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.07%	3.92%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.45%	4.54%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For	Yes	37.15%	<b>62.84%</b>
	6	Require Independent Board Chair	For	Yes	26.60%	<b>73.39%</b>
	7	Report on Political Expenditures Congruence	For	Yes	31.29%	<b>68.70%</b>
	8	Rescind 2022 Racial Equity Audit Proposal	Against	No	0.90%	<b>99.09%</b>
	9	Encourage Senior Management Commitment to Avoid Political Speech	Against	No	1.66%	<b>98.33%</b>
Yum! Brands, Inc. 18.05.23	1a	Elect Director Paget L. Alves	For	No	98.47%	1.52%
	1b	Elect Director Keith Barr	For	No	98.79%	1.20%
	1c	Elect Director Christopher M. Connor	For	No	96.94%	3.05%
	1d	Elect Director Brian C. Cornell	For	No	94.00%	5.99%
	1e	Elect Director Tanya L. Domier	For	No	98.88%	1.11%
	1f	Elect Director David W. Gibbs	For	No	99.00%	0.99%
	1g	Elect Director Mirian M. Graddick-Weir	For	No	88.35%	<b>11.64%</b>
	1h	Elect Director Thomas C. Nelson	For	No	95.94%	4.05%
	1i	Elect Director P. Justin Skala	For	No	98.86%	1.13%
	1j	Elect Director Annie Young-Scriver	For	No	98.86%	1.13%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.22%	3.61%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.11%	<b>11.93%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Efforts to Reduce Plastic Use	For	Yes	36.44%	<b>62.40%</b>
	6	Report on Lobbying Payments and Policy	For	Yes	41.42%	<b>57.46%</b>
	7	Report on Civil Rights and Non-Discrimination Audit	Against	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Adopt Share Retention Policy For Senior Executives	For	Yes		
	9	Report on Paid Sick Leave	For	Yes	20.24%	78.52%
Hasbro, Inc. 18.05.23	1.1	Elect Director Michael R. Burns	For	No	98.16%	1.83%
	1.2	Elect Director Hope F. Cochran	For	No	98.05%	1.94%
	1.3	Elect Director Christian P. Cocks	For	No	99.40%	0.59%
	1.4	Elect Director Lisa Gersh	For	No	92.15%	7.84%
	1.5	Elect Director Elizabeth Hamren	For	No	98.84%	1.15%
	1.6	Elect Director Blake Jorgensen	For	No	99.20%	0.79%
	1.7	Elect Director Tracy A. Leinbach	For	No	94.44%	5.55%
	1.8	Elect Director Laurel J. Richie	For	No	97.63%	2.36%
	1.9	Elect Director Richard S. Stoddart	For	No	98.74%	1.25%
	1.10	Elect Director Mary Beth West	For	No	98.23%	1.76%
	1.11	Elect Director Linda Zecher Higgins	For	No	99.13%	0.86%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.37%	8.49%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	94.08%	5.74%
	5	Ratify KPMG LLP as Auditors	Against	Yes	93.64%	6.27%
Marsh & McLennan Companies, Inc. 18.05.23	1a	Elect Director Anthony K. Anderson	For	No	98.88%	1.11%
	1b	Elect Director John Q. Doyle	For	No	98.72%	1.27%
	1c	Elect Director Hafize Gaye Erkan	For	No	97.92%	2.07%
	1d	Elect Director Oscar Fanjul	For	No	93.21%	6.78%
	1e	Elect Director H. Edward Hanway	For	No	92.41%	7.58%
	1f	Elect Director Judith Hartmann	For	No	99.71%	0.28%
	1g	Elect Director Deborah C. Hopkins	For	No	97.09%	2.90%
	1h	Elect Director Tamara Ingram	For	No	98.87%	1.12%
	1i	Elect Director Jane H. Lute	For	No	99.42%	0.57%
	1j	Elect Director Steven A. Mills	For	No	91.42%	8.57%
	1k	Elect Director Bruce P. Nolop	For	No	92.43%	7.56%
	1l	Elect Director Morton O. Schapiro	For	No	89.05%	10.94%
	1m	Elect Director Lloyd M. Yates	For	No	97.46%	2.53%
	1n	Elect Director Ray G. Young	For	No	99.70%	0.29%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	65.14%	34.00%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.22%	5.52%
PG&E Corporation 18.05.23	1a	Elect Director Cheryl F. Campbell	For	No	94.74%	5.25%
	1b	Elect Director Kerry W. Cooper	For	No	98.17%	1.82%
	1c	Elect Director Arno L. Harris	For	No	97.88%	2.11%
	1d	Elect Director Carlos M. Hernandez	For	No	98.63%	1.36%
	1e	Elect Director Michael R. Niggli	For	No	94.87%	5.12%
	1f	Elect Director Benjamin F. Wilson	For	No	97.88%	2.11%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.10%	16.89%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	98.15%	1.84%
AIA Group Limited 18.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.01%	0.98%
	2	Approve Final Dividend	For	No	99.67%	0.32%
	3	Elect Edmund Sze-Wing Tse as Director	For	No	86.65%	13.34%
	4	Elect Jack Chak-Kwong So as Director	For	No	88.39%	11.60%
	5	Elect Lawrence Juen-Yee Lau as Director	For	No	95.66%	4.33%
	6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	96.38%	3.61%
	7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	97.27%	2.72%
	7B	Authorize Repurchase of Issued Share Capital	For	No	98.95%	1.04%
	8	Approve Increase in Rate of Directors' Fees	Against	Yes	91.73%	8.26%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Amend Share Option Scheme	For	No	78.28%	21.71%
	10	Amend Restricted Share Unit Scheme	For	No	83.80%	16.19%
	11	Amend Employee Share Purchase Plan	For	No	96.12%	3.87%
	12	Amend Agency Share Purchase Plan	For	No	96.10%	3.89%
Amphenol Corporation 18.05.23	1.1	Elect Director Nancy A. Altobello	For	No	98.47%	1.52%
	1.2	Elect Director David P. Falck	For	No	91.50%	8.49%
	1.3	Elect Director Edward G. Jepsen	For	No	95.56%	4.43%
	1.4	Elect Director Rita S. Lane	For	No	99.13%	0.86%
	1.5	Elect Director Robert A. Livingston	For	No	96.87%	3.12%
	1.6	Elect Director Martin H. Loeffler	For	No	96.69%	3.30%
	1.7	Elect Director R. Adam Norwitt	For	No	99.57%	0.42%
	1.8	Elect Director Prahlad Singh	For	No	99.88%	0.11%
	1.9	Elect Director Anne Clarke Wolff	For	No	98.91%	1.08%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.78%	5.21%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.08%	9.91%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Political Contributions and Expenditures	For	Yes	45.20%	54.79%
Host Hotels & Resorts, Inc. 18.05.23	1.1	Elect Director Mary L. Baglivo	For	No	98.27%	1.72%
	1.2	Elect Director Herman E. Bulls	For	No	95.72%	4.27%
	1.3	Elect Director Diana M. Laing	For	No	96.88%	3.11%
	1.4	Elect Director Richard E. Marriott	For	No	97.05%	2.94%
	1.5	Elect Director Mary Hogan Preusse	For	No	98.35%	1.64%
	1.6	Elect Director Walter C. Rakowich	For	No	96.51%	3.48%
	1.7	Elect Director James F. Risoleo	For	No	99.42%	0.57%
	1.8	Elect Director Gordon H. Smith	For	No	95.95%	4.04%
	1.9	Elect Director A. William Stein	For	No	99.28%	0.71%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.64%	4.35%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.81%	5.18%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Legal & General Group Plc 18.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Final Dividend	For	No	99.01%	0.98%
	3	Approve Climate Transition Plan	For	No	97.69%	2.30%
	4	Elect Carolyn Johnson as Director	For	No	99.97%	0.02%
	5	Elect Tushar Morzaria as Director	For	No	98.98%	1.01%
	6	Re-elect Henrietta Baldock as Director	For	No	98.98%	1.01%
	7	Re-elect Nilufer Von Bismarck as Director	For	No	99.08%	0.91%
	8	Re-elect Philip Broadley as Director	For	No	98.98%	1.01%
	9	Re-elect Jeff Davies as Director	For	No	99.71%	0.28%
	10	Re-elect Sir John Kingman as Director	For	No	99.20%	0.79%
	11	Re-elect Lesley Knox as Director	For	No	97.21%	2.78%
	12	Re-elect George Lewis as Director	For	No	98.99%	1.00%
	13	Re-elect Ric Lewis as Director	For	No	98.98%	1.01%
	14	Re-elect Laura Wade-Gery as Director	For	No	98.98%	1.01%
	15	Re-elect Sir Nigel Wilson as Director	For	No	99.95%	0.04%
	16	Reappoint KPMG LLP as Auditors	For	No	97.33%	2.66%
	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	98.66%	1.33%
	18	Approve Remuneration Policy	For	No	95.45%	4.54%
	19	Approve Remuneration Report	For	No	95.71%	4.28%
	20	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	No	99.54%	0.45%
	21	Authorise Issue of Equity	For	No	98.03%	1.96%
	22	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	No	98.37%	1.62%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	23	Authorise UK Political Donations and Expenditure	For	No	98.23%	1.76%
	24	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.91%	1.08%
	25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.19%	1.80%
	26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	No	97.92%	2.07%
	27	Authorise Market Purchase of Ordinary Shares	For	No	98.19%	1.80%
	28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	92.19%	7.80%
Lloyds Banking Group Plc 18.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Elect Cathy Turner as Director	For	No	99.33%	0.66%
	3	Elect Scott Wheway as Director	For	No	99.54%	0.45%
	4	Re-elect Robin Budenberg as Director	For	No	96.63%	3.36%
	5	Re-elect Charlie Nunn as Director	For	No	99.46%	0.53%
	6	Re-elect William Chalmers as Director	For	No	98.97%	1.02%
	7	Re-elect Alan Dickinson as Director	For	No	96.57%	3.42%
	8	Re-elect Sarah Legg as Director	For	No	99.52%	0.47%
	9	Re-elect Lord Lupton as Director	For	No	99.47%	0.52%
	10	Re-elect Amanda Mackenzie as Director	For	No	96.98%	3.01%
	11	Re-elect Harmeen Mehta as Director	For	No	99.36%	0.63%
	12	Re-elect Catherine Woods as Director	For	No	99.26%	0.73%
	13	Approve Remuneration Policy	For	No	96.00%	3.99%
	14	Approve Remuneration Report	For	No	96.05%	3.94%
	15	Approve Final Dividend	For	No	99.96%	0.03%
	16	Reappoint Deloitte LLP as Auditors	For	No	99.90%	0.09%
	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.87%	0.12%
	18	Approve Long-Term Incentive Plan	For	No	96.51%	3.48%
	19	Authorise UK Political Donations and Expenditure	For	No	96.52%	3.47%
	20	Authorise Issue of Equity	For	No	94.10%	5.89%
	21	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For	No	98.43%	1.56%
	22	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.58%	1.41%
	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.51%	2.48%
	24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	No	97.55%	2.44%
	25	Authorise Market Purchase of Ordinary Shares	For	No	98.89%	1.10%
	26	Authorise Market Purchase of Preference Shares	For	No	99.16%	0.83%
	27	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.39%	6.60%
Synchrony Financial 18.05.23	1a	Elect Director Brian D. Doubles	For	No	99.79%	0.20%
	1b	Elect Director Fernando Aguirre	For	No	96.02%	3.97%
	1c	Elect Director Paget L. Alves	For	No	97.82%	2.17%
	1d	Elect Director Kamila Chytil	For	No	99.75%	0.24%
	1e	Elect Director Arthur W. Coviello, Jr.	For	No	99.76%	0.23%
	1f	Elect Director Roy A. Guthrie	For	No	99.37%	0.62%
	1g	Elect Director Jeffrey G. Naylor	For	No	97.54%	2.45%
	1h	Elect Director P.W. "Bill" Parker	For	No	98.27%	1.72%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1i	Elect Director Laurel J. Richie	For	No	93.54%	6.45%
	1j	Elect Director Ellen M. Zane	For	No	92.11%	7.88%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.17%	6.82%
	3	Ratify KPMG LLP as Auditors	For	No	99.32%	0.67%
The Charles Schwab Corporation 18.05.23	1a	Elect Director Marianne C. Brown	For	No	94.71%	5.28%
	1b	Elect Director Frank C. Herringer	For	No	81.10%	18.89%
	1c	Elect Director Gerri K. Martin-Flickinger	For	No	95.14%	4.85%
	1d	Elect Director Todd M. Ricketts	For	No	95.10%	4.89%
	1e	Elect Director Carolyn Schwab-Pomerantz	For	No	94.64%	5.35%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.90%	4.99%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.80%	8.02%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Gender/Racial Pay Gap	For	Yes	24.42%	74.40%
	6	Report on Risks Related to Discrimination Against Individuals Including Political Views	Against	No	0.96%	98.25%
CK Hutchison Holdings Limited 18.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.89%	0.10%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3a	Elect Fok Kin Ning, Canning as Director	For	No	92.04%	7.95%
	3b	Elect Kam Hing Lam as Director	For	No	84.55%	15.44%
	3c	Elect Chow Kun Chee, Roland as Director	For	No	92.73%	7.26%
	3d	Elect Philip Lawrence Kadoorie as Director	For	No	99.11%	0.88%
	3e	Elect Lee Yeh Kwong, Charles as Director	For	No	92.63%	7.36%
	3f	Elect Paul Joseph Tighe as Director	For	No	99.18%	0.81%
	3g	Elect Wong Kwai Lam as Director	For	No	95.87%	4.12%
	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	99.58%	0.41%
	5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	95.77%	4.22%
	5.2	Authorize Repurchase of Issued Share Capital	For	No	99.68%	0.31%
DexCom, Inc. 18.05.23	1.1	Elect Director Steven R. Altman	For	No	96.78%	3.21%
	1.2	Elect Director Richard A. Collins	For	No	97.55%	2.44%
	1.3	Elect Director Karen Dahut	For	No	98.99%	1.00%
	1.4	Elect Director Mark G. Foletta	For	No	97.49%	2.50%
	1.5	Elect Director Barbara E. Kahn	For	No	96.33%	3.66%
	1.6	Elect Director Kyle Malady	For	No	97.77%	2.22%
	1.7	Elect Director Eric J. Topol	For	No	99.06%	0.93%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.65%	4.34%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.32%	6.67%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Median Gender/Racial Pay Gap	For	Yes	35.92%	64.07%
CK Asset Holdings Limited 18.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3.1	Elect Li Tzar Kuoi, Victor as Director	Against	Yes	90.33%	9.66%
	3.2	Elect Chiu Kwok Hung, Justin as Director	For	No	97.68%	2.31%
	3.3	Elect Chow Wai Kam, Raymond as Director	For	No	99.66%	0.33%
	3.4	Elect Cheong Ying Chew, Henry as Director	For	No	84.10%	15.89%
	3.5	Elect Stephen Edward Bradley as Director	For	No	91.95%	8.04%
	3.6	Elect Kwok Eva Lee as Director	For	No	93.60%	6.39%
	3.7	Elect Sng Sow-mei alias Poon Sow Mei as Director	For	No	94.41%	5.58%
	3.8	Elect Lam Siu Hong, Donny as Director	For	No	99.84%	0.15%
	4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	No	97.90%	2.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	98.74%	1.25%
	5.2	Authorize Repurchase of Issued Share Capital	For	No	99.76%	0.23%
AT&T Inc. 18.05.23	1.1	Elect Director Scott T. Ford	For	No	97.34%	2.65%
	1.2	Elect Director Glenn H. Hutchins	For	No	82.54%	17.45%
	1.3	Elect Director William E. Kennard	For	No	93.56%	6.43%
	1.4	Elect Director Stephen J. Luczo	For	No	97.55%	2.44%
	1.5	Elect Director Michael B. McCallister	For	No	96.94%	3.05%
	1.6	Elect Director Beth E. Mooney	For	No	93.81%	6.18%
	1.7	Elect Director Matthew K. Rose	For	No	96.38%	3.61%
	1.8	Elect Director John T. Stankey	For	No	97.16%	2.83%
	1.9	Elect Director Cynthia B. Taylor	For	No	96.66%	3.33%
	1.10	Elect Director Luis A. Ubinas	For	No	88.86%	11.13%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.19%	4.80%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.33%	7.66%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	34.36%	65.63%
	6	Commission Third Party Racial Equity Audit	For	Yes	21.53%	78.46%
LyondellBasell Industries N.V. 19.05.23	1a	Elect Director Jacques Aigrain	For	No	97.30%	2.69%
	1b	Elect Director Lincoln Benet	For	No	97.34%	2.65%
	1c	Elect Director Robin Buchanan	Against	Yes	95.11%	4.88%
	1d	Elect Director Anthony (Tony) Chase	For	No	98.02%	1.97%
	1e	Elect Director Robert (Bob) Dudley	Against	Yes	97.36%	2.63%
	1f	Elect Director Claire Farley	For	No	96.70%	3.29%
	1g	Elect Director Rita Griffin	For	No	99.74%	0.25%
	1h	Elect Director Michael Hanley	For	No	99.71%	0.28%
	1i	Elect Director Virginia Kamsky	Against	Yes	97.15%	2.84%
	1j	Elect Director Albert Manifold	Against	Yes	96.71%	3.28%
	1k	Elect Director Peter Vanacker	For	No	99.75%	0.24%
	2	Approve Discharge of Directors	For	No	99.55%	0.44%
	3	Adopt Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	No	99.29%	0.70%
	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.30%	0.69%
	6	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.62%	2.37%
	7	Advisory Vote on Say on Pay Frequency	One Year	No		
	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.57%	0.42%
	9	Approve Cancellation of Shares	For	No	99.87%	0.12%
Waste Connections, Inc. 19.05.23	1a	Elect Director Andrea E. Bertone	For	No	99.74%	0.25%
	1b	Elect Director Edward E. "Ned" Guillet	For	No	87.28%	12.71%
	1c	Elect Director Michael W. Harlan	For	No	93.45%	6.54%
	1d	Elect Director Larry S. Hughes	For	No	99.81%	0.18%
	1e	Elect Director Worthing F. Jackman *Withdrawn Resolution*	Refer	No		
	1f	Elect Director Elise L. Jordan	For	No	99.30%	0.69%
	1g	Elect Director Susan "Sue" Lee	For	No	99.21%	0.78%
	1h	Elect Director Ronald J. Mittelstaedt	For	No	97.95%	2.04%
	1i	Elect Director William J. Razzouk	For	No	90.33%	9.66%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.45%	4.42%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.94%	0.05%
Intercontinental Exchange, Inc.	1a	Elect Director Sharon Y. Bowen	For	No	99.82%	0.17%
	1b	Elect Director Shantella E. Cooper	For	No	99.11%	0.88%

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19.05.23	1c	Elect Director Duriya M. Farooqui	For	No	99.61%	0.38%
	1d	Elect Director The Right Hon. the Lord Hague of Richmond	For	No	98.86%	1.13%
	1e	Elect Director Mark F. Mulhern	For	No	97.33%	2.66%
	1f	Elect Director Thomas E. Noonan	For	No	98.66%	1.33%
	1g	Elect Director Caroline L. Silver	For	No	97.90%	2.09%
	1h	Elect Director Jeffrey C. Sprecher	Against	Yes	96.23%	3.76%
	1i	Elect Director Judith A. Sprieser	For	No	93.73%	6.26%
	1j	Elect Director Martha A. Tirinnanzi	For	No	99.63%	0.36%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.31%	10.68%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.06%	5.93%	
5	Amend Right to Call Special Meeting	Against	No	3.66%	96.33%	
Morgan Stanley 19.05.23	1a	Elect Director Alistair Darling	For	No	99.43%	0.56%
	1b	Elect Director Thomas H. Glocer	For	No	97.14%	2.85%
	1c	Elect Director James P. Gorman	Against	Yes	97.22%	2.77%
	1d	Elect Director Robert H. Herz	For	No	97.23%	2.76%
	1e	Elect Director Erika H. James	For	No	97.64%	2.35%
	1f	Elect Director Hironori Kamezawa	For	No	99.50%	0.49%
	1g	Elect Director Shelley B. Leibowitz	For	No	99.53%	0.46%
	1h	Elect Director Stephen J. Luczo	For	No	99.01%	0.98%
	1i	Elect Director Jami Miscik	For	No	99.64%	0.35%
	1j	Elect Director Masato Miyachi	For	No	99.51%	0.48%
	1k	Elect Director Dennis M. Nally	For	No	98.07%	1.92%
	1l	Elect Director Mary L. Schapiro	For	No	97.64%	2.35%
	1m	Elect Director Perry M. Traquina	For	No	99.67%	0.32%
	1n	Elect Director Rayford Wilkins, Jr.	For	No	95.02%	4.97%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.49%	2.43%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.28%	3.53%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	25.22%	74.46%
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	No	4.75%	93.81%	
Honeywell International Inc. 19.05.23	1A	Elect Director Darius Adamczyk	Against	Yes	95.80%	4.19%
	1B	Elect Director Duncan Angove	For	No	98.69%	1.30%
	1C	Elect Director William S. Ayer	For	No	97.86%	2.13%
	1D	Elect Director Kevin Burke	For	No	96.43%	3.56%
	1E	Elect Director D. Scott Davis	For	No	93.33%	6.66%
	1F	Elect Director Deborah Flint	For	No	98.83%	1.16%
	1G	Elect Director Vimal Kapur	For	No	98.06%	1.93%
	1H	Elect Director Rose Lee	For	No	98.69%	1.30%
	1I	Elect Director Grace Lieblein	For	No	96.95%	3.04%
	1J	Elect Director Robin L. Washington	For	No	94.28%	5.71%
	1K	Elect Director Robin Watson	For	No	99.35%	0.64%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.21%	6.16%
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	98.92%	0.79%
5	Require Independent Board Chair	For	Yes	44.36%	55.08%	
6	Issue Environmental Justice Report	For	Yes	12.81%	85.41%	
Amgen Inc. 19.05.23	1a	Elect Director Wanda M. Austin	For	No	99.09%	0.90%
	1b	Elect Director Robert A. Bradway	Against	Yes	93.80%	6.19%
	1c	Elect Director Michael V. Drake	For	No	98.90%	1.09%
	1d	Elect Director Brian J. Druker	For	No	99.16%	0.83%
	1e	Elect Director Robert A. Eckert	For	No	92.23%	7.76%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1f	Elect Director Greg C. Garland	For	No	87.73%	12.26%
	1g	Elect Director Charles M. Holley, Jr.	For	No	94.53%	5.46%
	1h	Elect Director S. Omar Ishrak	For	No	99.08%	0.91%
	1i	Elect Director Tyler Jacks	For	No	97.65%	2.34%
	1j	Elect Director Ellen J. Kullman	For	No	96.03%	3.96%
	1k	Elect Director Amy E. Miles	For	No	95.46%	4.53%
	1l	Elect Director Ronald D. Sugar	For	No	90.93%	9.06%
	1m	Elect Director R. Sanders Williams	For	No	95.70%	4.29%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.35%	6.00%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.79%	5.02%
Insulet Corporation 23.05.23	1.1	Elect Director Luciana Borio	For	No	94.23%	5.76%
	1.2	Elect Director Michael R. Minogue	For	No	92.98%	7.01%
	1.3	Elect Director Corinne H. Nevinny	For	No	91.64%	8.35%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	97.83%	2.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Grant Thornton LLP as Auditors	For	No	99.95%	0.04%
Restaurant Brands International Inc. 23.05.23	1.1	Elect Director Alexandre Behring	For	No	89.44%	10.55%
	1.2	Elect Director Maximilien de Limburg Stirum	For	No	99.64%	0.35%
	1.3	Elect Director J. Patrick Doyle	For	No	98.58%	1.41%
	1.4	Elect Director Cristina Farjallat	For	No	98.32%	1.67%
	1.5	Elect Director Jordana Fribourg	For	No	92.51%	7.48%
	1.6	Elect Director Ali Hedayat	For	No	94.65%	5.34%
	1.7	Elect Director Marc Lemann	For	No	92.70%	7.29%
	1.8	Elect Director Jason Melbourne	For	No	97.64%	2.35%
	1.9	Elect Director Daniel S. Schwartz	For	No	99.45%	0.54%
	1.10	Elect Director Thecla Sweeney	For	No	99.78%	0.21%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	74.53%	25.46%
	3	Ratify KPMG LLP as Auditors	Withhold	Yes	95.18%	4.81%
	4	Approve Omnibus Stock Plan	For	No	93.37%	6.62%
	5	Disclose Any Annual Benchmarks for Animal Welfare Goals	Against	No	3.10%	96.89%
	6	Report on Lobbying Payments and Policy	For	Yes	24.68%	75.31%
	7	Report on Risks to Business Due to Increased Labor Market Pressure	For	Yes	15.90%	84.09%
	8	Report on Efforts to Reduce Plastic Use	For	Yes	36.84%	63.15%
Quanta Services, Inc. 23.05.23	1.1	Elect Director Earl C. (Duke) Austin, Jr.	For	No	99.27%	0.72%
	1.2	Elect Director Doyle N. Beneby	For	No	95.87%	4.12%
	1.3	Elect Director Vincent D. Poster	For	No	92.92%	7.07%
	1.4	Elect Director Bernard Fried	For	No	94.19%	5.80%
	1.5	Elect Director Worthing F. Jackman	For	No	92.36%	7.63%
	1.6	Elect Director Holli C. Ladhani	For	No	99.31%	0.68%
	1.7	Elect Director David M. McClanahan	For	No	96.67%	3.32%
	1.8	Elect Director R. Scott Rowe	For	No	99.12%	0.87%
	1.9	Elect Director Margaret B. Shannon	For	No	96.77%	3.22%
	1.10	Elect Director Martha B. Wyrsh	For	No	82.99%	17.00%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.36%	9.63%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.49%	6.50%
Merck & Co., Inc. 23.05.23	1a	Elect Director Douglas M. Baker, Jr.	For	No	98.17%	1.82%
	1b	Elect Director Mary Ellen Coe	For	No	98.19%	1.80%
	1c	Elect Director Pamela J. Craig	For	No	97.86%	2.13%
	1d	Elect Director Robert M. Davis	Against	Yes	91.52%	8.47%
	1e	Elect Director Thomas H. Glocer	For	No	92.61%	7.38%
	1f	Elect Director Risa J. Lavizzo-Mourey	For	No	97.40%	2.59%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1g	Elect Director Stephen L. Mayo	For	No	99.40%	0.59%
	1h	Elect Director Paul B. Rothman	For	No	99.35%	0.64%
	1i	Elect Director Patricia F. Russo	For	No	86.11%	13.88%
	1j	Elect Director Christine E. Seidman	For	No	99.34%	0.65%
	1k	Elect Director Inge G. Thulin	For	No	97.03%	2.96%
	1l	Elect Director Kathy J. Warden	For	No	97.76%	2.23%
	1m	Elect Director Peter C. Wendell	For	No	95.63%	4.36%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.30%	8.69%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.27%	5.72%
	5	Report on Risks Related to Operations in China	Against	No	3.83%	96.16%
	6	Report on Access to COVID-19 Products	For	Yes	31.24%	68.75%
	7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	No	7.31%	92.68%
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	31.09%	68.90%
	9	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	No	1.17%	98.82%
	10	Require Independent Board Chair	For	Yes	32.42%	67.57%
Realty Income Corporation 23.05.23	1a	Elect Director Priscilla Almodovar	For	No	99.01%	0.98%
	1b	Elect Director Jacqueline Brady	For	No	98.27%	1.72%
	1c	Elect Director A. Larry Chapman	For	No	98.01%	1.98%
	1d	Elect Director Reginald H. Gilyard	For	No	89.42%	10.57%
	1e	Elect Director Mary Hogan Preusse	For	No	91.99%	8.00%
	1f	Elect Director Priya Cherian Huskins	For	No	93.78%	6.21%
	1g	Elect Director Gerardo I. Lopez	For	No	99.23%	0.76%
	1h	Elect Director Michael D. McKee	For	No	95.11%	4.88%
	1i	Elect Director Gregory T. McLaughlin	For	No	96.07%	3.92%
	1j	Elect Director Ronald L. Merriman	For	No	93.42%	6.57%
	1k	Elect Director Sumit Roy	For	No	98.84%	1.15%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.93%	3.06%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.21%	6.78%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
bioMerieux SA 23.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.78%	0.21%
	3	Approve Discharge of Directors	Against	Yes	90.49%	9.50%
	4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	No	99.75%	0.24%
	5	Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	For	No	99.99%	0.00%
	6	Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	For	No	99.98%	0.01%
	7	Reelect Philippe Archinard as Director	For	No	90.56%	9.43%
	8	Renew Appointment of Grant Thornton as Auditor	For	No	99.21%	0.78%
	9	Approve Remuneration Policy of Corporate Officers	For	No	98.87%	1.12%
	10	Approve Remuneration Policy of Chairman and CEO	Against	Yes	88.40%	11.59%
	11	Approve Remuneration Policy of Vice-CEO	Against	Yes	86.50%	13.49%
	12	Approve Remuneration Policy of Directors	For	No	99.94%	0.05%
	13	Approve Compensation Report of Corporate Officers	For	No	98.05%	1.94%
	14	Approve Compensation of Alexandre Merieux, Chairman and CEO	For	No	98.37%	1.62%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	15	Approve Compensation of Pierre Boulud, Vice-CEO	Against	Yes	86.87%	13.12%
	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.57%	0.42%
	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.57%	0.42%
	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against	Yes	88.73%	11.26%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Against	Yes	84.18%	15.81%
	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Against	Yes	84.20%	15.79%
	21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against	Yes	85.88%	14.11%
	22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Against	Yes	84.97%	15.02%
	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Yes	87.17%	12.82%
	24	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	For	No	99.75%	0.24%
	25	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Against	Yes	84.52%	15.47%
	26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Against	Yes	85.85%	14.14%
	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.00%	0.99%
	28	Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	For	No	99.05%	0.94%
	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	For	No	98.71%	1.28%
	30	Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	For	No	99.98%	0.01%
	31	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
BioMarin Pharmaceutical Inc. 23.05.23	1.1	Elect Director Mark J. Alles	For	No	85.06%	14.93%
	1.2	Elect Director Elizabeth McKee Anderson	For	No	92.10%	7.89%
	1.3	Elect Director Jean-Jacques Bienaime	Withhold	Yes	91.74%	8.25%
	1.4	Elect Director Willard Dere	For	No	95.17%	4.82%
	1.5	Elect Director Elaine J. Heron	For	No	93.51%	6.48%
	1.6	Elect Director Maykin Ho	For	No	99.38%	0.61%
	1.7	Elect Director Robert J. Hombach	For	No	95.76%	4.23%
	1.8	Elect Director V. Bryan Lawlis	For	No	96.75%	3.24%
	1.9	Elect Director Richard A. Meier	For	No	97.10%	2.89%
	1.10	Elect Director David E.I. Pyott	For	No	94.47%	5.52%
	1.11	Elect Director Dennis J. Slamon	For	No	99.20%	0.79%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.71%	4.28%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.09%	15.90%
	5	Amend Omnibus Stock Plan	For	No	88.90%	11.09%
GE Healthcare Technologies, Inc.	1a	Elect Director Peter J. Arduini	For	No	99.66%	0.33%
	1b	Elect Director H. Lawrence Culp, Jr.	For	No	96.79%	3.20%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
23.05.23	1c	Elect Director Rodney F. Hochman	For	No	99.65%	0.34%
	1d	Elect Director Lloyd W. Howell, Jr.	For	No	99.64%	0.35%
	1e	Elect Director Risa Lavizzo-Mourey	For	No	95.02%	4.97%
	1f	Elect Director Catherine Lesjak	For	No	99.49%	0.50%
	1g	Elect Director Anne T. Madden	For	No	99.65%	0.34%
	1h	Elect Director Tomislav Mihaljevic	For	No	99.63%	0.36%
	1i	Elect Director William J. Stromberg	For	No	99.65%	0.34%
	1j	Elect Director Phoebe L. Yang	For	No	99.62%	0.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.68%	2.93%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.49%	0.38%	
Montana Aerospace AG 23.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report	Against	Yes	81.49%	18.50%
	3	Approve Treatment of Net Loss	For	No	99.97%	0.02%
	4	Approve Discharge of Board and Senior Management	For	No	99.86%	0.13%
	5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Against	Yes	72.50%	27.49%
	5.2	Approve Remuneration of Executive Committee in the Amount of EUR 10.5 Million	Against	Yes	77.26%	22.73%
	6.1.1	Reelect Michael Tojner as Director and Board Co-Chair	For	No	82.45%	17.54%
	6.1.2	Reelect Thomas Williams as Director and Board Co-Chair	For	No	82.90%	17.09%
	6.1.3	Reelect Christian Hosp as Director	For	No	86.27%	13.72%
	6.1.4	Reelect Markus Vischer as Director	For	No	87.22%	12.77%
	6.1.5	Elect Silvia Buchinger as Director	Against	Yes	89.86%	10.13%
	6.1.6	Elect Helmut Wieser as Director	For	No	88.24%	11.75%
	6.2.1	Reappoint Michael Tojner as Member of the Nomination and Compensation Committee	For	No	78.35%	21.64%
	6.2.2	Reappoint Thomas Williams as Member of the Nomination and Compensation Committee	For	No	82.18%	17.81%
	6.2.3	Appoint Christian Hosp as Member of the Nomination and Compensation Committee	For	No	85.67%	14.32%
	6.3	Designate Keller AG as Independent Proxy	For	No	99.98%	0.01%
	6.4	Ratify KPMG AG as Auditors	For	No	97.69%	2.30%
	7.1	Amend Corporate Purpose	For	No	99.96%	0.03%
	7.2	Approve Creation of Capital Band within the Upper Limit of CHF 74.4 Million and the Lower Limit of CHF 55.8 Million with or without Exclusion of Preemptive Rights	Against	Yes	77.78%	22.21%
	7.3	Amend Article Re: Location of General Meeting	For	No	99.91%	0.08%
7.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	84.71%	15.28%	
7.5	Amend Articles of Association	For	No	98.49%	1.50%	
7.6	Amend Articles Re: Editorial Changes	For	No	99.96%	0.03%	
7.7	Amend Articles Re: Compensation of Board and Senior Management	Against	Yes	76.59%	23.40%	
8	Transact Other Business (Voting)	Against	Yes			
Shell Plc 23.05.23	1	Accept Financial Statements and Statutory Reports	For	No	98.80%	1.19%
	2	Approve Remuneration Policy	For	No	94.59%	5.40%
	3	Approve Remuneration Report	For	No	94.67%	5.32%
	4	Elect Wael Sawan as Director	For	No	99.54%	0.45%
	5	Elect Cyrus Taraporevala as Director	For	No	99.80%	0.19%
	6	Elect Sir Charles Roxburgh as Director	For	No	99.81%	0.18%
	7	Elect Leena Srivastava as Director	For	No	99.79%	0.20%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Re-elect Sinead Gorman as Director	For	No	99.45%	0.54%
	9	Re-elect Dick Boer as Director	For	No	99.62%	0.37%
	10	Re-elect Neil Carson as Director	For	No	99.40%	0.59%
	11	Re-elect Ann Godbehere as Director	For	No	98.76%	1.23%
	12	Re-elect Jane Lute as Director	For	No	99.78%	0.21%
	13	Re-elect Catherine Hughes as Director	For	No	98.30%	1.69%
	14	Re-elect Sir Andrew Mackenzie as Director	Against	Yes	93.07%	6.92%
	15	Re-elect Abraham Schot as Director	For	No	99.77%	0.22%
	16	Reappoint Ernst & Young LLP as Auditors	For	No	99.07%	0.92%
	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.89%	0.10%
	18	Authorise Issue of Equity	For	No	97.90%	2.09%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.15%	0.84%
	20	Authorise Market Purchase of Ordinary Shares	For	No	98.61%	1.38%
	21	Authorise Off-Market Purchase of Ordinary Shares	For	No	98.56%	1.43%
	22	Authorise UK Political Donations and Expenditure	For	No	98.83%	1.16%
	23	Adopt New Articles of Association	For	No	99.72%	0.27%
	24	Approve Share Plan	For	No	97.93%	2.06%
	25	Approve the Shell Energy Transition Progress	Against	Yes	80.01%	19.98%
	26	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For	Yes	20.19%	79.80%
Welltower Inc. 23.05.23	1a	Elect Director Kenneth J. Bacon	For	No	93.09%	6.90%
	1b	Elect Director Karen B. DeSalvo	For	No	99.66%	0.33%
	1c	Elect Director Philip L. Hawkins	For	No	96.42%	3.57%
	1d	Elect Director Dennis G. Lopez	For	No	98.13%	1.86%
	1e	Elect Director Shankh Mitra	For	No	99.64%	0.35%
	1f	Elect Director Ade J. Patton	For	No	99.26%	0.73%
	1g	Elect Director Diana W. Reid	For	No	99.26%	0.73%
	1h	Elect Director Sergio D. Rivera	For	No	99.27%	0.72%
	1i	Elect Director Johnese M. Spisso	For	No	98.12%	1.87%
	1j	Elect Director Kathryn M. Sullivan	For	No	97.82%	2.17%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.26%	4.65%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	51.77%	48.08%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
The Allstate Corporation 23.05.23	1a	Elect Director Donald E. Brown	For	No	98.03%	1.96%
	1b	Elect Director Kermit R. Crawford	For	No	96.69%	3.30%
	1c	Elect Director Richard T. Hume	For	No	98.67%	1.32%
	1d	Elect Director Margaret M. Keane	For	No	98.07%	1.92%
	1e	Elect Director Siddharth N. Mehta	For	No	98.66%	1.33%
	1f	Elect Director Jacques P. Perold	For	No	98.73%	1.26%
	1g	Elect Director Andrea Redmond	For	No	95.62%	4.37%
	1h	Elect Director Gregg M. Sherrill	For	No	98.37%	1.62%
	1i	Elect Director Judith A. Sprieser	For	No	96.15%	3.84%
	1j	Elect Director Pery M. Traquina	For	No	97.22%	2.77%
	1k	Elect Director Monica Turner	For	No	99.08%	0.91%
	1l	Elect Director Thomas J. Wilson	Against	Yes	93.85%	6.14%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.99%	9.40%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	93.72%	6.05%
Waters Corporation 23.05.23	1.1	Elect Director Flemming Ornskov	For	No	84.08%	15.91%
	1.2	Elect Director Linda Baddour	For	No	98.34%	1.65%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.3	Elect Director Udit Batra	For	No	99.26%	0.73%
	1.4	Elect Director Dan Brennan	For	No	99.26%	0.73%
	1.5	Elect Director Richard Fearon	For	No	97.91%	2.08%
	1.6	Elect Director Pearl S. Huang	For	No	95.11%	4.88%
	1.7	Elect Director Wei Jiang	For	No	99.21%	0.78%
	1.8	Elect Director Christopher A. Kuebler	For	No	90.26%	9.73%
	1.9	Elect Director Mark Vergnano	For	No	97.67%	2.32%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.21%	5.78%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	80.03%	19.96%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
East West Bancorp, Inc. 23.05.23	1.1	Elect Director Manuel P. Alvarez	For	No	99.44%	0.55%
	1.2	Elect Director Molly Campbell	For	No	98.15%	1.84%
	1.3	Elect Director Archana Deskus	For	No	98.63%	1.36%
	1.4	Elect Director Serge Dumont	For	No	98.53%	1.46%
	1.5	Elect Director Rudolph I. Estrada	For	No	96.93%	3.06%
	1.6	Elect Director Paul H. Irving	For	No	88.21%	11.78%
	1.7	Elect Director Sabrina Kay	For	No	99.19%	0.80%
	1.8	Elect Director Jack C. Liu	For	No	96.67%	3.32%
	1.9	Elect Director Dominic Ng	Against	Yes	96.21%	3.78%
	1.10	Elect Director Lester M. Sussman	For	No	98.62%	1.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.42%	3.44%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	99.41%	0.44%
Orange SA 23.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.87%	0.12%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.93%	0.06%
	3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	No	86.31%	13.68%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%	0.01%
	5	Reelect Anne Lange as Director	For	No	90.57%	9.42%
	6	Reelect Anne-Gabrielle Heilbronner as Director	Against	Yes	80.38%	19.61%
	7	Reelect Alexandre Bompard as Director	For	No	73.04%	26.95%
	8	Elect Momar Nguer as Director	For	No	99.88%	0.11%
	9	Elect Gilles Grapinet as Director	For	No	99.79%	0.20%
	10	Approve Compensation Report	For	No	99.42%	0.57%
	11	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Against	Yes	95.42%	4.57%
	12	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Against	Yes	99.82%	0.17%
	13	Approve Compensation of Christel Heydemann, CEO since April 4 2022	Against	Yes	97.44%	2.55%
	14	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	Against	Yes	99.87%	0.12%
	15	Approve Compensation of Ramon Fernandez, Vice-CEO	Against	Yes	97.44%	2.55%
	16	Approve Remuneration Policy of Chairman of the Board	For	No	86.05%	13.94%
	17	Approve Remuneration Policy of CEO	For	No	83.88%	16.11%
	18	Approve Remuneration Policy of Directors	For	No	99.91%	0.08%
	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.82%	1.17%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	For	No	98.84%	1.15%
	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	For	No	79.41%	20.58%
	22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	For	No	77.35%	22.64%
	23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	For	No	90.27%	9.72%
	24	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	For	No	97.86%	2.13%
	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	97.65%	2.34%
	26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	For	No	98.96%	1.03%
	27	Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	For	No	85.41%	14.58%
	28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	97.81%	2.18%
	29	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	For	No	99.65%	0.34%
	30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	86.38%	13.61%
	31	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%	0.01%
	A	Amend Article 13 of Bylaws Re: Plurality of Directorships	Against	No	16.67%	83.32%
	B	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	For	Yes	17.68%	82.31%
	C	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	For	Yes	17.69%	82.30%
	D	Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	For	Yes	19.20%	80.79%
Societe Generale SA 23.05.23	1	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.34%	0.65%
	2	Approve Financial Statements and Statutory Reports	For	No	99.29%	0.70%
	3	Approve Treatment of Losses and Dividends of EUR 1.70 per Share	For	No	98.49%	1.50%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.62%	0.37%
	5	Approve Remuneration Policy of Chairman of the Board	For	No	93.66%	6.33%
	6	Approve Remuneration Policy of CEO and Vice-CEOs	For	No	78.73%	21.26%
	7	Approve Remuneration Policy of Directors	For	No	92.40%	7.59%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Approve Compensation Report of Corporate Officers	For	No	95.13%	4.86%
	9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For	No	93.50%	6.49%
	10	Approve Compensation of Frederic Oudea, CEO	For	No	92.96%	7.03%
	11	Approve Compensation of Philippe Aymerich, Vice-CEO	For	No	93.69%	6.30%
	12	Approve Compensation of Diony Lebot, Vice-CEO	For	No	93.30%	6.69%
	13	Approve the Aggregate Remuneration Granted in 2022 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	For	No	97.77%	2.22%
	14	Elect Slawomir Krupa as Director	For	No	98.74%	1.25%
	15	Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova	For	No	88.56%	11.43%
	16	Elect Ulrika Ekman as Director	For	No	98.94%	1.05%
	17	Elect Benoit de Ruffray as Director	For	No	94.49%	5.50%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.63%	1.36%
	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	97.56%	2.43%
	20	Amend Article 7 of Bylaws Re: Representative of Employee Shareholders Length of Term	For	No	99.10%	0.89%
	21	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	No	96.78%	3.21%
	22	Authorize Filing of Required Documents/Other Formalities	For	No	99.65%	0.34%
BlackRock, Inc. 24.05.23	1a	Elect Director Bader M. Alsaad	For	No	98.93%	1.06%
	1b	Elect Director Pamela Daley	For	No	99.13%	0.86%
	1c	Elect Director Laurence D. Fink	Against	Yes	96.44%	3.55%
	1d	Elect Director William E. Ford	For	No	97.21%	2.78%
	1e	Elect Director Fabrizio Freda	For	No	98.35%	1.64%
	1f	Elect Director Murry S. Gerber	For	No	95.25%	4.74%
	1g	Elect Director Margaret "Peggy" L. Johnson	For	No	99.03%	0.96%
	1h	Elect Director Robert S. Kapito	For	No	98.84%	1.15%
	1i	Elect Director Cheryl D. Mills	For	No	98.20%	1.79%
	1j	Elect Director Gordon M. Nixon	For	No	96.39%	3.60%
	1k	Elect Director Kristin C. Peck	For	No	99.48%	0.51%
	1l	Elect Director Charles H. Robbins	For	No	99.49%	0.50%
	1m	Elect Director Marco Antonio Slim Domit	For	No	88.12%	11.87%
	1n	Elect Director Hans E. Vestberg	For	No	99.36%	0.63%
	1o	Elect Director Susan L. Wagner	For	No	97.56%	2.43%
	1p	Elect Director Mark Wilson	For	No	99.51%	0.48%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.28%	7.61%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.04%	3.88%
	5	Report on Third-Party Civil Rights Audit	Against	No	1.09%	97.36%
	6	Report on Ability to Engineer Decarbonization in the Real Economy	For	Yes	9.46%	89.13%
	7	Report on Societal Impacts of Aerospace & Defense Industry ETF	For	Yes	7.56%	90.58%
Marathon Oil Corporation 24.05.23	1a	Elect Director Chadwick C. Deaton	For	No	97.01%	2.98%
	1b	Elect Director Marcela E. Donadio	For	No	94.91%	5.08%
	1c	Elect Director M. Elise Hyland	For	No	96.36%	3.63%
	1d	Elect Director Holli C. Ladhani	For	No	97.60%	2.39%
	1e	Elect Director Mark A. McCollum	For	No	96.77%	3.22%
	1f	Elect Director Brent J. Smolik	For	No	97.50%	2.49%
	1g	Elect Director Lee M. Tillman	Against	Yes	97.02%	2.97%
	1h	Elect Director Shawn D. Williams	For	No	99.55%	0.44%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.36%	3.44%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.32%	5.35%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
PayPal Holdings, Inc. 24.05.23	1a	Elect Director Rodney C. Adkins	For	No	93.15%	6.84%
	1b	Elect Director Jonathan Christodoro	For	No	95.27%	4.72%
	1c	Elect Director John J. Donahoe	For	No	92.94%	7.05%
	1d	Elect Director David W. Dorman	For	No	91.95%	8.04%
	1e	Elect Director Belinda J. Johnson	For	No	97.64%	2.35%
	1f	Elect Director Enrique Lores	For	No	97.38%	2.61%
	1g	Elect Director Gail J. McGovern	For	No	94.44%	5.55%
	1h	Elect Director Deborah M. Messemer	For	No	96.98%	3.01%
	1i	Elect Director David M. Moffett	For	No	96.26%	3.73%
	1j	Elect Director Ann M. Sarnoff	For	No	97.63%	2.36%
	1k	Elect Director Daniel H. Schulman	For	No	97.42%	2.57%
	1l	Elect Director Frank D. Yeary	For	No	97.37%	2.62%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	78.01%	21.75%
	3	Amend Omnibus Stock Plan	For	No	81.61%	18.15%
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.87%	4.92%
	5	Adopt a Policy on Services in Conflict Zones	Against	No	10.99%	86.93%
	6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	14.50%	82.26%
	7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	Refer	No		
	8	Report on Ensuring Respect for Civil Liberties	Against	No	1.17%	97.69%
	9	Adopt Majority Vote Standard for Director Elections	Against	No	19.94%	79.11%
NXP Semiconductors N.V. 24.05.23	1	Adopt Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Discharge of Board Members	For	No	99.73%	0.26%
	3a	Reelect Kurt Sievers as Executive Director	For	No	99.82%	0.17%
	3b	Reelect Annette Clayton as Non-Executive Director	For	No	97.29%	2.70%
	3c	Reelect Anthony Foxx as Non-Executive Director	For	No	98.84%	1.15%
	3d	Reelect Chunyuan Gu as Non-Executive Director	For	No	99.87%	0.12%
	3e	Reelect Lena Olving as Non-Executive Director	For	No	99.41%	0.58%
	3f	Reelect Julie Southern as Non-Executive Director	For	No	97.34%	2.65%
	3g	Reelect Jasmin Staiblin as Non-Executive Director	For	No	99.80%	0.19%
	3h	Reelect Gregory Summe as Non-Executive Director	For	No	93.43%	6.56%
	3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For	No	91.66%	8.33%
	3j	Reelect Moshe Gavrielov as Non-Executive Director	For	No	99.88%	0.11%
	4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No	99.56%	0.43%
	5	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.76%	1.23%
	6	Authorize Share Repurchase Program	For	No	99.74%	0.25%
	7	Approve Cancellation of Ordinary Shares	For	No	99.93%	0.06%
	8	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.94%	0.05%
	9	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.84%	5.15%
Amazon.com, Inc. 24.05.23	1a	Elect Director Jeffrey P. Bezos	Against	Yes	95.00%	4.99%
	1b	Elect Director Andrew R. Jassy	For	No	99.01%	0.98%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1c	Elect Director Keith B. Alexander	For	No	98.30%	1.69%
	1d	Elect Director Edith W. Cooper	Against	Yes	81.29%	18.70%
	1e	Elect Director Jamie S. Gorelick	For	No	96.05%	3.94%
	1f	Elect Director Daniel P. Huttenlocher	Against	Yes	81.00%	18.99%
	1g	Elect Director Judith A. McGrath	Against	Yes	71.25%	28.74%
	1h	Elect Director Indra K. Nooyi	For	No	98.16%	1.83%
	1i	Elect Director Jonathan J. Rubinstein	For	No	96.16%	3.83%
	1j	Elect Director Patricia Q. Stonesifer	For	No	95.24%	4.75%
	1k	Elect Director Wendell P. Weeks	For	No	98.48%	1.51%
	2	Ratify Ratification of Ernst & Young LLP as Auditors	Against	Yes	96.47%	3.31%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	68.13%	31.52%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Omnibus Stock Plan	For	No	93.22%	6.51%
	6	Report on Climate Risk in Retirement Plan Options	For	Yes	6.65%	85.29%
	7	Report on Customer Due Diligence	For	Yes	33.90%	65.29%
	8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	For	Yes	10.24%	87.35%
	9	Report on Government Take Down Requests	Against	No	1.59%	97.35%
	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	Yes	26.98%	69.62%
	11	Publish a Tax Transparency Report	For	Yes	17.55%	81.62%
	12	Report on Climate Lobbying	For	Yes	23.54%	75.09%
	13	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	29.02%	70.23%
	14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against	No	0.82%	98.48%
	15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	11.45%	87.85%
	16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For	Yes	34.62%	64.56%
	17	Consider Pay Disparity Between Executives and Other Employees	For	Yes	6.46%	92.26%
	18	Report on Animal Welfare Standards	Against	No	5.56%	93.34%
	19	Establish a Public Policy Committee	For	Yes	6.27%	92.54%
	20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Yes	18.32%	81.00%
	21	Commission a Third Party Audit on Working Conditions	For	Yes	35.15%	64.09%
	22	Report on Efforts to Reduce Plastic Use	For	Yes	31.83%	66.79%
	23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For	Yes	37.18%	62.01%
The Travelers Companies, Inc. 24.05.23	1a	Elect Director Alan L. Beller	For	No	95.37%	4.62%
	1b	Elect Director Janet M. Dolan	For	No	94.32%	5.67%
	1c	Elect Director Russell G. Golden	For	No	99.22%	0.77%
	1d	Elect Director Patricia L. Higgins	For	No	95.51%	4.48%
	1e	Elect Director William J. Kane	For	No	96.85%	3.14%
	1f	Elect Director Thomas B. Leonardi	For	No	96.06%	3.93%
	1g	Elect Director Clarence Otis, Jr.	For	No	93.45%	6.54%
	1h	Elect Director Elizabeth E. Robinson	For	No	96.04%	3.95%
	1i	Elect Director Philip T. (Pete) Ruegger, III	For	No	95.31%	4.68%
	1j	Elect Director Rafael Santana	For	No	96.52%	3.47%
	1k	Elect Director Todd C. Schermerhorn	For	No	99.33%	0.66%
	1l	Elect Director Alan D. Schnitzer	Against	Yes	95.24%	4.75%
	1m	Elect Director Laurie J. Thomsen	For	No	95.57%	4.42%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1n	Elect Director Bridget van Kralingen	For	No	99.31%	0.68%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.95%	3.86%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	85.60%	13.98%
	5	Approve Omnibus Stock Plan	For	No	94.41%	5.28%
	6	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	For	Yes	14.50%	84.49%
	7	Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	Against	No	8.69%	90.03%
	8	Oversee and Report on a Third-Party Racial Equity Audit	For	Yes	34.94%	64.00%
	9	Ensure Policies Do Not Support Police Violations of Civil Rights	For	Yes	10.24%	86.26%
	10	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	Refer	No		
Aluflexpack AG 24.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Remuneration Report (Non-Binding)	For	No	92.92%	7.07%
	3	Approve Treatment of Net Loss	For	No	99.96%	0.03%
	4	Approve Discharge of Board and Senior Management	For	No	99.79%	0.20%
	5.1	Approve Remuneration of Directors in the Amount of EUR 200,000	For	No	97.16%	2.83%
	5.2.1	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of EUR 1.3 Million	For	No	97.13%	2.86%
	5.2.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of EUR 450,000	For	No	97.11%	2.88%
	6.1	Reelect Martin Ohneberg as Director and Board Chair	For	No	85.92%	14.07%
	6.2	Reelect Luis Buehler as Director	For	No	87.18%	12.81%
	6.3	Reelect Christian Hosp as Director	For	No	87.95%	12.04%
	6.4	Reelect Markus Vischer as Director	For	No	99.96%	0.03%
	6.5	Reelect Bernd Winter as Director	For	No	98.56%	1.43%
	7.1	Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	For	No	85.99%	14.00%
	7.2	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	For	No	86.83%	13.16%
	7.3	Reappoint Bernd Winter as Member of the Nomination and Compensation Committee	For	No	97.22%	2.77%
	8	Ratify KPMG AG as Auditors	For	No	99.97%	0.02%
	9	Designate Keller AG as Independent Proxy	For	No	98.83%	1.16%
	10.1	Amend Corporate Purpose	For	No	99.90%	0.06%
	10.2	Approve Creation of Capital Band within the Upper Limit of CHF 26 Million and the Lower Limit of CHF 15.6 Million with or without Exclusion of Preemptive Rights	Against	Yes	79.51%	20.42%
	10.3	Amend Article Re: Location of General Meeting	For	No	99.58%	0.39%
	10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	75.30%	24.69%
	10.5	Amend Articles of Association	For	No	99.98%	0.01%
	10.6	Amend Articles Re: Editorial Changes	For	No	98.69%	1.30%
	11	Transact Other Business (Voting)	Against	Yes		
AvalonBay Communities, Inc.	1a	Elect Director Glyn F. Aepfel	For	No	96.81%	3.18%
	1b	Elect Director Terry S. Brown	For	No	96.71%	3.28%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
24.05.23	1c	Elect Director Ronald L. Havner, Jr.	For	No	99.11%	0.88%
	1d	Elect Director Stephen P. Hills	For	No	98.94%	1.05%
	1e	Elect Director Christopher B. Howard	For	No	99.42%	0.57%
	1f	Elect Director Richard J. Lieb	For	No	95.25%	4.74%
	1g	Elect Director Nnenna Lynch	For	No	99.40%	0.59%
	1h	Elect Director Charles E. Mueller, Jr.	For	No	99.26%	0.73%
	1i	Elect Director Timothy J. Naughton	For	No	96.73%	3.26%
	1j	Elect Director Benjamin W. Schall	For	No	99.79%	0.20%
	1k	Elect Director Susan Swanezy	For	No	89.50%	10.49%
	1l	Elect Director W. Edward Walter	For	No	94.20%	5.79%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.06%	5.93%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.26%	4.73%
	China Mobile Limited 24.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%
2		Approve Profit Distribution Plan and Final Dividend	For	No	99.99%	0.00%
3		Authorize Board to Determine Interim Profit Distribution of the Company	For	No	99.99%	0.00%
4.1		Elect Li Pizheng as Director	For	No	99.82%	0.16%
4.2		Elect Li Ronghua as Director	For	No	99.83%	0.15%
5.1		Elect Stephen Yiu Kin Wah as Director	For	No	99.40%	0.41%
5.2		Elect Carmelo Lee Ka Sze as Director	For	No	99.61%	0.37%
5.3		Elect Margaret Leung Ko May Yee as Director	For	No	99.81%	0.17%
6		Approve KPMG and KPMG Huazhen LLP as Auditors of the Group and Authorize Board to Fix Their Remuneration	For	No	99.99%	0.00%
7		Authorize Repurchase of Issued Share Capital	For	No	99.84%	0.14%
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	96.74%	3.08%	
9	Authorize Reissuance of Repurchased Shares	Against	Yes	96.97%	3.01%	
10	Approve External Guarantees Plan	Against	Yes	98.20%	1.77%	
Fidelity National Information Services, Inc. 24.05.23	1a	Elect Director Lee Adrean	For	No	99.72%	0.27%
	1b	Elect Director Ellen R. Alemany	For	No	96.39%	3.60%
	1c	Elect Director Mark D. Benjamin	For	No	99.41%	0.58%
	1d	Elect Director Vijay G. D'Silva	For	No	98.58%	1.41%
	1e	Elect Director Stephanie L. Ferris	For	No	99.43%	0.56%
	1f	Elect Director Jeffrey A. Goldstein	For	No	97.00%	2.99%
	1g	Elect Director Lisa A. Hook	For	No	95.54%	4.45%
	1h	Elect Director Kenneth T. Lamneck	For	No	97.20%	2.79%
	1i	Elect Director Gary L. Lauer	For	No	96.06%	3.93%
	1j	Elect Director Louise M. Parent	For	No	98.44%	1.55%
	1k	Elect Director Brian T. Shea	For	No	99.20%	0.79%
	1l	Elect Director James B. Stallings, Jr.	For	No	97.62%	2.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.96%	8.03%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Ratify KPMG LLP as Auditors	For	No	97.25%	2.74%	
The Southern Company 24.05.23	1a	Elect Director Janaki Akella	For	No	98.63%	1.36%
	1b	Elect Director Henry A. "Hal" Clark, III	For	No	97.42%	2.57%
	1c	Elect Director Anthony F. "Tony" Earley, Jr.	For	No	93.82%	6.17%
	1d	Elect Director Thomas A. Fanning	Against	Yes	96.23%	3.76%
	1e	Elect Director David J. Grain	Against	Yes	95.81%	4.18%
	1f	Elect Director Colette D. Honorable	For	No	97.70%	2.29%
	1g	Elect Director Donald M. James	For	No	96.87%	3.12%
	1h	Elect Director John D. Johns	For	No	96.78%	3.21%
	1i	Elect Director Dale E. Klein	Against	Yes	95.63%	4.36%
	1j	Elect Director David E. Meador	For	No	99.41%	0.58%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1k	Elect Director Ernest J. Moniz	For	No	97.53%	2.46%
	1l	Elect Director William G. Smith, Jr.	For	No	95.31%	4.68%
	1m	Elect Director Kristine L. Svinicki	For	No	99.27%	0.72%
	1n	Elect Director Lizanne Thomas	For	No	98.40%	1.59%
	1o	Elect Director Christopher C. Womack	For	No	98.54%	1.45%
	1p	Elect Director E. Jenner Wood, III	For	No	97.40%	2.59%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.98%	7.01%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.60%	2.39%
	5	Eliminate Supermajority Vote Requirement	For	No	66.33%	1.00%
	6	Adopt Simple Majority Vote	For	Yes	38.02%	61.97%
	7	Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For	Yes	19.77%	80.22%
	8	Report on Feasibility of Net-Zero GHG Emissions	Against	No		
YASKAWA Electric Corp. 24.05.23	1.1	Elect Director Ogasawara, Hiroshi	For	No		
	1.2	Elect Director Ogawa, Masahiro	For	No		
	1.3	Elect Director Murakami, Shuji	For	No		
	1.4	Elect Director Morikawa, Yasuhiko	For	No		
	2.1	Elect Director and Audit Committee Member Nakayama, Yuji	For	No		
	2.2	Elect Director and Audit Committee Member Ikuyama, Takeshi	For	No		
	2.3	Elect Director and Audit Committee Member Koike, Toshikazu	For	No		
	2.4	Elect Director and Audit Committee Member Matsuhashi, Kaori	For	No		
	2.5	Elect Director and Audit Committee Member Nishio, Keiji	For	No		
	2.6	Elect Director and Audit Committee Member Hodaka, Yaeko	For	No		
American Tower Corporation 24.05.23	1a	Elect Director Thomas A. Bartlett	For	No	99.53%	0.46%
	1b	Elect Director Kelly C. Chambliss	For	No	99.23%	0.76%
	1c	Elect Director Teresa H. Clarke	For	No	99.64%	0.35%
	1d	Elect Director Raymond P. Dolan	For	No	97.87%	2.12%
	1e	Elect Director Kenneth R. Frank	For	No	99.68%	0.31%
	1f	Elect Director Robert D. Hormats	For	No	97.97%	2.02%
	1g	Elect Director Grace D. Lieblein	For	No	99.72%	0.27%
	1h	Elect Director Craig Macnab	For	No	99.46%	0.53%
	1i	Elect Director JoAnn A. Reed	For	No	94.36%	5.63%
	1j	Elect Director Pamela D. A. Reeve	For	No	94.52%	5.47%
	1k	Elect Director Bruce L. Tanner	For	No	99.68%	0.31%
	1l	Elect Director Samme L. Thompson	For	No	95.72%	4.27%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.77%	5.22%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.17%	3.82%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Extra Space Storage Inc. 24.05.23	1.1	Elect Director Kenneth M. Woolley	For	No	97.89%	2.10%
	1.2	Elect Director Joseph D. Margolis	For	No	99.23%	0.76%
	1.3	Elect Director Roger B. Porter	For	No	95.10%	4.89%
	1.4	Elect Director Jennifer Blouin	For	No	99.74%	0.25%
	1.5	Elect Director Joseph J. Bonner	For	No	98.70%	1.29%
	1.6	Elect Director Gary L. Crittenden	For	No	98.68%	1.31%
	1.7	Elect Director Spencer F. Kirk	For	No	98.81%	1.18%
	1.8	Elect Director Diane Olmstead	For	No	98.73%	1.26%
	1.9	Elect Director Jefferson S. Shreve	For	No	99.68%	0.31%
	1.10	Elect Director Julia Vander Ploeg	For	No	98.93%	1.06%
	2	Ratify Ernst & Young LLP as Auditors	For	No	95.51%	4.48%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.29%	3.70%
STMicroelectronics NV 24.05.23	1	Receive Report of Management Board (Non-Voting)	Refer	No		
	2	Receive Report of Supervisory Board (Non-Voting)	Refer	No		
	3	Approve Remuneration Report	For	No	92.48%	7.51%
	4	Adopt Financial Statements and Statutory Reports	For	No	99.72%	0.27%
	5	Approve Dividends	For	No	99.86%	0.13%
	6	Approve Discharge of Management Board	For	No	97.57%	2.42%
	7	Approve Discharge of Supervisory Board	For	No	97.52%	2.47%
	8	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	No	95.93%	4.06%
	9	Reelect Yann Delabriere to Supervisory Board	For	No	99.41%	0.58%
	10	Reelect Ana de Pro Gonzalo to Supervisory Board	For	No	98.75%	1.24%
	11	Reelect Frederic Sanchez to Supervisory Board	For	No	98.48%	1.51%
	12	Reelect Maurizio Tamagnini to Supervisory Board	For	No	95.65%	4.34%
	13	Elect Helene Vletter-van Dort to Supervisory Board	For	No	99.90%	0.09%
	14	Elect Paolo Visca to Supervisory Board	For	No	99.79%	0.20%
	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.06%	0.93%
	16	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	No	98.29%	1.70%
	17	Allow Questions	Refer	No		
Xcel Energy Inc. 24.05.23	1a	Elect Director Megan Burkhardt	For	No	98.99%	1.00%
	1b	Elect Director Lynn Casey	For	No	99.36%	0.63%
	1c	Elect Director Bob Frenzel	Against	Yes	95.31%	4.68%
	1d	Elect Director Netha Johnson	For	No	99.43%	0.56%
	1e	Elect Director Patricia Kampling	For	No	98.94%	1.05%
	1f	Elect Director George Kehl	For	No	99.23%	0.76%
	1g	Elect Director Richard O'Brien	For	No	98.59%	1.40%
	1h	Elect Director Charles Pardee	For	No	99.23%	0.76%
	1i	Elect Director Christopher Policinski	For	No	98.38%	1.61%
	1j	Elect Director James Prokopanko	For	No	96.47%	3.52%
	1k	Elect Director Kim Williams	For	No	98.64%	1.35%
	1l	Elect Director Daniel Yohannes	For	No	99.04%	0.95%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.52%	5.47%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.61%	3.13%
DuPont de Nemours, Inc. 24.05.23	1a	Elect Director Amy G. Brady	For	No	99.39%	0.60%
	1b	Elect Director Edward D. Breen	Against	Yes	96.81%	3.18%
	1c	Elect Director Ruby R. Chandy	For	No	99.33%	0.66%
	1d	Elect Director Terrence R. Curtin	For	No	98.47%	1.52%
	1e	Elect Director Alexander M. Cutler	For	No	95.39%	4.60%
	1f	Elect Director Eleuthere I. du Pont	For	No	98.45%	1.54%
	1g	Elect Director Kristina M. Johnson	For	No	97.97%	2.02%
	1h	Elect Director Luther C. Kissam	For	No	98.47%	1.52%
	1i	Elect Director Frederick M. Lowery	For	No	96.39%	3.60%
	1j	Elect Director Raymond J. Milchovich	For	No	97.55%	2.44%
	1k	Elect Director Deanna M. Mulligan	For	No	96.90%	3.09%
	1l	Elect Director Steven M. Sterin	For	No	99.36%	0.63%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	80.00%	19.99%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.69%	0.30%
	4	Require Independent Board Chair	For	Yes	25.29%	74.70%
Thermo Fisher	1a	Elect Director Marc N. Casper	Against	Yes	90.62%	9.37%



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Scientific Inc. 24.05.23	1b	Elect Director Nelson J. Chai	For	No	93.45%	6.54%
	1c	Elect Director Ruby R. Chandy	For	No	98.78%	1.21%
	1d	Elect Director C. Martin Harris	For	No	94.84%	5.15%
	1e	Elect Director Tyler Jacks	For	No	97.35%	2.64%
	1f	Elect Director R. Alexandra Keith	For	No	95.63%	4.36%
	1g	Elect Director James C. Mullen	For	No	97.70%	2.29%
	1h	Elect Director Lars R. Sorensen	For	No	90.18%	9.81%
	1i	Elect Director Debora L. Spar	For	No	98.79%	1.20%
	1j	Elect Director Scott M. Sperling	For	No	93.76%	6.23%
	1k	Elect Director Dion J. Weisler	For	No	94.74%	5.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	78.96%	21.03%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	90.35%	9.64%
5	Amend Omnibus Stock Plan	For	No	94.41%	5.58%	
6	Approve Qualified Employee Stock Purchase Plan	For	No	99.62%	0.37%	
EOG Resources, Inc. 24.05.23	1a	Elect Director Janet F. Clark	For	No	91.56%	8.43%
	1b	Elect Director Charles R. Crisp	For	No	90.45%	9.54%
	1c	Elect Director Robert P. Daniels	For	No	95.28%	4.71%
	1d	Elect Director Lynn A. Dugle	For	No	95.16%	4.83%
	1e	Elect Director C. Christopher Gaut	For	No	94.82%	5.17%
	1f	Elect Director Michael T. Kerr	For	No	95.42%	4.57%
	1g	Elect Director Julie J. Robertson	For	No	94.47%	5.52%
	1h	Elect Director Donald F. Textor	For	No	93.56%	6.43%
	1i	Elect Director Ezra Y. Yacob	Against	Yes	95.74%	4.25%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.79%	3.07%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.76%	8.06%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	Peach Property Group AG 24.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.87%
2		Approve Remuneration Report	Against	Yes	87.85%	12.14%
3		Approve Treatment of Net Loss	For	No	99.86%	0.13%
4.1		Approve Discharge of Board Chair Reto Garzetti	For	No	97.90%	2.09%
4.2		Approve Discharge of Director Peter Bodmer	For	No	99.64%	0.35%
4.3		Approve Discharge of Director Christian De Prati	For	No	99.64%	0.35%
4.4		Approve Discharge of Director Kurt Hardt	For	No	99.88%	0.11%
4.5		Approve Discharge of Director Klaus Schmitz	For	No	99.88%	0.11%
4.6		Approve Discharge of CEO Thomas Wolfensberger	For	No	99.67%	0.32%
4.7		Approve Discharge of CFO Thorsten Arsan	For	No	99.87%	0.12%
4.8		Approve Discharge of Head of Letting and Sales Andreas Steinbauer	For	No	99.89%	0.10%
5.1		Amend Articles Re: Conditional Capital	For	No	99.11%	0.09%
5.2		Approve Creation of Capital Band within the Upper Limit of CHF 872.2 Million and the Lower Limit of CHF 589.2 Million with or without Exclusion of Preemptive Rights	Against	Yes	89.51%	9.61%
5.3		Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	90.21%	9.78%
5.4		Amend Articles Re: Board Meetings; Duties of the Board of Directors	For	No	99.89%	0.10%
5.5		Amend Articles Re: Compensation of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee	For	No	98.56%	1.43%
6		Approve CHF 599.5 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	For	No	99.72%	0.27%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1.1	Reelect Reto Garzetti as Director	Against	Yes	88.66%	11.33%
	7.1.2	Reelect Peter Bodmer as Director	For	No	95.25%	4.74%
	7.1.3	Reelect Christian De Prati as Director	For	No	97.33%	2.66%
	7.1.4	Reelect Kurt Hardt as Director	For	No	98.33%	1.66%
	7.1.5	Reelect Klaus Schmitz as Director	For	No	94.82%	5.17%
	7.2	Reelect Reto Garzetti as Board Chair	Against	Yes	87.90%	12.09%
	8.1	Reappoint Christian De Prati as Member of the Compensation Committee	Against	Yes	90.84%	9.15%
	8.2	Reappoint Kurt Hardt as Member of the Compensation Committee	Against	Yes	91.27%	8.72%
	8.3	Reappoint Klaus Schmitz as Member of the Compensation Committee	Against	Yes	90.22%	9.77%
	9	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	10	Designate Daniel Ronzani as Independent Proxy	For	No		
	11.1	Approve Remuneration of Directors in the Amount of CHF 850,000	For	No	96.25%	3.74%
	11.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	No	99.68%	0.31%
	11.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	For	No	98.28%	1.71%
	12	Transact Other Business (Voting)	Against	Yes		
Reinsurance Group of America, Incorporated 24.05.23	1a	Elect Director Pina Albo	For	No	98.04%	1.95%
	1b	Elect Director Tony Cheng	For	No	98.70%	1.29%
	1c	Elect Director John J. Gauthier	For	No	99.57%	0.42%
	1d	Elect Director Patricia L. Guinn	For	No	99.55%	0.44%
	1e	Elect Director Anna Manning	For	No	99.83%	0.16%
	1f	Elect Director Hazel M. McNeilage	For	No	97.61%	2.38%
	1g	Elect Director George Nichols, III	For	No	98.07%	1.92%
	1h	Elect Director Stephen O'Hearn	For	No	99.41%	0.58%
	1i	Elect Director Shundrawn Thomas	For	No	97.56%	2.43%
	1j	Elect Director Khanh T. Tran	For	No	99.62%	0.37%
	1k	Elect Director Steven C. Van Wyk	For	No	99.57%	0.42%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.00%	4.99%
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.59%	3.40%
Dassault Systemes SA 24.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.86%	0.13%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	For	No	99.88%	0.11%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.99%	0.00%
	5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	No	96.69%	3.30%
	6	Approve Remuneration Policy of Corporate Officers	Against	Yes	82.17%	17.82%
	7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	For	No	98.21%	1.78%
	8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	For	No	89.27%	10.72%
	9	Approve Compensation Report of Corporate Officers	Against	Yes	82.28%	17.71%
	10	Reelect Catherine Dassault as Director	For	No	98.12%	1.87%
	11	Elect Genevieve Berger as Director	For	No	99.94%	0.05%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	No	99.40%	0.59%
	13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.77%	0.22%
	14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	No	99.92%	0.07%
	15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	No	98.58%	1.41%
	16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	For	No	97.12%	2.87%
	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	No	96.66%	3.33%
	18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	For	No	99.98%	0.01%
	19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	98.38%	1.61%
	20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	93.20%	6.79%
	21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	No	96.23%	3.76%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.94%	0.05%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.94%	0.05%
	24	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Coca-Cola Europacific Partners plc 24.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Policy	For	No	99.09%	0.90%
	3	Approve Remuneration Report	Against	Yes	81.46%	18.53%
	4	Elect Mary Harris as Director	For	No	98.61%	1.38%
	5	Elect Nicolas Mirzayantz as Director	For	No	99.73%	0.26%
	6	Elect Nancy Quan as Director	For	No	99.14%	0.85%
	7	Re-elect Manolo Arroyo as Director	Against	Yes	81.51%	18.48%
	8	Re-elect John Bryant as Director	For	No	95.57%	4.42%
	9	Re-elect Jose Ignacio Comenge as Director	Against	Yes	84.85%	15.14%
	10	Re-elect Damian Gammell as Director	For	No	99.48%	0.51%
	11	Re-elect Nathalie Gaveau as Director	For	No	99.63%	0.36%
	12	Re-elect Alvaro Gomez-Trenor Aguilar as Director	For	No	99.15%	0.84%
	13	Re-elect Thomas Johnson as Director	For	No	94.68%	5.31%
	14	Re-elect Dagmar Kollmann as Director	For	No	98.79%	1.20%
	15	Re-elect Alfonso Libano Daurella as Director	For	No	99.15%	0.84%
	16	Re-elect Mark Price as Director	For	No	98.93%	1.06%
	17	Re-elect Mario Rotllant Sola as Director	For	No	99.16%	0.83%
	18	Re-elect Dessi Temperley as Director	For	No	98.54%	1.45%
	19	Re-elect Garry Watts as Director	For	No	99.64%	0.35%
	20	Reappoint Ernst & Young LLP as Auditors	Against	Yes	98.17%	1.82%
	21	Authorise Board to Fix Remuneration of Auditors	For	No	99.69%	0.30%
	22	Authorise UK Political Donations and Expenditure	For	No	99.84%	0.15%
	23	Authorise Issue of Equity	For	No	97.26%	2.73%
	24	Approve Waiver of Rule 9 of the Takeover Code	Against	Yes	78.06%	21.93%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	25	Approve Long Term Incentive Plan	For	No	99.23%	0.76%
	26	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.38%	0.61%
	27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	99.13%	0.86%
	28	Authorise Market Purchase of Ordinary Shares	For	No	99.78%	0.21%
	29	Authorise Off-Market Purchase of Ordinary Shares	For	No	98.42%	1.57%
	30	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	97.28%	2.71%
Partners Group Holding AG 24.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.02%
	2	Approve Allocation of Income and Dividends of CHF 37.00 per Share	For	No	99.98%	0.02%
	3	Approve Discharge of Board and Senior Management	For	No	99.30%	0.70%
	4.1	Amend Corporate Purpose	For	No	99.67%	0.03%
	4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	85.78%	14.22%
	4.3	Amend Articles of Association	For	No	99.95%	0.05%
	4.4	Amend Articles Re: Restriction on Share Transferability	For	No	99.67%	0.03%
	5	Approve Remuneration Report	For	No	89.03%	10.97%
	6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For	No	94.93%	5.07%
	6.2	Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million	For	No	94.23%	5.77%
	6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million	For	No	93.21%	6.79%
	6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	For	No	94.95%	5.05%
	6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million	For	No	92.30%	7.70%
	6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000	For	No	97.91%	2.09%
	7.1.1	Reelect Steffen Meister as Director and Board Chair	For	No	89.69%	10.31%
	7.1.2	Reelect Marcel Erni as Director	For	No	96.97%	3.03%
	7.1.3	Reelect Alfred Gantner as Director	For	No	97.55%	2.45%
	7.1.4	Reelect Anne Lester as Director	For	No	93.98%	6.02%
	7.1.5	Elect Gaelle Olivier as Director	For	No	99.82%	0.18%
	7.1.6	Reelect Martin Strobel as Director	For	No	91.87%	8.13%
	7.1.7	Reelect Urs Wietlisbach as Director	For	No	97.56%	2.44%
	7.1.8	Reelect Flora Zhao as Director	For	No	89.79%	10.21%
	7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For	No	87.62%	12.38%
	7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For	No	92.50%	7.50%
	7.2.3	Reappoint Martin Strobel as Member of the Nomination and Compensation Committee	For	No	91.90%	8.10%
	7.3	Designate Hotz & Goldmann as Independent Proxy	For	No	99.99%	0.01%
	7.4	Ratify KPMG AG as Auditors	Against	Yes	94.19%	5.81%
	8	Transact Other Business (Voting)	Against	Yes		
Chipotle Mexican Grill, Inc. 25.05.23	1.1	Elect Director Albert S. Baldocchi	For	No	97.95%	2.04%
	1.2	Elect Director Matthew A. Carey	For	No	99.58%	0.41%
	1.3	Elect Director Gregg L. Engles	For	No	99.35%	0.64%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.4	Elect Director Patricia Fili-Krushel	For	No	98.90%	1.09%
	1.5	Elect Director Mauricio Gutierrez	For	No	99.47%	0.52%
	1.6	Elect Director Robin Hickenlooper	For	No	98.11%	1.88%
	1.7	Elect Director Scott Maw	For	No	98.74%	1.25%
	1.8	Elect Director Brian Niccol	Against	Yes	96.67%	3.32%
	1.9	Elect Director Mary Winston	For	No	98.54%	1.45%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.24%	3.63%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.02%	2.90%
	5	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	12.31%	<b>87.49%</b>
	6	Adopt Policy to Not Interfere with Freedom of Association Rights	For	Yes	33.06%	<b>66.37%</b>
Pioneer Natural Resources Company 25.05.23	1a	Elect Director A.R Alameddine	For	No	98.53%	1.46%
	1b	Elect Director Lori G. Billingsley	For	No	99.57%	0.42%
	1c	Elect Director Edison C. Buchanan	For	No	96.62%	3.37%
	1d	Elect Director Richard P. Dealy	For	No	99.29%	0.70%
	1e	Elect Director Maria S. Dreyfus	For	No	99.39%	0.60%
	1f	Elect Director Matthew M. Gallagher	For	No	98.85%	1.14%
	1g	Elect Director Phillip A. Gobe	For	No	98.53%	1.46%
	1h	Elect Director Stacy P. Methvin	For	No	97.87%	2.12%
	1i	Elect Director Royce W. Mitchell	For	No	98.99%	1.00%
	1j	Elect Director Scott D. Sheffield	For	No	99.00%	0.99%
	1k	Elect Director J. Kenneth Thompson	For	No	76.89%	<b>23.10%</b>
	1l	Elect Director Phoebe A. Wood	For	No	95.52%	4.47%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.47%	3.45%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.94%	1.92%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Yum China Holdings, Inc. 25.05.23	1a	Elect Director Fred Hu	For	No	99.08%	0.91%
	1b	Elect Director Joey Wat	For	No	99.88%	0.11%
	1c	Elect Director Peter A. Bassi	For	No	99.69%	0.30%
	1d	Elect Director Edouard Ettegui	For	No	97.61%	2.38%
	1e	Elect Director Ruby Lu	For	No	88.53%	<b>11.46%</b>
	1f	Elect Director Zili Shao	For	No	99.83%	0.16%
	1g	Elect Director William Wang	For	No	97.57%	2.42%
	1h	Elect Director Min (Jenny) Zhang	For	No	97.62%	2.37%
	1i	Elect Director Christina Xiaojing Zhu	For	No	98.27%	1.72%
	2	Ratify KPMG Huazhen LLP and KPMG as Auditors	For	No	99.68%	0.19%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	66.81%	<b>32.59%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Issuance of Shares for a Private Placement	For	No	94.18%	5.64%
	6	Authorize Share Repurchase Program	For	No	99.55%	0.18%
IDEX Corporation 25.05.23	1a	Elect Director Katrina L. Helmkamp	For	No	88.76%	<b>11.23%</b>
	1b	Elect Director Mark A. Beck	For	No	78.23%	<b>21.76%</b>
	1c	Elect Director Carl R. Christenson	For	No	91.17%	8.82%
	1d	Elect Director Alejandro Quiroz Centeno	For	No	99.30%	0.69%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.30%	5.20%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.15%	4.77%
	5	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes	18.23%	<b>80.22%</b>
McDonald's Corporation 25.05.23	1a	Elect Director Anthony Capuano	For	No	99.43%	0.56%
	1b	Elect Director Kareem Daniel	For	No	99.33%	0.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1c	Elect Director Lloyd Dean	For	No	96.54%	3.45%
	1d	Elect Director Catherine Engelbert	For	No	98.65%	1.34%
	1e	Elect Director Margaret Georgiadis	For	No	99.24%	0.75%
	1f	Elect Director Enrique Hernandez, Jr.	For	No	87.17%	12.82%
	1g	Elect Director Christopher Kempczinski	For	No	99.27%	0.72%
	1h	Elect Director Richard Lenny	For	No	91.05%	8.94%
	1i	Elect Director John Mulligan	For	No	99.03%	0.96%
	1j	Elect Director Jennifer Taubert	For	No	99.40%	0.59%
	1k	Elect Director Paul Walsh	For	No	98.78%	1.21%
	1l	Elect Director Amy Weaver	For	No	99.38%	0.61%
	1m	Elect Director Miles White	For	No	96.31%	3.68%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.12%	7.37%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.12%	4.67%
	5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	For	Yes	16.32%	82.01%
	6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	For	Yes	18.35%	79.98%
	7	Report on Risks Related to Operations in China	Against	No	2.96%	95.12%
	8	Report on Civil Rights and Non-Discrimination Audit	Against	No	2.40%	96.18%
	9	Report on Lobbying Payments and Policy	For	Yes	49.74%	49.14%
	10	Issue Transparency Report on Global Public Policy and Political Influence	For	Yes	18.11%	80.47%
	11	Report on Animal Welfare	For	Yes	38.09%	60.58%
Equinix, Inc. 25.05.23	1a	Elect Director Nanci Caldwell	For	No	88.94%	11.05%
	1b	Elect Director Adaire Fox-Martin	For	No	99.32%	0.67%
	1c	Elect Director Ron Guerrier - Withdrawn	Refer	No		
	1d	Elect Director Gary Hromadko	For	No	95.77%	4.22%
	1e	Elect Director Charles Meyers	For	No	99.30%	0.69%
	1f	Elect Director Thomas Olinger	For	No	99.67%	0.32%
	1g	Elect Director Christopher Paisley	For	No	91.42%	8.57%
	1h	Elect Director Jeetu Patel	For	No	95.58%	4.41%
	1i	Elect Director Sandra Rivera	For	No	96.11%	3.88%
	1j	Elect Director Fidelma Russo	For	No	96.66%	3.33%
	1k	Elect Director Peter Van Camp	For	No	97.13%	2.86%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	74.20%	25.75%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.62%	5.36%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	8.24%	91.08%
GAM Holding AG 25.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	92.41%	7.24%
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	81.96%	17.20%
	2	Approve Treatment of Net Loss	For	No	92.80%	6.98%
	3	Approve Discharge of Board and Senior Management	Against	Yes	71.35%	28.31%
	4.1	Amend Articles Re: Shares and Share Register	For	No	81.79%	17.74%
	4.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No	75.09%	24.44%
	4.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	93.90%	5.56%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.4	Approve Creation of Capital Band within the Upper Limit of CHF 8.8 Million and the Lower Limit of CHF 7.2 Million with or without Exclusion of Preemptive Rights	For	No	88.14%	11.39%
	5.1	Reelect David Jacob as Director and Board Chair	For	No	78.60%	8.61%
	5.2	Reelect Katia Coudray as Director	For	No	77.80%	9.39%
	5.3	Reelect Jacqui Irvine as Director	For	No	78.82%	8.37%
	5.4	Reelect Frank Kuhnke as Director	For	No	78.83%	18.08%
	5.5	Reelect Monika Machon as Director	For	No	76.00%	11.17%
	5.6	Reelect Nancy Mistretta as Director	For	No	78.82%	8.36%
	6.1	Reappoint Katia Coudray as Member of the Compensation Committee	For	No	77.24%	9.57%
	6.2	Reappoint Jacqui Irvine as Member of the Compensation Committee	For	No	78.61%	8.54%
	6.3	Reappoint Nancy Mistretta as Member of the Compensation Committee	For	No	78.61%	8.54%
	7.1	Approve Remuneration of Directors in the Amount of CHF 900,000	Against	Yes	90.91%	8.53%
	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Against	Yes	70.66%	29.17%
	8	Ratify KPMG AG as Auditors	For	No	91.83%	5.36%
	9	Designate Tobias Rohner as Independent Proxy	For	No	93.01%	4.23%
	10	Transact Other Business (Voting)	Against	Yes		
Illumina, Inc. 25.05.23	1.1	Elect Dissident Nominee Director Vincent J. Intriери	Withhold	Yes	26.82%	73.17%
	1.2	Elect Dissident Nominee Director Jesse A. Lynn	Withhold	Yes	8.88%	91.11%
	1.3	Elect Dissident Nominee Director Andrew J. Teno	For	No	59.37%	40.62%
	1.4	Elect Management Nominee Director Frances Arnold	For	No	95.07%	4.92%
	1.5	Elect Management Nominee Director Caroline D. Dorsa	For	No	91.52%	8.47%
	1.6	Elect Management Nominee Director Scott Gottlieb	For	No	95.03%	4.96%
	1.7	Elect Management Nominee Director Gary S. Guthart	For	No	91.02%	8.97%
	1.8	Elect Management Nominee Director Philip W. Schiller	For	No	94.96%	5.03%
	1.9	Elect Management Nominee Director Susan E. Siegel	For	No	95.20%	4.79%
	1.10	Elect Management Nominee Director Francis A. deSouza	For	Yes	71.08%	28.91%
	1.11	Elect Management Nominee Director Robert S. Epstein	For	Yes	76.33%	23.66%
	1.12	Elect Management Nominee Director John W. Thompson	Withhold	No	34.42%	65.57%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.53%	4.35%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	No	13.87%	83.43%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Omnibus Stock Plan	For	No	91.16%	5.59%
SBA Communications Corporation 25.05.23	1.1	Elect Director Steven E. Bernstein	For	No	85.70%	14.29%
	1.2	Elect Director Laurie Bowen	For	No	99.89%	0.10%
	1.3	Elect Director Amy E. Wilson	For	No	99.89%	0.10%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.46%	4.53%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.18%	4.81%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Seven & i Holdings Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 63.5	For	No	99.92%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
25.05.23	2.1	Elect Director Isaka, Ryuichi	Against	Yes	76.36%	
	2.2	Elect Director Goto, Katsuhiko	Against	Yes	74.89%	
	2.3	Elect Director Yonemura, Toshiro	Against	Yes	64.87%	
	2.4	Elect Director Wada, Shinji	Against	Yes	67.92%	
	2.5	Elect Director Hachiuma, Fuminao	Against	Yes	68.44%	
	3	Appoint Statutory Auditor Matsuhashi, Kaori	For	No	98.55%	
	4.1	Elect Director Ito, Junro	For	No	97.60%	
	4.2	Elect Director Nagamatsu, Fumihiko	For	No	98.00%	
	4.3	Elect Director Joseph M. DePinto	For	No	97.03%	
	4.4	Elect Director Maruyama, Yoshimichi	For	No	97.86%	
	4.5	Elect Director Izawa, Yoshiyuki	For	No	97.83%	
	4.6	Elect Director Yamada, Meyumi	For	No	97.94%	
	4.7	Elect Director Jenifer Simms Rogers	For	No	97.94%	
	4.8	Elect Director Paul Yonamine	For	No	98.07%	
	4.9	Elect Director Stephen Hayes Dacus	For	No	98.08%	
	4.10	Elect Director Elizabeth Miin Meyerdirk	For	No	98.08%	
	5.1	Elect Shareholder Director Nominee Natori, Katsuya	For	Yes	34.13%	
	5.2	Elect Shareholder Director Nominee Dene Rogers	For	Yes	33.53%	
	5.3	Elect Shareholder Director Nominee Ronald Gill	For	Yes	33.13%	
5.4	Elect Shareholder Director Nominee Brittini Levinson	For	Yes	25.52%		
The Mosaic Company 25.05.23	1a	Elect Director Cheryl K. Beebe	For	No	93.38%	6.61%
	1b	Elect Director Gregory L. Ebel	For	No	94.53%	5.46%
	1c	Elect Director Timothy S. Gitzel	For	No	90.49%	9.50%
	1d	Elect Director Denise C. Johnson	For	No	92.32%	7.67%
	1e	Elect Director Emery N. Koenig	For	No	95.10%	4.89%
	1f	Elect Director James (Joc) C. O'Rourke	For	No	99.31%	0.68%
	1g	Elect Director David T. Seaton	For	No	96.63%	3.36%
	1h	Elect Director Steven M. Seibert	For	No	97.57%	2.42%
	1i	Elect Director Joao Roberto Goncalves Teixeira	For	No	99.66%	0.33%
	1j	Elect Director Gretchen H. Watkins	For	No	98.15%	1.84%
	1k	Elect Director Kelvin R. Westbrook	For	No	89.16%	10.83%
	2	Approve Omnibus Stock Plan	For	No	95.62%	4.37%
	3	Ratify KPMG LLP as Auditors	For	No	98.28%	1.71%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.88%	5.11%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	50.47%	49.52%
	7	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For	Yes	29.82%	70.17%
VeriSign, Inc. 25.05.23	1.1	Elect Director D. James Bidzos	Against	Yes	95.02%	4.97%
	1.2	Elect Director Courtney D. Armstrong	For	No	94.79%	5.20%
	1.3	Elect Director Yehuda Ari Buchalter	For	No	94.56%	5.43%
	1.4	Elect Director Kathleen A. Cote	For	No	82.48%	17.51%
	1.5	Elect Director Thomas F. Frist, III	For	No	94.51%	5.48%
	1.6	Elect Director Jamie S. Gorelick	For	No	94.99%	5.00%
	1.7	Elect Director Roger H. Moore	For	No	85.92%	14.07%
	1.8	Elect Director Timothy Tomlinson	For	No	86.78%	13.21%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.37%	5.29%
3	Advisory Vote on Say on Pay Frequency	One Year	No			
4	Ratify KPMG LLP as Auditors	Against	Yes	94.06%	5.84%	
5	Require Independent Board Chair	For	Yes	28.91%	70.95%	
Prudential Plc 25.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Remuneration Report	For	No	94.68%	5.31%
	3	Approve Remuneration Policy	For	No	95.71%	4.28%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Elect Arijit Basu as Director	For	No	99.53%	0.46%
	5	Elect Claudia Dyckerhoff as Director	For	No	97.62%	2.37%
	6	Elect Anil Wadhvani as Director	For	No	99.82%	0.17%
	7	Re-elect Shriti Vadera as Director	For	No	97.66%	2.33%
	8	Re-elect Jeremy Anderson as Director	For	No	99.51%	0.48%
	9	Re-elect Chua Sock Koong as Director	For	No	94.03%	5.96%
	10	Re-elect David Law as Director	For	No	97.98%	2.01%
	11	Re-elect Ming Lu as Director	For	No	98.31%	1.68%
	12	Re-elect George Sartorel as Director	For	No	99.82%	0.17%
	13	Re-elect Jeanette Wong as Director	For	No	99.49%	0.50%
	14	Re-elect Amy Yip as Director	For	No	99.52%	0.47%
	15	Appoint Ernst & Young LLP as Auditors	For	No	98.07%	1.92%
	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.83%	0.16%
	17	Authorise UK Political Donations and Expenditure	For	No	98.26%	1.73%
	18	Approve Sharesave Plan	For	No	99.84%	0.15%
	19	Approve Long Term Incentive Plan	For	No	97.89%	2.10%
	20	Approve International Savings-Related Share Option Scheme for Non-Employees	For	No	99.79%	0.20%
	21	Approve the ISSOSNE Service Provider Sublimit	For	No	99.91%	0.08%
	22	Approve Agency Long Term Incentive Plan	For	No	99.21%	0.78%
	23	Approve the Agency LTIP Service Provider Sublimit	For	No	99.36%	0.63%
	24	Authorise Issue of Equity	For	No	91.31%	8.68%
	25	Authorise Issue of Equity to Include Repurchased Shares	For	No	95.43%	4.56%
	26	Authorise Issue of Equity without Pre-emptive Rights	For	No	95.78%	4.21%
	27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	94.58%	5.41%
	28	Authorise Market Purchase of Ordinary Shares	For	No	98.37%	1.62%
	29	Adopt New Articles of Association	For	No	99.86%	0.13%
	30	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.96%	5.03%
Safran SA 25.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	3	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	No	99.67%	0.32%
	4	Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	For	No	99.20%	0.79%
	5	Ratify Appointment of Alexandre Lahousse as Director	For	No	99.18%	0.81%
	6	Ratify Appointment of Robert Peugeot as Director	For	No	97.28%	2.71%
	7	Reelect Ross McInnes as Director	Against	Yes	95.95%	4.04%
	8	Reelect Olivier Andries as Director	For	No	99.44%	0.55%
	9	Elect Fabrice Bregier as Director	For	No	99.87%	0.12%
	10	Reelect Laurent Guillot as Director	For	No	98.88%	1.11%
	11	Reelect Alexandre Lahousse as Director	For	No	98.84%	1.15%
	12	Approve Compensation of Ross McInnes, Chairman of the Board	For	No	99.89%	0.10%
	13	Approve Compensation of Olivier Andries, CEO	For	No	99.04%	0.95%
	14	Approve Compensation Report of Corporate Officers	For	No	99.75%	0.24%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	15	Approve Remuneration Policy of Chairman of the Board	For	No	99.88%	0.11%
	16	Approve Remuneration Policy of CEO	For	No	96.66%	3.33%
	17	Approve Remuneration Policy of Directors	For	No	99.92%	0.07%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.77%	0.22%
	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	No	98.51%	1.48%
	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	For	No	97.77%	2.22%
	21	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	For	No	98.34%	1.65%
	22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	For	No	96.84%	3.15%
	23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	For	No	96.29%	3.70%
	24	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	For	No	99.96%	0.03%
	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.14%	0.85%
	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.99%	0.00%
	27	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	No	98.12%	1.87%
	28	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	98.16%	1.83%
	29	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Sanofi 25.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.85%	0.14%
	3	Approve Allocation of Income and Dividends of EUR 3.56 per Share	For	No	99.91%	0.08%
	4	Elect Frederic Oudea as Director	For	No	96.62%	3.37%
	5	Approve Compensation Report of Corporate Officers	For	No	97.12%	2.87%
	6	Approve Compensation of Serge Weinberg, Chairman of the Board	For	No	98.98%	1.01%
	7	Approve Compensation of Paul Hudson, CEO	For	No	92.91%	7.08%
	8	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	For	No	98.40%	1.59%
	9	Approve Remuneration Policy of Directors	For	No	97.57%	2.42%
	10	Approve Remuneration Policy of Chairman of the Board	For	No	98.80%	1.19%
	11	Approve Remuneration Policy of CEO	For	No	93.34%	6.65%
	12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Against	Yes	85.44%	14.55%
	13	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	For	No	99.94%	0.05%
	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.72%	1.27%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.85%	0.14%
	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	For	No	94.60%	5.39%
	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	No	94.02%	5.97%
	18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	For	No	92.62%	7.37%
	19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For	No	98.23%	1.76%
	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	No	89.36%	10.63%
	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	97.99%	2.00%
	22	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	No	99.81%	0.18%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	97.86%	2.13%
	24	Authorize Filing of Required Documents/Other Formalities	For	No	99.97%	0.02%
Compagnie Financiere Tradition SA 25.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 5.50 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Approve Creation of CHF 847,207.50 Pool of Conditional Capital for Employee Equity Participation	Against	Yes		
	5	Approve Remuneration Report (Non-Binding)	Against	Yes		
	6	Approve Remuneration of Directors in the Amount of CHF 310,000	For	No		
	7	Approve Additional Remuneration of Executive Committee in the Amount of CHF 22 Million for Fiscal Year 2022 and CHF 25 Million for Fiscal Year 2023	Against	Yes		
	8	Approve Remuneration of Executive Committee in the Amount of CHF 25 Million for Fiscal Year 2024	Against	Yes		
	9.1	Reelect Patrick Combes as Director	For	No		
	9.2	Elect Christian Baillet as Director	Against	Yes		
	9.3	Reelect Alain Blanc-Brude as Director	For	No		
	9.4	Reelect Jean-Marie Descarpentries as Director	For	No		
	9.5	Reelect Christian Goecking as Director	For	No		
	9.6	Reelect Marco Illy as Director	For	No		
	9.7	Reelect Robert Pennone as Director	For	No		
	9.8	Reelect Eric Solvet as Director	For	No		
	10	Reelect Patrick Combes as Board Chair	Against	Yes		
	11.1	Reappoint Robert Pennone as Member of the Compensation Committee	Against	Yes		
	11.2	Reappoint Christian Goecking as Member of the Compensation Committee	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12	Reappoint Robert Pennone as Chair of the Compensation Committee	Against	Yes		
	13	Ratify KPMG AG as Auditors	For	No		
	14	Designate Christophe Wilhelm as Independent Proxy	For	No		
	15	Transact Other Business (Voting)	Against	Yes		
Dottikon ES Holding AG 25.05.23	1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Against	Yes	95.70%	4.30%
	2	Transact Other Business (Voting)	Against	Yes		
AEON Co., Ltd. 26.05.23	1	Amend Articles to Amend Provisions on Basic Philosophy - Allow Virtual Only Shareholder Meetings	Against	Yes	91.97%	
	2.1	Elect Director Okada, Motoya	For	No	76.71%	
	2.2	Elect Director Yoshida, Akio	For	No	86.60%	
	2.3	Elect Director Habu, Yuki	For	No	97.68%	
	2.4	Elect Director Tsukamoto, Takashi	Against	Yes	80.37%	
	2.5	Elect Director Peter Child	For	No	87.25%	
	2.6	Elect Director Carrie Yu	For	No	89.30%	
	2.7	Elect Director Hayashi, Makoto	For	No	98.76%	
Lowe's Companies, Inc. 26.05.23	1.1	Elect Director Raul Alvarez	For	No	94.58%	5.41%
	1.2	Elect Director David H. Batchelder	For	No	97.93%	2.06%
	1.3	Elect Director Scott H. Baxter	For	No	98.71%	1.28%
	1.4	Elect Director Sandra B. Cochran	For	No	99.08%	0.91%
	1.5	Elect Director Laurie Z. Douglas	For	No	98.73%	1.26%
	1.6	Elect Director Richard W. Dreiling	For	No	96.93%	3.06%
	1.7	Elect Director Marvin R. Ellison	Withhold	Yes	94.04%	5.95%
	1.8	Elect Director Daniel J. Heinrich	For	No	98.56%	1.43%
	1.9	Elect Director Brian C. Rogers	For	No	97.71%	2.28%
	1.10	Elect Director Bertram L. Scott	For	No	96.80%	3.19%
	1.11	Elect Director Colleen Taylor	For	No	99.14%	0.85%
	1.12	Elect Director Mary Beth West	For	No	99.17%	0.82%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.04%	7.95%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.16%	4.83%
	5	Require Independent Board Chair	For	Yes	23.86%	76.13%
TotalEnergies SE 26.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.89%	0.10%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	3	Approve Allocation of Income and Dividends of EUR 3.81 per Share	For	No	99.98%	0.01%
	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.67%	1.32%
	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.97%	0.02%
	6	Reelect Marie-Christine Coisne-Roquette as Director	Against	Yes	83.93%	16.06%
	7	Reelect Mark Cutifani as Director	Against	Yes	91.22%	8.77%
	8	Elect Dierk Paskert as Director	For	No	99.58%	0.41%
	9	Elect Anelise Lara as Director	For	No	99.57%	0.42%
	10	Approve Compensation Report of Corporate Officers	For	No	93.87%	6.12%
	11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	For	No	98.98%	1.01%
	12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Against	Yes	90.54%	9.45%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	13	Approve Remuneration Policy of Chairman and CEO	For	No	92.83%	7.16%
	14	Approve the Company's Sustainable Development and Energy Transition Plan	For	No	88.76%	11.23%
	15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	95.28%	4.71%
	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	96.63%	3.36%
	17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	For	No	99.77%	0.22%
	A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	For	Yes	30.43%	69.56%
Glencore Plc 26.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.30%	0.69%
	2	Approve Reduction of Capital Contribution Reserves	For	No	99.99%	0.00%
	3	Re-elect Kalidas Madhavpeddi as Director	Against	Yes	88.81%	11.18%
	4	Re-elect Gary Nagle as Director	For	No	99.43%	0.56%
	5	Re-elect Peter Coates as Director	For	No	94.57%	5.42%
	6	Re-elect Martin Gilbert as Director	For	No	95.40%	4.59%
	7	Re-elect Gill Marcus as Director	For	No	97.48%	2.51%
	8	Re-elect Cynthia Carroll as Director	For	No	95.46%	4.53%
	9	Re-elect David Wormsley as Director	For	No	97.83%	2.16%
	10	Elect Liz Hewitt as Director	For	No	99.77%	0.22%
	11	Reappoint Deloitte LLP as Auditors	For	No	96.01%	3.98%
	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.52%	0.47%
	13	Approve 2022 Climate Report	Against	Yes	69.74%	30.25%
	14	Approve Remuneration Report	For	No	95.71%	4.28%
	15	Authorise Issue of Equity	For	No	94.49%	5.50%
	16	Authorise Issue of Equity without Pre-emptive Rights	For	No	88.51%	11.48%
	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	88.38%	11.61%
	18	Authorise Market Purchase of Ordinary Shares	For	No	93.95%	6.04%
	19	Resolution in Respect of the Next Climate Action Transition Plan	For	Yes	29.19%	70.80%
Cosmo Pharmaceuticals NV 26.05.23	1	Open Meeting	Refer	No		
	2	Receive Report of Board of Directors (Non-Voting)	Refer	No		
	3	Adopt Financial Statements and Statutory Reports	For	No	100.00%	
	4	Approve Allocation of Income	For	No	100.00%	
	5	Approve Cash Distribution of EUR 1.05 Per Ordinary Share from COSMO's Freely Distributable Reserves	For	No	100.00%	
	6	Approve Discharge of Directors	For	No	99.97%	0.02%
	7	Approve Grant Options to Subscribe for Ordinary Shares and/or Rights to Acquire Ordinary Shares to the Board of Directors	Against	Yes	90.98%	9.01%
	8.1	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger	Against	Yes	95.87%	4.12%
	8.2	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for the Employee Stock Ownership Plan	Against	Yes	93.02%	6.97%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.3	Grant Board Authority to Issue Preference Shares and/or Grant Right to Subscribe for Preferred Shares	Against	Yes	92.37%	7.62%
	9	Authorize Board to Exclude Preemptive Rights from Share Issuances Under the Authorizations Mentioned in Proposal 8	Against	Yes	91.76%	8.23%
	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.48%	0.51%
	11	Reappoint BDO Audit & Assurance B.V. as Auditors	For	No	100.00%	
	12	Reelect Alessandro Della Cha as Executive Director	For	No	99.29%	0.70%
	13	Elect Mauro Severino Ajani, Dieter A. Enkelmann, Maria Grazia Roncarolo, Kevin Donovan and David W. Maris as Non-Executive Directors	Against	Yes	94.29%	5.70%
	14	Close Meeting	Refer	No		
Seagen Inc. 30.05.23	1	Approve Merger Agreement	For	No	87.69%	0.04%
	2	Advisory Vote on Golden Parachutes	Against	Yes	40.70%	<b>59.29%</b>
Chevron Corporation 31.05.23	1a	Elect Director Wanda M. Austin	Against	Yes	94.93%	5.06%
	1b	Elect Director John B. Frank	Against	Yes	94.20%	5.79%
	1c	Elect Director Alice P. Gast	For	No	95.30%	4.69%
	1d	Elect Director Enrique Hernandez, Jr.	For	No	92.44%	7.55%
	1e	Elect Director Marilyn A. Hewson	Against	Yes	95.69%	4.30%
	1f	Elect Director Jon M. Huntsman, Jr.	Against	Yes	95.21%	4.78%
	1g	Elect Director Charles W. Moorman	For	No	94.34%	5.65%
	1h	Elect Director Dambisa F. Moyo	Against	Yes	95.50%	4.49%
	1i	Elect Director Debra Reed-Klages	Against	Yes	95.29%	4.70%
	1j	Elect Director D. James Umpleby, III	Against	Yes	95.38%	4.61%
	1k	Elect Director Cynthia J. Warner	Against	Yes	95.55%	4.44%
	1l	Elect Director Michael K. (Mike) Wirth	Against	Yes	93.22%	6.77%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.43%	2.56%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.75%	5.24%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Rescind Scope 3 GHG Reduction Proposal	Against	No	1.26%	<b>98.73%</b>
	6	Adopt Medium-Term Scope 3 GHG Reduction Target	For	Yes	9.55%	<b>90.44%</b>
	7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	Yes	18.31%	<b>81.68%</b>
	8	Establish Board Committee on Decarbonization Risk	Against	No	1.55%	<b>98.44%</b>
	9	Report on Social Impact From Plant Closure or Energy Transition	For	Yes	18.61%	<b>81.38%</b>
	10	Oversee and Report a Racial Equity Audit	For	Yes	9.77%	<b>90.22%</b>
	11	Publish a Tax Transparency Report	For	Yes	14.64%	<b>85.35%</b>
	12	Require Independent Board Chair	For	Yes	19.89%	<b>80.10%</b>
Dollar General Corporation 31.05.23	1a	Elect Director Warren F. Bryant	For	No	94.78%	5.21%
	1b	Elect Director Michael M. Calbert	For	No	96.55%	3.44%
	1c	Elect Director Ana M. Chadwick	For	No	99.23%	0.76%
	1d	Elect Director Patricia D. Fili-Krushel	For	No	95.20%	4.79%
	1e	Elect Director Timothy I. McGuire	For	No	97.48%	2.51%
	1f	Elect Director Jeffery C. Owen	For	No	98.99%	1.00%
	1g	Elect Director Debra A. Sandler	For	No	92.80%	7.19%
	1h	Elect Director Ralph E. Santana	For	No	98.21%	1.78%
	1i	Elect Director Todd J. Vasos	For	No	98.21%	1.78%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.89%	9.10%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.41%	4.58%
	5	Report on 2025 Cage-Free Egg Goal	For	Yes	36.40%	<b>63.59%</b>

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Amend Right to Call Special Meeting	Against	No	12.62%	<b>87.37%</b>
	7	Oversee and Report a Workplace Health and Safety Audit	For	Yes	67.70%	<b>32.29%</b>
Exxon Mobil Corporation 31.05.23	1.1	Elect Director Michael J. Angelakis	For	No	96.45%	3.54%
	1.2	Elect Director Susan K. Avery	Against	Yes	93.30%	6.69%
	1.3	Elect Director Angela F. Braly	For	No	96.49%	3.50%
	1.4	Elect Director Gregory J. Goff	For	No	98.55%	1.44%
	1.5	Elect Director John D. Harris, II	For	No	98.31%	1.68%
	1.6	Elect Director Kaisa H. Hietala	For	No	98.35%	1.64%
	1.7	Elect Director Joseph L. Hooley	Against	Yes	90.95%	9.04%
	1.8	Elect Director Steven A. Kandarian	For	No	96.02%	3.97%
	1.9	Elect Director Alexander A. Karsner	For	No	96.47%	3.52%
	1.10	Elect Director Lawrence W. Kellner	For	No	98.66%	1.33%
	1.11	Elect Director Jeffrey W. Ubben	For	No	97.27%	2.72%
	1.12	Elect Director Darren W. Woods	Against	Yes	92.73%	7.26%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.31%	2.68%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.54%	9.45%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Establish Board Committee on Decarbonization Risk	Against	No	1.58%	<b>98.41%</b>
	6	Reduce Executive Stock Holding Period	Against	No	2.20%	<b>97.79%</b>
	7	Report on Carbon Capture and Storage	For	Yes	5.23%	<b>94.76%</b>
	8	Report on Methane Emission Disclosure Reliability	For	Yes	36.37%	<b>63.62%</b>
	9	Adopt Medium-Term Scope 3 GHG Reduction Target	For	Yes	10.48%	<b>89.51%</b>
	10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	For	Yes	13.29%	<b>86.70%</b>
	11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	Yes	18.38%	<b>81.61%</b>
	12	Report on Asset Retirement Obligations Under IEA NZE Scenario	For	Yes	15.97%	<b>84.02%</b>
	13	Commission Audited Report on Reduced Plastics Demand	For	Yes	25.32%	<b>74.67%</b>
	14	Report on Potential Costs of Environmental Litigation	For	Yes	9.06%	<b>90.93%</b>
	15	Publish a Tax Transparency Report	For	Yes	13.57%	<b>86.42%</b>
	16	Report on Social Impact From Plant Closure or Energy Transition	For	Yes	16.57%	<b>83.42%</b>
	17	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	Refer	No		
Axon Enterprise, Inc. 31.05.23	1A	Elect Director Adriane Brown	For	No	93.23%	6.76%
	1B	Elect Director Michael Garnreiter	For	No	93.49%	6.50%
	1C	Elect Director Mark W. Kroll	Against	Yes	71.57%	<b>28.42%</b>
	1D	Elect Director Matthew R. McBrady	For	No	98.28%	1.71%
	1E	Elect Director Hadi Partovi	For	No	95.74%	4.25%
	1F	Elect Director Graham Smith	For	No	97.40%	2.59%
	1G	Elect Director Patrick W. Smith	For	No	99.19%	0.80%
	1H	Elect Director Jeri Williams	For	No	99.70%	0.29%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.95%	<b>15.04%</b>
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Grant Thornton LLP as Auditors	For	No	99.42%	0.57%
	5	Approve Stock Option Grants to Patrick W. Smith	Against	Yes		
	6	Discontinue the Development and Plans for Sale of a Remotely-operated, Non-lethal TASER Drone System	For	Yes	13.67%	<b>86.32%</b>

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
CSPC Pharmaceutical Group Limited 31.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.74%	0.25%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3a1	Elect Zhang Cuilong as Director	For	No	98.33%	1.66%
	3a2	Elect Pan Weidong as Director	For	No	96.79%	3.20%
	3a3	Elect Jiang Hao as Director	For	No	96.83%	3.16%
	3a4	Elect Wang Hongguang as Director	For	No	98.06%	1.93%
	3a5	Elect Au Chun Kwok Alan as Director	For	No	97.86%	2.13%
	3a6	Elect Li Quan as Director	For	No	99.94%	0.05%
	3b	Authorize Board to Fix Remuneration of Directors	For	No	99.71%	0.28%
	4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	No	97.96%	2.03%
	5	Authorize Repurchase of Issued Share Capital	For	No	99.85%	0.14%
	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	95.34%	4.65%
	7	Approve Grant of Options Under the Share Option Scheme	Against	Yes	66.85%	<b>33.14%</b>
Meta Platforms, Inc. 31.05.23	1.1	Elect Director Peggy Alford	Withhold	Yes	87.32%	<b>12.67%</b>
	1.2	Elect Director Marc L. Andreessen	Withhold	Yes	90.60%	9.39%
	1.3	Elect Director Andrew W. Houston	Withhold	Yes	90.86%	9.13%
	1.4	Elect Director Nancy Killefer	For	No	99.07%	0.92%
	1.5	Elect Director Robert M. Kimmitt	For	No	97.42%	2.57%
	1.6	Elect Director Sheryl K. Sandberg	For	No	99.21%	0.78%
	1.7	Elect Director Tracey T. Travis	For	No	97.05%	2.94%
	1.8	Elect Director Tony Xu	Withhold	Yes	91.13%	8.86%
	1.9	Elect Director Mark Zuckerberg	Withhold	Yes	91.92%	8.07%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.51%	1.48%
	3	Report on Government Take Down Requests	Against	No	0.42%	<b>99.57%</b>
	4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	27.97%	<b>72.02%</b>
	5	Report on Human Rights Impact Assessment of Targeted Advertising	For	Yes	17.02%	<b>82.97%</b>
6	Report on Lobbying Payments and Policy	For	Yes	14.56%	<b>85.43%</b>	
7	Report on Allegations of Political Entanglement and Content Management Biases in India	For	Yes	4.60%	<b>95.39%</b>	
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	Yes	9.80%	<b>90.19%</b>	
9	Report on Data Privacy regarding Reproductive Healthcare	For	Yes	9.60%	<b>90.39%</b>	
10	Report on Enforcement of Community Standards and User Content	For	Yes	7.16%	<b>92.83%</b>	
11	Report on Child Safety and Harm Reduction	For	Yes	16.27%	<b>83.72%</b>	
12	Report on Executive Pay Calibration to Externalized Costs	For	Yes	7.16%	<b>92.83%</b>	
13	Commission Independent Review of Audit & Risk Oversight Committee	For	Yes	6.65%	<b>93.34%</b>	
Publicis Groupe SA 31.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	No	99.96%	0.03%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.99%	0.00%
	5	Reelect Suzan LeVine as Supervisory Board Member	For	No	97.93%	2.06%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	For	No	96.52%	3.47%
	7	Appoint KPMG S.A. as Auditor	For	No	99.64%	0.35%
	8	Approve Remuneration Policy of Chairman of Supervisory Board	For	No	87.08%	12.91%
	9	Approve Remuneration Policy of Supervisory Board Members	For	No	98.20%	1.79%
	10	Approve Remuneration Policy of Chairman of Management Board	For	No	74.31%	25.68%
	11	Approve Remuneration Policy of Management Board Members	For	No	91.87%	8.12%
	12	Approve Compensation Report of Corporate Officers	For	No	93.70%	6.29%
	13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	For	No	87.07%	12.92%
	14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	For	No	81.80%	18.19%
	15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	No	95.47%	4.52%
	16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	For	No	93.62%	6.37%
	17	Approve Compensation of Michel-Alain Proch, Management Board Member	For	No	95.53%	4.46%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.07%	0.92%
	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.96%	0.03%
	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	97.28%	2.71%
	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	97.10%	2.89%
	22	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Walmart Inc. 31.05.23	1a	Elect Director Cesar Conde	For	No	99.00%	0.99%
	1b	Elect Director Timothy P. Flynn	For	No	98.64%	1.35%
	1c	Elect Director Sarah J. Friar	For	No	98.98%	1.01%
	1d	Elect Director Carla A. Harris	For	No	96.17%	3.82%
	1e	Elect Director Thomas W. Horton	Against	Yes	95.70%	4.29%
	1f	Elect Director Marissa A. Mayer	For	No	97.30%	2.69%
	1g	Elect Director C. Douglas McMillon	For	No	98.67%	1.32%
	1h	Elect Director Gregory B. Penner	For	No	97.48%	2.51%
	1i	Elect Director Randall L. Stephenson	For	No	96.62%	3.37%
	1j	Elect Director S. Robson Walton	For	No	98.12%	1.87%
	1k	Elect Director Steuart L. Walton	For	No	98.26%	1.73%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	79.30%	20.45%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.20%	1.69%
	5	Consider Pay Disparity Between CEO and Other Employees	For	Yes	4.30%	95.25%
	6	Report on Human Rights Due Diligence	For	Yes	5.74%	93.68%
	7	Commission Third Party Racial Equity Audit	For	Yes	18.11%	81.42%
	8	Report on Racial and Gender Layoff Diversity	For	Yes	1.45%	98.03%
	9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	5.68%	94.04%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	5.22%	93.73%
	11	Report on Risks Related to Operations in China	Against	No	1.30%	97.99%
	12	Oversee and Report a Workplace Health and Safety Audit	For	Yes	23.78%	75.77%
Addex Therapeutics Ltd. 31.05.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report	Against	Yes		
	3	Approve Treatment of Net Loss	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Reelect Vincent Lawton as Director and Board Chair	For	No		
	5.2	Reelect Raymond Hill as Director	For	No		
	5.3	Reelect Timothy Dyer as Director	For	No		
	5.4	Reelect Roger Mills as Director	For	No		
	5.5	Reelect Jake Nunn as Director	For	No		
	5.6	Reelect Isaac Manke as Director	For	No		
	6.1	Reappoint Vincent Lawton as Member of the Compensation Committee	Against	Yes		
	6.2	Reappoint Raymond Hill as Member of the Compensation Committee	Against	Yes		
	7	Ratify BDO SA as Auditors	For	No		
	8	Designate Robert Briner as Independent Proxy	For	No		
	9.1	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.2 Million with or without Exclusion of Preemptive Rights	For	No		
	9.2	Approve Creation of CHF 16.7 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Against	Yes		
	9.3	Amend Articles Re: Loans to Members of the Board of Directors and the Executive Committee	Against	Yes		
	9.4	Amend Articles Re: Annulment of the Opting-Out Clause	For	No		
	10.1a	Approve Remuneration of Directors in the Amount of CHF 183,206 for the Period from 2022 AGM to the 2023 AGM	Against	Yes		
	10.1b	Approve Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM to the 2024 AGM	For	No		
	10.2a	Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2022	Against	Yes		
	10.2b	Approve Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2024	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Royal KPN NV 31.05.23	1	Open Meeting and Announcements	Refer	No		
	2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Refer	No		
	3	Opportunity to Make Recommendations	Refer	No		
	4	Elect Marga de Jager to Supervisory Board	For	No	99.86%	0.13%
	5	Close Meeting	Refer	No		
Seagen Inc. 31.05.23	1a	Elect Director David W. Gryska	For	No	93.45%	6.54%
	1b	Elect Director John A. Orwin	For	No	81.48%	18.51%
	1c	Elect Director Alpana H. Seth	For	No	96.09%	3.90%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	54.37%	45.62%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	97.62%	2.37%
	5	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.03%	1.96%
Cellnex Telecom SA 31.05.23	1	Approve Consolidated and Standalone Financial Statements	For	No	99.95%	0.00%
	2	Approve Non-Financial Information Statement	For	No	99.89%	0.00%
	3	Approve Treatment of Net Loss	For	No	99.06%	0.92%
	4	Approve Discharge of Board	For	No	97.61%	1.03%
	5	Approve Dividends Charged Against Reserves	For	No	98.77%	1.22%
	6	Renew Appointment of Deloitte, S.L. as Auditor	For	No	99.57%	0.41%
	7.1	Approve Annual Maximum Remuneration	For	No	99.29%	0.52%
	7.2	Amend Remuneration Policy	Against	Yes	59.20%	35.39%
	8.1	Fix Number of Directors at 13	For	No	99.94%	0.05%
	8.2	Reelect Concepcion del Rivero Bermejo as Director	For	No	88.56%	11.43%
	8.3	Reelect Christian Coco as Director	For	No	88.00%	11.67%
	8.4	Ratify Appointment by Co-option of Ana Garcia Fau as Director	For	No	97.30%	2.67%
	8.5	Ratify Appointment by Co-option of Jonathan Amouyal as Director	For	No	94.71%	0.05%
	8.6	Ratify Appointment by Co-option of Maria Teresa Ballester Fornes as Director	For	No	99.93%	0.05%
	8.7	Elect Oscar Fanjul Martin as Director	For	No	99.42%	0.56%
	8.8	Elect Dominique D'Hinnin as Director	For	No	85.28%	14.70%
	8.9	Elect Marco Patuano as Director	For	No	95.00%	4.98%
	9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	98.68%	1.25%
	10	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	No	97.72%	2.27%
	11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	No	94.13%	3.05%
	12	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%	0.00%
	13	Advisory Vote on Remuneration Report	Against	Yes	88.18%	6.42%
Legrand SA 31.05.23	1	Approve Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	For	No	99.89%	0.10%
	4	Appoint Mazars as Auditor	For	No	99.98%	0.01%
	5	Approve Compensation Report of Corporate Officers	For	No	95.50%	4.49%
	6	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	For	No	99.67%	0.32%
	7	Approve Compensation of Benoit Coquart, CEO	For	No	93.83%	6.16%
	8	Approve Remuneration Policy of Chairwoman of the Board	For	No	99.70%	0.29%
	9	Approve Remuneration Policy of CEO	For	No	91.39%	8.60%
	10	Approve Remuneration Policy of Directors	For	No	99.88%	0.11%
	11	Reelect Isabelle Boccon-Gibod as Director	For	No	99.96%	0.03%
	12	Reelect Benoit Coquart as Director	For	No	99.85%	0.14%
	13	Reelect Angeles Garcia-Poveda as Director	For	No	99.49%	0.50%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14	Reelect Michel Landel as Director	For	No	98.22%	1.77%
	15	Elect Valerie Chort as Director	For	No	99.99%	0.00%
	16	Elect Clare Scherrer as Director	For	No	99.65%	0.34%
	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.87%	1.12%
	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.72%	0.27%
	19	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Airbnb, Inc. 01.06.23	1.1	Elect Director Nathan Blecharczyk	Withhold	Yes	98.58%	1.41%
	1.2	Elect Director Alfred Lin	Withhold	Yes	98.53%	1.46%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.95%	0.04%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	99.16%	0.83%
Gartner, Inc. 01.06.23	1a	Elect Director Peter E. Bisson	For	No	97.67%	2.32%
	1b	Elect Director Richard J. Bressler	For	No	91.86%	8.13%
	1c	Elect Director Raul E. Cesan	For	No	96.27%	3.72%
	1d	Elect Director Karen E. Dykstra	For	No	95.90%	4.09%
	1e	Elect Director Diana S. Ferguson	For	No	97.11%	2.88%
	1f	Elect Director Anne Sutherland Fuchs	For	No	89.93%	10.06%
	1g	Elect Director William O. Grabe	For	No	87.97%	12.02%
	1h	Elect Director Jose M. Gutierrez	For	No	99.50%	0.49%
	1i	Elect Director Eugene A. Hall	For	No	98.08%	1.91%
	1j	Elect Director Stephen G. Pagliuca	For	No	96.56%	3.43%
	1k	Elect Director Eileen M. Serra	For	No	98.00%	1.99%
	1l	Elect Director James C. Smith	For	No	92.30%	7.69%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.05%	7.81%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	For	No	95.49%	4.45%
	5	Ratify KPMG LLP as Auditors	Against	Yes	96.03%	3.93%
ServiceNow, Inc. 01.06.23	1a	Elect Director Susan L. Bostrom	For	No	83.27%	16.72%
	1b	Elect Director Teresa Briggs	For	No	97.17%	2.82%
	1c	Elect Director Jonathan C. Chadwick	For	No	71.90%	28.09%
	1d	Elect Director Paul E. Chamberlain	For	No	98.33%	1.66%
	1e	Elect Director Lawrence J. Jackson, Jr.	For	No	99.30%	0.69%
	1f	Elect Director Frederic B. Luddy	For	No	99.20%	0.79%
	1g	Elect Director William R. McDermott	Against	Yes	92.17%	7.82%
	1h	Elect Director Jeffrey A. Miller	For	No	87.17%	12.82%
	1i	Elect Director Joseph 'Larry' Quinlan	For	No	99.56%	0.43%
	1j	Elect Director Anita M. Sands	For	No	98.42%	1.57%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	41.04%	58.95%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.15%	0.84%
	4	Amend Omnibus Stock Plan	For	No	95.66%	4.33%
	5	Elect Director Deborah Black	For	No	99.65%	0.34%
UDR, Inc. 01.06.23	1a	Elect Director Katherine A. Cattanach	For	No	95.90%	4.09%
	1b	Elect Director Jon A. Grove	For	No	95.72%	4.27%
	1c	Elect Director Mary Ann King	For	No	97.67%	2.32%
	1d	Elect Director James D. Klingbeil	For	No	92.34%	7.65%
	1e	Elect Director Clint D. McDonnough	For	No	99.22%	0.77%
	1f	Elect Director Robert A. McNamara	For	No	95.44%	4.55%
	1g	Elect Director Diane M. Morefield	For	No	98.51%	1.48%
	1h	Elect Director Kevin C. Nickelberry	For	No	99.17%	0.82%
	1i	Elect Director Mark R. Patterson	For	No	89.87%	10.12%
	1j	Elect Director Thomas W. Toomey	Against	Yes	94.32%	5.67%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	85.88%	14.11%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.64%	4.35%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Ulta Beauty, Inc. 01.06.23	1a	Elect Director Michelle L. Collins	For	No	94.05%	5.80%
	1b	Elect Director Patricia A. Little	For	No	99.04%	0.81%
	1c	Elect Director Heidi G. Petz	For	No	99.74%	0.11%
	1d	Elect Director Michael C. Smith	For	No	99.19%	0.66%
	2	Declassify the Board of Directors	For	No	81.29%	0.05%
	3	Provide Directors May Be Removed With or Without Cause	For	No	81.24%	0.10%
	4	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	For	No	81.22%	0.12%
	5	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	No	81.22%	0.12%
	6	Ratify Ernst & Young LLP as Auditors	Against	Yes	91.31%	8.54%
	7	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.10%	8.86%
	8	Advisory Vote on Say on Pay Frequency	One Year	No		
Trane Technologies Plc 01.06.23	1a	Elect Director Kirk E. Arnold	For	No	97.06%	2.93%
	1b	Elect Director Ann C. Berzin	For	No	92.44%	7.55%
	1c	Elect Director April Miller Boise	For	No	97.21%	2.78%
	1d	Elect Director Gary D. Forsee	For	No	89.54%	10.45%
	1e	Elect Director Mark R. George	For	No	98.85%	1.14%
	1f	Elect Director John A. Hayes	For	No	98.92%	1.07%
	1g	Elect Director Linda P. Hudson	For	No	86.61%	13.38%
	1h	Elect Director Myles P. Lee	For	No	97.23%	2.76%
	1i	Elect Director David S. Regnery	Against	Yes	89.93%	10.06%
	1j	Elect Director Melissa N. Schaeffer	For	No	99.51%	0.48%
	1k	Elect Director John P. Surma	For	No	90.29%	9.70%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.23%	8.76%
	4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	88.42%	11.57%
	5	Authorize Issue of Equity	For	No	96.93%	3.06%
	6	Authorize Issue of Equity without Pre-emptive Rights	For	No	93.30%	6.69%
	7	Authorize Reissuance of Repurchased Shares	For	No	98.43%	1.56%
Netflix, Inc. 01.06.23	1a	Elect Director Mathias Dopfner	For	No	82.33%	17.66%
	1b	Elect Director Reed Hastings	For	No	96.25%	3.74%
	1c	Elect Director Jay C. Hoag	For	No	76.69%	23.30%
	1d	Elect Director Ted Sarandos	For	No	97.56%	2.43%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.58%	1.28%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	28.74%	71.05%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Right to Call Special Meeting	For	Yes	43.24%	56.47%
	6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	No	0.33%	99.37%
	7	Report on Climate Risk in Retirement Plan Options	For	Yes	8.35%	86.27%
	8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For	Yes	35.12%	61.53%
Alphabet Inc. 02.06.23	1a	Elect Director Larry Page	For	No	98.43%	1.44%
	1b	Elect Director Sergey Brin	For	No	98.43%	1.44%
	1c	Elect Director Sundar Pichai	For	No	98.67%	1.19%
	1d	Elect Director John L. Hennessy	Against	Yes	84.10%	15.74%
	1e	Elect Director Frances H. Arnold	Against	Yes	89.38%	10.43%
	1f	Elect Director R. Martin "Marty" Chavez	For	No	99.54%	0.31%
	1g	Elect Director L. John Doerr	For	No	93.46%	6.40%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1h	Elect Director Roger W. Ferguson, Jr.	For	No	99.11%	0.75%
	1i	Elect Director Ann Mather	For	No	90.66%	9.19%
	1j	Elect Director K. Ram Shriram	For	No	95.39%	4.45%
	1k	Elect Director Robin L. Washington	For	No	93.57%	6.29%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.61%	2.23%
	3	Amend Omnibus Stock Plan	Against	Yes	84.50%	15.32%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	75.52%	24.29%
	5	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	6	Report on Lobbying Payments and Policy	For	Yes	17.73%	81.62%
	7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against	No	0.43%	99.15%
	8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	Yes	14.13%	85.47%
	9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	7.02%	92.97%
	10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For	Yes	13.01%	86.28%
	11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For	Yes	17.77%	80.89%
	12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For	Yes	17.01%	82.98%
	13	Report on Alignment of YouTube Policies With Online Safety Regulations	For	Yes	17.93%	81.79%
	14	Report on Content Governance and Censorship	Against	No	0.62%	98.93%
	15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For	Yes	8.33%	91.35%
	16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	4.94%	94.83%
	17	Adopt Share Retention Policy For Senior Executives	For	Yes	9.71%	90.01%
	18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	30.72%	69.10%
Hydro One Limited 02.06.23	1A	Elect Director Cherie Brant	For	No	98.63%	1.36%
	1B	Elect Director David Hay	For	No	99.05%	0.94%
	1C	Elect Director Timothy Hodgson	For	No	98.92%	1.07%
	1D	Elect Director David Lebeter	For	No	99.82%	0.17%
	1E	Elect Director Mitch Panciuk	For	No	99.82%	0.17%
	1F	Elect Director Mark Podlasly	For	No	99.67%	0.32%
	1G	Elect Director Stacey Mowbray	For	No	99.26%	0.73%
	1H	Elect Director Helga Reidel	For	No	99.81%	0.18%
	1I	Elect Director Melissa Sonberg	For	No	98.62%	1.37%
	1J	Elect Director Brian Vaasjo	For	No	99.94%	0.05%
	1K	Elect Director Susan Wolburgh Jenah	For	No	98.18%	1.81%
	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.83%	0.16%
	3	Advisory Vote on Executive Compensation Approach	For	No	94.89%	5.10%
EPAM Systems, Inc. 02.06.23	1.1	Elect Director Eugene Roman	For	No	98.72%	1.27%
	1.2	Elect Director Jill B. Smart	For	No	87.69%	12.30%
	1.3	Elect Director Ronald Vargo	For	No	81.79%	18.20%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	98.74%	1.19%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.73%	5.15%
Red Electrica Corp. SA 05.06.23	1	Approve Standalone Financial Statements	For	No	99.84%	0.01%
	2	Approve Consolidated Financial Statements	For	No	99.84%	0.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Allocation of Income and Dividends	For	No	99.99%	0.00%
	4	Approve Non-Financial Information Statement	For	No	99.92%	0.01%
	5	Approve Discharge of Board	For	No	99.67%	0.05%
	6	Change Company Name and Amend Article 1 Accordingly	For	No	99.98%	0.01%
	7.1	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	For	No	99.98%	0.00%
	7.2	Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	For	No	99.98%	0.00%
	7.3	Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	For	No	99.98%	0.00%
	8	Reelect Jose Juan Ruiz Gomez as Director	For	No	96.48%	3.09%
	9.1	Approve Remuneration Report	For	No	63.55%	3.37%
	9.2	Approve Remuneration of Directors	For	No	66.01%	0.96%
	10	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.98%	0.00%
	11	Receive Corporate Governance Report	Refer	No		
	12	Receive Sustainability Report for FY 2022	Refer	No		
	13	Receive Sustainability Plan for FY 2023-2025	Refer	No		
UnitedHealth Group Incorporated 05.06.23	1a	Elect Director Timothy Flynn	For	No	97.42%	2.57%
	1b	Elect Director Paul Garcia	For	No	99.54%	0.45%
	1c	Elect Director Kristen Gil	For	No	99.83%	0.16%
	1d	Elect Director Stephen Hemsley	For	No	97.31%	2.68%
	1e	Elect Director Michele Hooper	For	No	95.61%	4.38%
	1f	Elect Director F. William McNabb, III	For	No	98.70%	1.29%
	1g	Elect Director Valerie Montgomery Rice	For	No	99.31%	0.68%
	1h	Elect Director John Noseworthy	For	No	98.35%	1.64%
	1i	Elect Director Andrew Witty	For	No	99.71%	0.28%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.52%	4.18%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.79%	5.07%
	5	Report on Third-Party Racial Equity Audit	For	Yes	20.20%	<b>77.83%</b>
	6	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	27.61%	<b>70.40%</b>
	7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	35.03%	<b>64.78%</b>
Private Equity Holding AG 05.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.90%	
	2	Approve Discharge of Board and Senior Management	For	No	98.50%	
	3.1.1	Reelect Hans Baumgartner as Director and Board Chair	For	No	93.60%	
	3.1.2	Reelect Martin Eberhard as Director	For	No	97.30%	
	3.1.3	Reelect Petra Salesny as Director	For	No	95.40%	
	3.1.4	Reelect Fidelis Goetz as Director	For	No	99.70%	
	3.2.1	Reappoint Martin Eberhard as Member of the Compensation Committee	For	No	97.30%	
	3.2.2	Reappoint Petra Salesny as Member of the Compensation Committee	For	No	95.40%	
	3.2.3	Reappoint Fidelis Goetz as Member of the Compensation Committee	For	No	99.70%	
	3.3	Designate KBT Treuhand AG as Independent Proxy	For	No	99.70%	
	3.4	Ratify KPMG AG as Auditors	For	No	100.00%	
	4	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	No	97.50%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Remuneration of Directors in the Amount of CHF 200,000	For	No	99.60%	
	6	Approve Remuneration of Board Delegate in the Amount of CHF 100,000	For	No	98.00%	
	7	Transact Other Business (Voting)	Against	Yes		
HubSpot, Inc. 06.06.23	1a	Elect Director Nick Caldwell	For	No	95.14%	4.85%
	1b	Elect Director Claire Hughes Johnson	Against	Yes	73.02%	26.97%
	1c	Elect Director Jay Simons	For	No	94.21%	5.78%
	1d	Elect Director Yamini Rangan	For	No	96.87%	3.12%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.93%	0.06%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.80%	5.19%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
The TJX Companies, Inc. 06.06.23	1a	Elect Director Jose B. Alvarez	For	No	98.39%	1.60%
	1b	Elect Director Alan M. Bennett	For	No	92.86%	7.13%
	1c	Elect Director Rosemary T. Berkery	For	No	96.90%	3.09%
	1d	Elect Director David T. Ching	For	No	93.94%	6.05%
	1e	Elect Director C. Kim Goodwin	For	No	98.72%	1.27%
	1f	Elect Director Ernie Herrman	For	No	98.34%	1.65%
	1g	Elect Director Amy B. Lane	For	No	94.23%	5.76%
	1h	Elect Director Carol Meyrowitz	For	No	92.89%	7.10%
	1i	Elect Director Jackwyn L. Nemerov	For	No	95.44%	4.55%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.18%	4.81%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.97%	6.02%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	For	Yes	25.68%	74.31%
	6	Report on Risk from Supplier Misclassification of Supplier's Employees	For	Yes	31.80%	68.19%
	7	Adopt a Paid Sick Leave Policy for All Employees	For	Yes	22.28%	77.71%
Cognizant Technology Solutions Corporation 06.06.23	1a	Elect Director Zein Abdalla	For	No	96.43%	3.56%
	1b	Elect Director Vinita Bali	For	No	97.71%	2.28%
	1c	Elect Director Eric Branderiz	For	No	99.23%	0.76%
	1d	Elect Director Archana Deskus	For	No	97.32%	2.67%
	1e	Elect Director John M. Dineen	For	No	99.43%	0.56%
	1f	Elect Director Nella Domenici	For	No	99.75%	0.24%
	1g	Elect Director Ravi Kumar S	For	No	99.74%	0.25%
	1h	Elect Director Leo S. Mackay, Jr.	For	No	91.45%	8.54%
	1i	Elect Director Michael Patsalos-Fox	For	No	98.49%	1.50%
	1j	Elect Director Stephen J. Rohleder	For	No	97.91%	2.08%
	1k	Elect Director Abraham "Bram" Schot	For	No	99.58%	0.41%
	1l	Elect Director Joseph M. Velli	For	No	98.51%	1.48%
	1m	Elect Director Sandra S. Wijnberg	For	No	95.14%	4.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.40%	7.59%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve Omnibus Stock Plan	For	No	95.55%	4.44%
	5	Amend Qualified Employee Stock Purchase Plan	For	No	99.83%	0.16%
	6	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.64%	5.35%
	7	Amend Bylaws	Against	No	20.42%	79.57%
	8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	8.69%	91.30%
DaVita Inc. 06.06.23	1a	Elect Director Pamela M. Arway	For	No	94.78%	5.21%
	1b	Elect Director Charles G. Berg	For	No	99.01%	0.98%
	1c	Elect Director Barbara J. Desoer	For	No	98.32%	1.67%
	1d	Elect Director Jason M. Hollar	For	No	99.25%	0.74%
	1e	Elect Director Gregory J. Moore	For	No	98.97%	1.02%



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	1f	Elect Director John M. Nehra	For	No	95.07%	4.92%
	1g	Elect Director Javier J. Rodriguez	For	No	99.60%	0.39%
	1h	Elect Director Adam H. Schechter	For	No	99.85%	0.14%
	1i	Elect Director Phyllis R. Yale	For	No	98.51%	1.48%
	2	Ratify KPMG LLP as Auditors	Against	Yes	96.71%	3.22%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.96%	4.94%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	76.15%	5.18%
Booking Holdings Inc. 06.06.23	1.1	Elect Director Glenn D. Fogel	For	No	99.84%	0.15%
	1.2	Elect Director Miriam M. Graddick-Weir	For	No	96.46%	3.53%
	1.3	Elect Director Wei Hopeman	For	No	98.93%	1.06%
	1.4	Elect Director Robert J. Mylod, Jr.	For	No	96.96%	3.03%
	1.5	Elect Director Charles H. Noski	For	No	97.72%	2.27%
	1.6	Elect Director Larry Quinlan	For	No	99.86%	0.13%
	1.7	Elect Director Nicholas J. Read	For	No	99.57%	0.42%
	1.8	Elect Director Thomas E. Rothman	For	No	98.60%	1.39%
	1.9	Elect Director Sumit Singh	For	No	98.81%	1.18%
	1.10	Elect Director Lynn Vojvodich Radakovich	For	No	97.94%	2.05%
	1.11	Elect Director Vanessa A. Wittman	For	No	98.46%	1.53%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	87.63%	12.13%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	91.06%	8.88%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.51%	92.35%
Freeport-McMoRan, Inc. 06.06.23	1.1	Elect Director David P. Abney	For	No	98.85%	1.14%
	1.2	Elect Director Richard C. Adkerson	Against	Yes	96.52%	3.47%
	1.3	Elect Director Marcela E. Donadio	For	No	97.89%	2.10%
	1.4	Elect Director Robert W. Dudley	For	No	99.21%	0.78%
	1.5	Elect Director Hugh Grant	For	No	99.48%	0.51%
	1.6	Elect Director Lydia H. Kennard	For	No	98.19%	1.80%
	1.7	Elect Director Ryan M. Lance	For	No	99.72%	0.27%
	1.8	Elect Director Sara Grootwassink Lewis	For	No	99.54%	0.45%
	1.9	Elect Director Dustan E. McCoy	For	No	96.94%	3.05%
	1.10	Elect Director Kathleen L. Quirk	For	No	99.18%	0.81%
	1.11	Elect Director John J. Stephens	For	No	99.52%	0.47%
	1.12	Elect Director Frances Fragos Townsend	For	No	97.81%	2.18%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.41%	3.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.46%	2.32%
Fortive Corporation 06.06.23	1a	Elect Director Eric Branderiz	For	No	99.83%	0.16%
	1b	Elect Director Daniel L. Comas	For	No	98.55%	1.44%
	1c	Elect Director Sharmistha Dubey	For	No	97.82%	2.17%
	1d	Elect Director Rejji P. Hayes	For	No	99.76%	0.23%
	1e	Elect Director Wright Lassiter, III	For	No	98.59%	1.40%
	1f	Elect Director James A. Lico	For	No	99.77%	0.22%
	1g	Elect Director Kate D. Mitchell	For	No	95.69%	4.30%
	1h	Elect Director Jeannine Sargent	For	No	99.23%	0.76%
	1i	Elect Director Alan G. Spoon	For	No	90.36%	9.63%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	71.56%	28.23%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	For	No	96.67%	3.26%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.06%	92.57%
Devon Energy	1.1	Elect Director Barbara M. Baumann	Withhold	Yes	92.93%	7.06%

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Corporation 07.06.23	1.2	Elect Director John E. Bethancourt	For	No	98.17%	1.82%
	1.3	Elect Director Ann G. Fox	For	No	90.86%	9.13%
	1.4	Elect Director Gennifer F. Kelly	For	No	99.32%	0.67%
	1.5	Elect Director Kelt Kindick	Withhold	Yes	92.28%	7.71%
	1.6	Elect Director John Krenicki, Jr.	For	No	98.14%	1.85%
	1.7	Elect Director Karl F. Kurz	For	No	97.64%	2.35%
	1.8	Elect Director Michael N. Mears	For	No	99.39%	0.60%
	1.9	Elect Director Robert A. Mosbacher, Jr.	For	No	95.56%	4.43%
	1.10	Elect Director Richard E. Muncrief	For	No	98.44%	1.55%
	1.11	Elect Director Valerie M. Williams	For	No	97.11%	2.88%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.75%	4.09%
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.32%	6.32%	
4	Advisory Vote on Say on Pay Frequency	One Year	No			
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	No	59.26%	7.85%	
6	Amend Certificate of Incorporation to Adopt Limitations on the Liability of Officers	For	No	54.28%	12.83%	
7	Amend Right to Call Special Meeting	For	Yes	36.12%	63.48%	
GoDaddy Inc. 07.06.23	1a	Elect Director Mark Garrett	For	No	97.18%	2.81%
	1b	Elect Director Srinivas (Srini) Tallapragada	For	No	99.44%	0.55%
	1c	Elect Director Sigal Zarmi	For	No	99.43%	0.56%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.61%	4.05%
	3	Ratify Ernst & Young LLP as Auditors	For	No	98.99%	0.98%
lululemon athletica inc. 07.06.23	1a	Elect Director Michael Casey	For	No	81.32%	18.67%
	1b	Elect Director Glenn Murphy	For	No	85.52%	14.47%
	1c	Elect Director David Mussafer	For	No	82.13%	17.86%
	1d	Elect Director Isabel Mahe	For	No	98.58%	1.41%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.23%	0.76%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.92%	6.07%
4	Advisory Vote on Say on Pay Frequency	One Year	No			
5	Approve Omnibus Stock Plan	For	No	97.27%	2.72%	
Comcast Corporation 07.06.23	1.1	Elect Director Kenneth J. Bacon	Withhold	Yes	75.56%	24.43%
	1.2	Elect Director Thomas J. Baltimore, Jr.	For	No	77.94%	22.05%
	1.3	Elect Director Madeline S. Bell	Withhold	Yes	84.67%	15.32%
	1.4	Elect Director Edward D. Breen	For	No	97.79%	2.20%
	1.5	Elect Director Gerald L. Hassell	For	No	97.88%	2.11%
	1.6	Elect Director Jeffrey A. Honickman	Withhold	Yes	82.11%	17.88%
	1.7	Elect Director Maritza G. Montiel	For	No	98.04%	1.95%
	1.8	Elect Director Asuka Nakahara	For	No	99.42%	0.57%
	1.9	Elect Director David C. Novak	For	No	98.80%	1.19%
	1.10	Elect Director Brian L. Roberts	Withhold	Yes	95.38%	4.61%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.81%	2.18%
3	Approve Omnibus Stock Plan	For	No	92.32%	7.67%	
4	Amend Qualified Employee Stock Purchase Plan	For	No	98.24%	1.75%	
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.04%	7.95%	
6	Advisory Vote on Say on Pay Frequency	One Year	No			
7	Oversee and Report on a Racial Equity Audit	For	Yes	10.83%	89.16%	
8	Report on Climate Risk in Retirement Plan Options	For	Yes	6.17%	93.82%	
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes	9.77%	90.22%	
10	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	18.99%	81.00%	
11	Report on Risks Related to Operations in China	Against	No	1.73%	98.26%	
MarketAxess Holdings	1a	Elect Director Richard M. McVey	For	No	97.57%	2.42%

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Inc. 07.06.23	1b	Elect Director Christopher R. Concannon	For	No	99.31%	0.68%
	1c	Elect Director Nancy Altobello	For	No	96.20%	3.79%
	1d	Elect Director Steven L. Begleiter	For	No	99.31%	0.68%
	1e	Elect Director Stephen P. Casper	For	No	94.64%	5.35%
	1f	Elect Director Jane Chwick	For	No	98.77%	1.22%
	1g	Elect Director William F. Cruger	For	No	96.66%	3.33%
	1h	Elect Director Kourtney Gibson	For	No	99.27%	0.72%
	1i	Elect Director Richard G. Ketchum	For	No	99.34%	0.65%
	1j	Elect Director Emily H. Portney	For	No	99.76%	0.23%
	1k	Elect Director Richard L. Prager	For	No	95.61%	4.38%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.69%	8.07%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.43%	3.72%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	The Hong Kong and China Gas Company Limited 07.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.93%
2		Approve Final Dividend	For	No	99.99%	0.00%
3.1		Elect Lee Ka-kit as Director	Against	Yes	78.58%	21.41%
3.2		Elect David Li Kwok-po as Director	Against	Yes	80.24%	19.75%
3.3		Elect Peter Wong Wai-yee as Director	For	No	96.10%	3.89%
3.4		Elect Andrew Fung Hau-chung as Director	Against	Yes	87.29%	12.70%
4		Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	97.31%	2.68%
5.1		Authorize Repurchase of Issued Share Capital	For	No	99.40%	0.59%
5.2		Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	78.47%	21.52%
5.3		Authorize Reissuance of Repurchased Shares	Against	Yes	78.99%	21.00%
China Resources Land Limited 07.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.79%	0.20%
	2	Approve Final Dividend	For	No	100.00%	0.00%
	3.1	Elect Li Xin as Director	For	No	85.50%	14.49%
	3.2	Elect Zhang Dawei as Director	For	No	95.36%	4.63%
	3.3	Elect Guo Shiqing as Director	For	No	95.33%	4.66%
	3.4	Elect Andrew Y. Yan as Director	For	No	85.03%	14.96%
	3.5	Elect Wan Kam To, Peter as Director	For	No	85.98%	14.01%
	3.6	Authorize Board to Fix Remuneration of Directors	For	No	99.54%	0.45%
	4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.91%	1.08%
	5	Authorize Repurchase of Issued Share Capital	For	No	99.71%	0.28%
	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	71.47%	28.52%
	7	Authorize Reissuance of Repurchased Shares	Against	Yes	72.92%	27.07%
	CRISPR Therapeutics AG 08.06.23	1	Accept Consolidated Financial Statements and Statutory Reports	For	No	99.73%
2		Approve Treatment of Net Loss	For	No	99.67%	0.32%
3		Approve Discharge of Board and Senior Management	For	No	99.21%	0.78%
4a		Reelect Rodger Novak as Director	For	No	99.34%	0.65%
4b		Reelect Samarth Kulkarni as Director	For	No	97.55%	2.44%
4c		Reelect Ali Behbahani as Director	Against	Yes	55.67%	44.32%
4d		Reelect Maria Fardis as Director	For	No	99.31%	0.68%
4e		Reelect H. Edward Fleming, Jr. as Director	For	No	98.63%	1.36%
4f		Reelect Simeon J. George as Director	For	No	98.57%	1.42%
4g		Reelect John T. Greene as Director	For	No	97.22%	2.77%
4h		Reelect Katherine A. High as Director	For	No	99.09%	0.90%
4i		Reelect Douglas A. Treco as Director	For	No	91.41%	8.58%
5a		Reelect Ali Behbahani as Member of the Compensation Committee	Against	Yes	55.27%	44.72%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5b	Appoint H. Edward Fleming, Jr. as Member of the Compensation Committee	For	No	95.52%	4.47%
	5c	Reelect Simeon J. George as Member of the Compensation Committee	For	No	95.40%	4.59%
	5d	Reelect John T. Greene as Member of the Compensation Committee	For	No	93.17%	6.82%
	6a	Approve Remuneration of Directors in the Amount of USD 507,000	For	No	99.05%	0.94%
	6b	Approve Remuneration of Directors in the Amount of USD 11,738,100	Against	Yes	68.82%	31.17%
	6c	Approve Remuneration of Executive Committee in the Amount of USD 3,700,579	Against	Yes	74.98%	25.01%
	6d	Approve Remuneration of Executive Committee in the Amount of USD 3,195,625	Against	Yes	75.56%	24.43%
	6e	Approve Remuneration of Executive Committee in the Amount of USD 55,827,593	Against	Yes	65.95%	34.04%
	6f	Approve Remuneration Report (Non-Binding)	Against	Yes	63.70%	36.29%
	7	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	63.61%	36.38%
	8	Approve Capital Band	For	No	98.10%	1.89%
	9	Approve Increase in Conditional Share Capital for Employee Equity Plans	Against	Yes	67.78%	32.21%
	10	Amend Omnibus Stock Plan	Against	Yes	70.87%	29.12%
	11	Approve Decrease in Size of Board	For	No	99.38%	0.61%
	12a	Amend Corporate Purpose	For	No	99.71%	0.28%
	12b	Approve General Meeting Abroad and Virtual General Meeting	For	No	97.22%	2.77%
	12c	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	No	55.61%	44.38%
	12d	Amend Articles of Association	For	No	99.72%	0.27%
	12e	Amend Articles of Association	For	No	99.68%	0.31%
	13	Designate Marius Meier as Independent Proxy	For	No	99.53%	0.46%
	14	Ratify Ernst & Young LLP as Auditor and Ernst & Young AG as Statutory Auditor	For	No	99.53%	0.46%
	15	Transact Other Business (Voting)	Against	Yes	42.19%	57.80%
CRH Plc 08.06.23	1	Approve Scheme of Arrangement	For	No	95.56%	4.43%
Evolent Health, Inc. 08.06.23	1a	Elect Director Craig Barbarosh	For	No	91.93%	8.06%
	1b	Elect Director Seth Blackley	For	No	99.49%	0.50%
	1c	Elect Director M. Bridget Duffy	For	No	97.28%	2.71%
	1d	Elect Director Peter Grua	For	No	99.31%	0.68%
	1e	Elect Director Diane Holder	For	No	92.27%	7.72%
	1f	Elect Director Richard Jelinek	For	No	99.64%	0.35%
	1g	Elect Director Kim Keck	For	No	97.47%	2.52%
	1h	Elect Director Cheryl Scott	For	No	95.73%	4.26%
	1i	Elect Director Tunde Sotunde	For	No	99.49%	0.50%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	99.98%	0.01%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	98.13%	1.86%
	4	Amend Omnibus Stock Plan	For	No	95.90%	4.09%
Salesforce, Inc. 08.06.23	1a	Elect Director Marc Benioff	Against	Yes	96.01%	3.98%
	1b	Elect Director Laura Alber	For	No	98.37%	1.62%
	1c	Elect Director Craig Conway	For	No	96.27%	3.72%
	1d	Elect Director Arnold Donald	For	No	99.41%	0.58%
	1e	Elect Director Parker Harris	For	No	98.30%	1.69%
	1f	Elect Director Neelie Kroes	For	No	97.30%	2.69%
	1g	Elect Director Sachin Mehra	For	No	99.72%	0.27%
	1h	Elect Director G. Mason Morfit	For	No	99.68%	0.31%
	1i	Elect Director Oscar Munoz	For	No	97.65%	2.34%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director John V. Roos	For	No	94.75%	5.24%
	1k	Elect Director Robin Washington	For	No	94.80%	5.19%
	1l	Elect Director Maynard Webb	For	No	97.72%	2.27%
	1m	Elect Director Susan Wojcicki	For	No	99.43%	0.56%
	2	Amend Omnibus Stock Plan	For	No	91.46%	8.53%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.55%	4.44%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.11%	17.88%
	5	Advisory Vote on Say on Pay Frequency	One Year	No		
	6	Require Independent Board Chair	For	Yes	22.59%	77.40%
	7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	No	0.45%	99.54%
Diamondback Energy, Inc. 08.06.23	1.1	Elect Director Travis D. Stice	Against	Yes	96.98%	3.01%
	1.2	Elect Director Vincent K. Brooks	For	No	98.14%	1.85%
	1.3	Elect Director David L. Houston	For	No	97.61%	2.38%
	1.4	Elect Director Rebecca A. Klein	For	No	99.78%	0.21%
	1.5	Elect Director Stephanie K. Mains	For	No	97.98%	2.01%
	1.6	Elect Director Mark L. Plaumann	For	No	96.93%	3.06%
	1.7	Elect Director Melanie M. Trent	For	No	95.35%	4.64%
	1.8	Elect Director Frank D. Tsuru	For	No	99.79%	0.20%
	1.9	Elect Director Steven E. West	For	No	98.99%	1.00%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.45%	3.54%
	3	Eliminate Supermajority Vote Requirement for Amendments of the Charter and Removal of Directors	For	No	81.73%	1.38%
	4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	No	81.68%	1.44%
	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	61.60%	21.49%
	6	Ratify Grant Thornton LLP as Auditors	For	No	99.08%	0.91%
Digital Realty Trust, Inc. 08.06.23	1a	Elect Director Alexis Black Bjorlin	For	No	89.47%	10.52%
	1b	Elect Director VeraLinn 'Dash' Jamieson	For	No	98.63%	1.36%
	1c	Elect Director Kevin J. Kennedy	For	No	96.73%	3.26%
	1d	Elect Director William G. LaPerch	For	No	97.79%	2.20%
	1e	Elect Director Jean F.H.P. Mandeville	For	No	99.41%	0.58%
	1f	Elect Director Afshin Mohebbi	For	No	99.03%	0.96%
	1g	Elect Director Mark R. Patterson	For	No	96.03%	3.96%
	1h	Elect Director Mary Hogan Preusse	For	No	96.49%	3.50%
	1i	Elect Director Andrew P. Power	For	No	99.43%	0.56%
	2	Ratify KPMG LLP as Auditors	For	No	99.15%	0.84%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	88.53%	11.46%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Risks Associated with Use of Concealment Clauses	For	Yes		
	6	Report on Whether Company Policies Reinforce Racism in Company Culture	For	Yes	12.81%	87.18%
Compagnie de Saint-Gobain SA 08.06.23	1	Approve Financial Statements and Statutory Reports	For	No	99.76%	0.23%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.78%	0.21%
	3	Approve Allocation of Income and Dividends of EUR 2 per Share	For	No	99.75%	0.24%
	4	Reelect Dominique Leroy as Director	For	No	93.77%	6.22%
	5	Elect Jana Revedin as Director	For	No	99.59%	0.40%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	For	No	99.32%	0.67%
	7	Approve Compensation of Benoit Bazin, CEO	For	No	93.10%	6.89%
	8	Approve Compensation Report of Corporate Officers	For	No	95.05%	4.94%
	9	Approve Remuneration Policy of Chairman of the Board	For	No	93.69%	6.30%
	10	Approve Remuneration Policy of CEO	For	No	84.40%	15.59%
	11	Approve Remuneration Policy of Directors	For	No	99.04%	0.95%
	12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	For	No	99.08%	0.91%
	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.14%	0.85%
	14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	For	No	99.38%	0.61%
	15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	For	No	93.03%	6.96%
	16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	For	No	90.94%	9.05%
	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	For	No	90.00%	9.99%
	18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	98.46%	1.53%
	19	Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	For	No	99.93%	0.06%
	20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	No	91.65%	8.34%
	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	96.27%	3.72%
	22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	98.53%	1.46%
	23	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	For	No	99.76%	0.23%
	24	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Brookfield Corporation 09.06.23	1	Approve Decrease in Size of Board from Sixteen to Fourteen	For	No	99.69%	0.30%
	2.1	Elect Director M. Elyse Allan	For	No	99.39%	0.60%
	2.2	Elect Director Angela F. Braly	For	No	99.38%	0.61%
	2.3	Elect Director Janice Fukakusa	For	No	98.60%	1.39%
	2.4	Elect Director Maureen Kempston Darkes	For	No	95.01%	4.98%
	2.5	Elect Director Frank J. McKenna	For	No	86.79%	13.20%
	2.6	Elect Director Hutham S. Olayan	For	No	99.53%	0.46%
	2.7	Elect Director Diana L. Taylor	For	No	94.27%	5.72%
	3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	90.60%	9.39%
	4	Advisory Vote on Executive Compensation Approach	Against	Yes	84.53%	15.46%
	5	Amend Escrowed Stock Plan	For	No	96.33%	3.66%
	6	Approve BNRE Restricted Stock Plan	For	No	91.84%	8.15%
	7	SP: Report on Tax Transparency	For	Yes	26.86%	73.13%
Regeneron	1a	Elect Director Joseph L. Goldstein	Against	Yes	70.27%	29.72%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Pharmaceuticals, Inc. 09.06.23	1b	Elect Director Christine A. Poon	Against	Yes	75.28%	24.71%
	1c	Elect Director Craig B. Thompson	For	No	99.42%	0.57%
	1d	Elect Director Huda Y. Zoghbi	For	No	96.33%	3.66%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.32%	3.67%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.09%	12.90%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	9.43%	90.56%
Garmin Ltd. 09.06.23	1	Accept Consolidated Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Allocation of Income and Dividends	For	No	99.96%	0.03%
	3	Approve Dividends	For	No	99.97%	0.02%
	4	Approve Discharge of Board and Senior Management	For	No	98.87%	1.12%
	5a	Elect Director Jonathan C. Burrell	For	No	76.13%	23.86%
	5b	Elect Director Joseph J. Hartnett	For	No	83.29%	16.70%
	5c	Elect Director Min H. Kao	For	No	96.89%	3.10%
	5d	Elect Director Catherine A. Lewis	For	No	96.15%	3.84%
	5e	Elect Director Charles W. Peffer	For	No	81.34%	18.65%
	5f	Elect Director Clifton A. Pemble	For	No	98.15%	1.84%
	6	Elect Min H. Kao as Board Chairman	For	No	94.08%	5.91%
	7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	No	93.52%	6.47%
	7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	No	96.58%	3.41%
	7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	No	97.70%	2.29%
	7d	Appoint Charles W. Peffer as Member of the Compensation Committee	For	No	96.03%	3.96%
	8	Designate Wuersch & Gering LLP as Independent Proxy	For	No	99.93%	0.06%
	9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Against	Yes	96.55%	3.44%
	10	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.67%	4.32%
	11	Advisory Vote on Say on Pay Frequency	One Year	No		
	12	Advisory Vote on the Swiss Statutory Compensation Report	For	No	95.96%	4.03%
	13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	For	No	96.83%	3.16%
	14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	For	No	99.83%	0.16%
15	Cancel Repurchased Shares	For	No	99.88%	0.11%	
16	Amend Qualified Employee Stock Purchase Plan	For	No	98.78%	1.21%	
17	Amend Non-Employee Director Omnibus Stock Plan	For	No	96.95%	3.04%	
18	Approve Reduction of Par Value	For	No	99.71%	0.28%	
19	Approve Conversion of Currency of the Share Capital from CHF to USD	For	No	99.83%	0.05%	
20	Amend Articles to Reflect Changes in Capital	For	No	99.17%	0.71%	
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	For	No	99.94%	0.05%	
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	For	No	99.89%	0.10%	
Airesis AG 12.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Board of Directors	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Allocation of Income and Omission of Dividends	For	No		
	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 250,000	For	No		
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 800,000	For	No		
	4.3	Approve Remuneration Report	Against	Yes		
	5.1.1	Reelect Marc-Henri Beausire as Director	For	No		
	5.1.2	Reelect Pierre Duboux as Director	For	No		
	5.1.3	Reelect Laurent Jaquenoud as Director	For	No		
	5.1.4	Reelect Dominique Lustenberger as Director	For	No		
	5.2	Reelect Marc-Henri Beausire as Board Chair	For	No		
	5.3.1	Reappoint Pierre Duboux as Member of the Compensation Committee	Against	Yes		
	5.3.2	Reappoint Laurent Jaquenoud as Member of the Compensation Committee	Against	Yes		
	6	Ratify Mazars Holding SA as Auditors	For	No		
	7	Designate Oriana Antonelli as Independent Proxy	For	No		
	8	Transact Other Business (Voting)	Against	Yes		
Sonova Holding AG 12.06.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.77%	0.22%
	1.2	Approve Remuneration Report (Non-Binding)	For	No	80.59%	19.40%
	2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	For	No	99.90%	0.09%
	3	Approve Discharge of Board and Senior Management	For	No	94.39%	5.60%
	4	Amend Articles Re: Composition of Compensation Committee	For	No	99.67%	0.32%
	5.1.1	Reelect Robert Spoerry as Director and Board Chair	For	No	85.02%	14.97%
	5.1.2	Reelect Stacy Seng as Director	For	No	94.20%	5.79%
	5.1.3	Reelect Gregory Behar as Director	For	No	96.45%	3.54%
	5.1.4	Reelect Lynn Bleil as Director	For	No	94.52%	5.47%
	5.1.5	Reelect Lukas Braunschweiler as Director	For	No	86.14%	13.85%
	5.1.6	Reelect Roland Diggelmann as Director	For	No	89.34%	10.65%
	5.1.7	Reelect Julie Tay as Director	For	No	94.20%	5.79%
	5.1.8	Reelect Ronald van der Vis as Director	For	No	83.68%	16.31%
	5.1.9	Reelect Adrian Widmer as Director	For	No	99.52%	0.47%
	5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	No	93.35%	6.64%
	5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	No	84.26%	15.73%
	5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	No	87.03%	12.96%
	5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	For	No	94.04%	5.95%
	5.4	Ratify Ernst & Young AG as Auditors	For	No	97.97%	2.02%
	5.5	Designate Keller AG as Independent Proxy	For	No	99.93%	0.06%
	6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	No	92.96%	7.03%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	For	No	87.54%	12.45%
	7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.76%	0.23%
	8.1	Amend Corporate Purpose	For	No	99.87%	0.12%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	For	No	92.78%	7.21%
	8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.70%	0.29%
	8.4	Amend Articles of Association	For	No	99.85%	0.14%
	8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	81.20%	18.79%
	9	Transact Other Business (Voting)	Against	Yes		
Block, Inc. 13.06.23	1.1	Elect Director Roelof Botha	For	No	87.77%	12.22%
	1.2	Elect Director Amy Brooks	Withhold	Yes	87.54%	12.45%
	1.3	Elect Director Shawn Carter	For	No	96.57%	3.42%
	1.4	Elect Director James McKelvey	For	No	97.15%	2.84%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.90%	2.00%
	3	Ratify Ernst & Young LLP as Auditors	For	No	99.83%	0.07%
	4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	14.83%	84.84%
Roper Technologies, Inc. 13.06.23	1.1	Elect Director Shellye L. Archambeau	For	No	97.00%	2.99%
	1.2	Elect Director Amy Woods Brinkley	For	No	97.87%	2.12%
	1.3	Elect Director Irene M. Esteves	For	No	98.34%	1.65%
	1.4	Elect Director L. Neil Hunn	For	No	99.17%	0.82%
	1.5	Elect Director Robert D. Johnson	For	No	96.49%	3.50%
	1.6	Elect Director Thomas P. Joyce, Jr.	For	No	98.48%	1.51%
	1.7	Elect Director Laura G. Thatcher	For	No	97.71%	2.28%
	1.8	Elect Director Richard F. Wallman	For	No	93.35%	6.64%
	1.9	Elect Director Christopher Wright	For	No	95.97%	4.02%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.22%	6.67%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.56%	4.33%
	5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	No	71.88%	14.16%
Caterpillar Inc. 14.06.23	1.1	Elect Director Kelly A. Ayotte	Against	Yes	92.80%	7.19%
	1.2	Elect Director David L. Calhoun	For	No	95.44%	4.55%
	1.3	Elect Director Daniel M. Dickinson	For	No	93.09%	6.90%
	1.4	Elect Director James C. Fish, Jr.	For	No	99.05%	0.94%
	1.5	Elect Director Gerald Johnson	For	No	97.12%	2.87%
	1.6	Elect Director David W. MacLennan	For	No	97.18%	2.81%
	1.7	Elect Director Judith F. Marks	For	No	98.68%	1.31%
	1.8	Elect Director Debra L. Reed-Klages	For	No	96.90%	3.09%
	1.9	Elect Director Susan C. Schwab	For	No	95.63%	4.36%
	1.10	Elect Director D. James Umpleby, III	Against	Yes	93.78%	6.21%
	1.11	Elect Director Rayford Wilkins, Jr.	For	No	96.73%	3.26%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.73%	4.02%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.67%	6.79%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	94.35%	5.17%
	6	Report on Climate Lobbying	For	Yes	28.04%	70.64%
	7	Report on Lobbying Payments and Policy	For	Yes	28.85%	69.87%
	8	Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against	No	14.18%	84.33%
	9	Report on Civil Rights and Non-Discrimination Audit	Against	No	1.71%	97.07%
Best Buy Co., Inc. 14.06.23	1a	Elect Director Corie S. Barry	For	No	99.74%	0.25%
	1b	Elect Director Lisa M. Caputo	For	No	97.30%	2.69%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1c	Elect Director J. Patrick Doyle	For	No	96.37%	3.62%
	1d	Elect Director David W. Kenny	For	No	97.43%	2.56%
	1e	Elect Director Mario J. Marte	For	No	99.25%	0.74%
	1f	Elect Director Karen A. McLoughlin	For	No	99.78%	0.21%
	1g	Elect Director Claudia F. Munce	For	No	99.79%	0.20%
	1h	Elect Director Richelle P. Parham	For	No	97.93%	2.06%
	1i	Elect Director Steven E. Rendle	For	No	99.80%	0.19%
	1j	Elect Director Sima D. Sistani	For	No	99.76%	0.23%
	1k	Elect Director Melinda D. Whittington	For	No	99.78%	0.21%
	1l	Elect Director Eugene A. Woods	For	No	99.68%	0.31%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	98.62%	1.27%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.45%	7.40%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Builders FirstSource, Inc. 14.06.23	1.1	Elect Director Paul S. Levy	For	No	88.30%	11.69%
	1.2	Elect Director Cory J. Boydston	For	No	95.35%	4.64%
	1.3	Elect Director James O'Leary	For	No	89.95%	10.04%
	1.4	Elect Director Craig A. Steinke	For	No	71.09%	28.90%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.92%	2.97%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.66%	2.24%
	5	Adopt Short, Medium, and Long-Term GHG Emissions Reduction Targets	For	Yes	21.05%	77.74%
Target Corporation 14.06.23	1a	Elect Director David P. Abney	For	No	98.73%	1.26%
	1b	Elect Director Douglas M. Baker, Jr.	For	No	96.46%	3.53%
	1c	Elect Director George S. Barrett	For	No	96.33%	3.66%
	1d	Elect Director Gail K. Boudreaux	For	No	98.88%	1.11%
	1e	Elect Director Brian C. Cornell	Against	Yes	94.73%	5.26%
	1f	Elect Director Robert L. Edwards	For	No	98.26%	1.73%
	1g	Elect Director Donald R. Knauss	For	No	97.61%	2.38%
	1h	Elect Director Christine A. Leahy	For	No	96.86%	3.13%
	1i	Elect Director Monica C. Lozano	For	No	95.83%	4.16%
	1j	Elect Director Grace Puma	For	No	98.95%	1.04%
	1k	Elect Director Derica W. Rice	For	No	97.47%	2.52%
	1l	Elect Director Dmitri L. Stockton	For	No	97.57%	2.42%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.07%	3.72%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.08%	5.91%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Require Independent Board Chair	For	Yes	32.13%	66.57%
KEYENCE Corp. 14.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 150	For	No	82.40%	
	2.1	Elect Director Takizaki, Takemitsu	For	No	89.87%	
	2.2	Elect Director Nakata, Yu	For	No	86.61%	
	2.3	Elect Director Yamaguchi, Akiji	For	No	93.72%	
	2.4	Elect Director Yamamoto, Hiroaki	For	No	93.72%	
	2.5	Elect Director Nakano, Tetsuya	For	No	95.68%	
	2.6	Elect Director Yamamoto, Akinori	For	No	93.09%	
	2.7	Elect Director Taniguchi, Seiichi	For	No	91.50%	
	2.8	Elect Director Suenaga, Kumiko	For	No	97.27%	
	2.9	Elect Director Yoshioka, Michifumi	For	No	96.66%	
	3	Appoint Statutory Auditor Komura, Koichiro	For	No	99.71%	
	4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	No	99.81%	
Toyota Motor Corp. 14.06.23	1.1	Elect Director Toyoda, Akio	Against	Yes	84.57%	
	1.2	Elect Director Hayakawa, Shigeru	For	No	95.79%	
	1.3	Elect Director Sato, Koji	For	No	96.80%	
	1.4	Elect Director Nakajima, Hiroki	For	No	97.18%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Director Miyazaki, Yoichi	For	No	97.15%	
	1.6	Elect Director Simon Humphries	For	No	97.23%	
	1.7	Elect Director Sugawara, Ikuro	For	No	98.21%	
	1.8	Elect Director Sir Philip Craven	For	No	96.63%	
	1.9	Elect Director Oshima, Masahiko	For	No	92.11%	
	1.10	Elect Director Osono, Emi	For	No	97.06%	
	2.1	Appoint Statutory Auditor Ogura, Katsuyuki	For	No	95.26%	
	2.2	Appoint Statutory Auditor Shirane, Takeshi	For	No	95.23%	
	2.3	Appoint Statutory Auditor Sakai, Ryuji	Against	Yes	83.77%	
	2.4	Appoint Statutory Auditor Catherine OConnell	For	No	98.64%	
	3	Appoint Alternate Statutory Auditor Kikuchi, Maoko	For	No	98.63%	
	4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	For	Yes	15.06%	
Arista Networks, Inc. 14.06.23	1.1	Elect Director Lewis Chew	Withhold	Yes	73.21%	26.78%
	1.2	Elect Director Douglas Merritt *Withdrawn Resolution*	Refer	No		
	1.3	Elect Director Mark B. Templeton	Withhold	Yes	68.23%	31.76%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.27%	4.85%
	3	Ratify Ernst & Young LLP as Auditors	For	No	98.22%	1.70%
Li Ning Company Limited 14.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.68%	0.31%
	2	Approve Final Dividend	For	No	100.00%	0.00%
	3.1a	Elect Wang Yajuan as Director	For	No	99.80%	0.19%
	3.1b	Elect Wang Ya Fei as Director	For	No	72.47%	27.52%
	3.1c	Elect Chan Chung Bun, Bunny as Director	For	No	72.11%	27.88%
	3.2	Authorize Board to Fix the Remuneration of Directors	For	No	95.11%	4.88%
	4	Approve PricewaterhouseCoopers, Certified Public Accountants as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.45%	1.54%
	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	90.64%	9.35%
	6	Authorize Repurchase of Issued Share Capital	For	No	99.79%	0.20%
	7	Approve Amendments to the Existing Memorandum and Articles of Association and Adopt the Amended and Restated Memorandum and Articles of Association	For	No	78.96%	21.03%
	1	Adopt 2023 Share Option Scheme and Terminate 2014 Share Option Scheme	Against	Yes	43.92%	56.07%
	2	Adopt 2023 Share Award Scheme	Against	Yes	46.79%	53.20%
Equity Residential 15.06.23	1.1	Elect Director Angela M. Aman	For	No	98.99%	1.00%
	1.2	Elect Director Linda Walker Bynoe	For	No	95.25%	4.74%
	1.3	Elect Director Mary Kay Haben	For	No	92.99%	7.00%
	1.4	Elect Director Tahsinul Zia Huque	For	No	98.92%	1.07%
	1.5	Elect Director John E. Neal	For	No	94.71%	5.28%
	1.6	Elect Director David J. Neithercut	For	No	95.84%	4.15%
	1.7	Elect Director Mark J. Parrell	For	No	98.76%	1.23%
	1.8	Elect Director Mark S. Shapiro	For	No	96.98%	3.01%
	1.9	Elect Director Stephen E. Sterrett	For	No	98.92%	1.07%
	1.10	Elect Director Samuel Zell - Withdrawn	Refer	No		
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.22%	3.77%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.99%	8.00%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Canadian Pacific Kansas City Limited 15.06.23	1	Ratify Ernst & Young LLP as Auditors	For	No	99.91%	0.08%
	2	Advisory Vote on Executive Compensation Approach	Against	Yes	95.94%	4.05%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Management Advisory Vote on Climate Change	Against	Yes	83.69%	16.30%
	4.1	Elect Director John Baird	For	No	97.72%	2.27%
	4.2	Elect Director Isabelle Courville	For	No	97.73%	2.26%
	4.3	Elect Director Keith E. Creel	For	No	99.90%	0.09%
	4.4	Elect Director Gillian H. Denham	For	No	99.80%	0.19%
	4.5	Elect Director Antonio Garza	For	No	99.89%	0.10%
	4.6	Elect Director David Garza-Santos	For	No	99.89%	0.10%
	4.7	Elect Director Edward R. Hamberger	For	No	99.89%	0.10%
	4.8	Elect Director Janet H. Kennedy	For	No	99.92%	0.07%
	4.9	Elect Director Henry J. Maier	For	No	93.81%	6.18%
	4.10	Elect Director Matthew H. Paull	For	No	98.52%	1.47%
	4.11	Elect Director Jane L. Peverett	For	No	98.92%	1.07%
	4.12	Elect Director Andrea Robertson	For	No	99.21%	0.78%
	4.13	Elect Director Gordon T. Trafton	For	No	99.28%	0.71%
Brenntag SE 15.06.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	No	99.99%	0.00%
	3	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.93%	0.06%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	95.12%	4.87%
	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	No	99.63%	0.36%
	6	Approve Remuneration Policy for the Management Board	For	No	94.11%	5.88%
	7	Approve Remuneration Policy for the Supervisory Board	For	No	95.31%	4.68%
	8	Approve Remuneration Report	For	No	89.21%	10.78%
	9.1	Elect Richard Ridinger to the Supervisory Board	Against	Yes	62.71%	37.28%
	9.2	Elect Sujatha Chandrasekaran to the Supervisory Board	Against	Yes	61.79%	38.20%
	10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	85.69%	14.30%
	10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No	91.67%	8.32%
	11	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against	No		
Zoom Video Communications, Inc. 15.06.23	1.1	Elect Director Eric S. Yuan	Withhold	Yes	97.98%	2.01%
	1.2	Elect Director Peter Gassner	For	No	98.45%	1.54%
	1.3	Elect Director H.R. McMaster	Withhold	Yes	89.73%	10.26%
	2	Ratify KPMG LLP as Auditors	For	No	99.84%	0.08%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	63.51%	36.43%
Ingersoll Rand Inc. 15.06.23	1a	Elect Director Vicente Reynal	Against	Yes	94.94%	5.05%
	1b	Elect Director William P. Donnelly	For	No	89.95%	10.04%
	1c	Elect Director Kirk E. Arnold	For	No	91.13%	8.86%
	1d	Elect Director Gary D. Forsee	For	No	98.59%	1.40%
	1e	Elect Director Jennifer Hartsock	For	No	99.26%	0.73%
	1f	Elect Director John Humphrey	For	No	97.78%	2.21%
	1g	Elect Director Marc E. Jones	For	No	97.56%	2.43%
	1h	Elect Director Mark Stevenson	For	No	97.91%	2.08%
	1i	Elect Director Michael Stubblefield	For	No	99.01%	0.98%
	1j	Elect Director Tony L. White	For	No	95.57%	4.42%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	96.00%	3.91%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	58.48%	41.37%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
W. P. Carey Inc. 15.06.23	1a	Elect Director Mark A. Alexander	For	No	98.53%	1.46%
	1b	Elect Director Constantin H. Beier	For	No	98.81%	1.18%
	1c	Elect Director Tonit M. Calaway	For	No	94.06%	5.93%
	1d	Elect Director Peter J. Farrell	For	No	97.02%	2.97%
	1e	Elect Director Robert J. Flanagan	For	No	98.82%	1.17%
	1f	Elect Director Jason E. Fox	For	No	99.48%	0.51%
	1g	Elect Director Jean Hoysradt	For	No	98.80%	1.19%
	1h	Elect Director Margaret G. Lewis	For	No	97.67%	2.32%
	1i	Elect Director Christopher J. Niehaus	For	No	96.67%	3.32%
	1j	Elect Director Elisabeth T. Stheeman	For	No	99.59%	0.40%
	1k	Elect Director Nick J.M. van Ommen	For	No	97.67%	2.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.30%	7.69%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.47%	4.52%
T-Mobile US, Inc. 16.06.23	1.1	Elect Director Andre Almeida	Withhold	Yes	86.61%	13.38%
	1.2	Elect Director Marcelo Claure	Withhold	Yes	85.93%	14.06%
	1.3	Elect Director Srikant M. Datar	For	No	97.41%	2.58%
	1.4	Elect Director Srinivasan Gopalan	Withhold	Yes	84.82%	15.17%
	1.5	Elect Director Timotheus Hottges	Withhold	Yes	85.95%	14.04%
	1.6	Elect Director Christian P. Illek	Withhold	Yes	80.23%	19.76%
	1.7	Elect Director Raphael Kubler	Withhold	Yes	80.13%	19.86%
	1.8	Elect Director Thorsten Langheim	Withhold	Yes	86.64%	13.35%
	1.9	Elect Director Dominique Leroy	Withhold	Yes	80.37%	19.62%
	1.10	Elect Director Letitia A. Long	For	No	92.59%	7.40%
	1.11	Elect Director G. Michael Sievert	Withhold	Yes	90.03%	9.96%
	1.12	Elect Director Teresa A. Taylor	For	No	88.29%	11.70%
	1.13	Elect Director Kelvin R. Westbrook	For	No	95.48%	4.51%
	2	Ratify Deloitte & Touche LLP as Auditors	For	No	99.94%	0.05%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.71%	3.28%
	4	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	5	Approve Omnibus Stock Plan	For	No	96.57%	3.42%
	6	Amend Qualified Employee Stock Purchase Plan	For	No	99.95%	0.04%
Aon plc 16.06.23	1.1	Elect Director Lester B. Knight	For	No	93.54%	6.45%
	1.2	Elect Director Gregory C. Case	For	No	98.77%	1.22%
	1.3	Elect Director Jin-Yong Cai	For	No	99.28%	0.71%
	1.4	Elect Director Jeffrey C. Campbell	For	No	92.35%	7.64%
	1.5	Elect Director Fulvio Conti	For	No	96.50%	3.49%
	1.6	Elect Director Cheryl A. Francis	For	No	96.81%	3.18%
	1.7	Elect Director Adriana Karaboutis	For	No	99.09%	0.90%
	1.8	Elect Director Richard C. Notebaert	For	No	95.35%	4.64%
	1.9	Elect Director Gloria Santona	For	No	96.77%	3.22%
	1.10	Elect Director Sarah E. Smith	For	No	99.70%	0.29%
	1.11	Elect Director Byron O. Spruell	For	No	99.08%	0.91%
	1.12	Elect Director Carolyn Y. Woo	For	No	95.99%	4.00%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.26%	7.73%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.32%	5.67%
	5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Against	Yes	94.54%	5.45%
	6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	98.43%	1.56%
	7	Amend Omnibus Plan	For	No	94.57%	5.42%
Fortinet, Inc. 16.06.23	1.1	Elect Director Ken Xie	Against	Yes	95.58%	4.41%
	1.2	Elect Director Michael Xie	For	No	99.40%	0.59%

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	1.3	Elect Director Kenneth A. Goldman	For	No	93.18%	6.81%
	1.4	Elect Director Ming Hsieh	For	No	84.90%	15.09%
	1.5	Elect Director Jean Hu	For	No	99.36%	0.63%
	1.6	Elect Director William H. Neukom	For	No	97.09%	2.90%
	1.7	Elect Director Judith Sim	For	No	95.36%	4.63%
	1.8	Elect Director Admiral James Stavridis (Ret)	For	No	96.25%	3.74%
	2	Ratify Deloitte & Touche LLP as Auditor	Against	Yes	95.76%	4.16%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.73%	10.17%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Eliminate Supermajority Vote Requirement	For	No	77.04%	0.20%
	6	Amend Certificate of Incorporation to Limit the Liability of Officers	For	No	69.62%	7.56%
Marvell Technology, Inc. 16.06.23	1a	Elect Director Sara Andrews	For	No	99.89%	0.10%
	1b	Elect Director W. Tudor Brown	For	No	97.77%	2.22%
	1c	Elect Director Brad W. Buss	For	No	96.17%	3.82%
	1d	Elect Director Rebecca W. House	For	No	98.32%	1.67%
	1e	Elect Director Marachel L. Knight	For	No	99.67%	0.32%
	1f	Elect Director Matthew J. Murphy	Against	Yes	96.94%	3.05%
	1g	Elect Director Michael G. Strachan	For	No	99.60%	0.39%
	1h	Elect Director Robert E. Switz	For	No	94.78%	5.21%
	1i	Elect Director Ford Tamer	For	No	99.73%	0.26%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.55%	10.30%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.72%	0.17%
Supernus Pharmaceuticals, Inc. 16.06.23	1.1	Elect Director Frederick M. Hudson	For	No	96.39%	3.60%
	1.2	Elect Director Charles W. Newhall, III	For	No	75.29%	24.70%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.02%	2.97%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	For	No	99.25%	0.74%
Tesco Plc 16.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report	Against	Yes	92.43%	7.56%
	3	Approve Final Dividend	For	No	99.79%	0.20%
	4	Elect Caroline Silver as Director	For	No	95.26%	4.73%
	5	Re-elect John Allan as Director (WITHDRAWN)	Abstain	No		
	6	Re-elect Melissa Bethell as Director	For	No	99.12%	0.87%
	7	Re-elect Bertrand Bodson as Director	For	No	99.16%	0.83%
	8	Re-elect Thierry Garnier as Director	For	No	98.75%	1.24%
	9	Re-elect Stewart Gilliland as Director	For	No	95.73%	4.26%
	10	Re-elect Byron Grote as Director	For	No	94.72%	5.27%
	11	Re-elect Ken Murphy as Director	For	No	99.15%	0.84%
	12	Re-elect Imran Nawaz as Director	For	No	97.95%	2.04%
	13	Re-elect Alison Platt as Director	For	No	94.62%	5.37%
	14	Re-elect Karen Whitworth as Director	For	No	99.13%	0.86%
	15	Reappoint Deloitte LLP as Auditors	For	No	99.97%	0.02%
	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	17	Authorise UK Political Donations and Expenditure	For	No	96.95%	3.04%
	18	Authorise Issue of Equity	For	No	88.05%	11.94%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	92.58%	7.41%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	90.77%	9.22%
	21	Authorise Market Purchase of Shares	For	No	98.48%	1.51%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.57%	6.42%
Evolution AB 16.06.23	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	For	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspector(s) of Minutes of Meeting	For	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Approve Performance Share Plan for Key Employees	For	No		
	8	Close Meeting	Refer	No		
Bandai Namco Holdings, Inc. 19.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 179	For	No	98.50%	
	2.1	Elect Director Kawaguchi, Masaru	For	No	91.60%	
	2.2	Elect Director Asako, Yuji	For	No	96.50%	
	2.3	Elect Director Momoi, Nobuhiko	For	No	96.60%	
	2.4	Elect Director Udagawa, Nao	For	No	96.50%	
	2.5	Elect Director Takenaka, Kazuhiro	For	No	96.60%	
	2.6	Elect Director Asanuma, Makoto	For	No	96.60%	
	2.7	Elect Director Kawasaki, Hiroshi	For	No	96.60%	
	2.8	Elect Director Otsu, Shuji	For	No	96.50%	
	2.9	Elect Director Kawana, Koichi	For	No	97.30%	
	2.10	Elect Director Shimada, Toshio	For	No	98.20%	
Daiichi Sankyo Co., Ltd. 19.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 15	For	No	99.77%	
	2.1	Elect Director Manabe, Sunao	For	No	95.22%	
	2.2	Elect Director Okuzawa, Hiroyuki	For	No	96.49%	
	2.3	Elect Director Hirashima, Shoji	For	No	98.05%	
	2.4	Elect Director Otsuki, Masahiko	For	No	98.21%	
	2.5	Elect Director Fukuoka, Takashi	For	No	98.21%	
	2.6	Elect Director Kama, Kazuaki	For	No	99.23%	
	2.7	Elect Director Nohara, Sawako	For	No	99.54%	
	2.8	Elect Director Komatsu, Yasuhiro	For	No	99.35%	
	2.9	Elect Director Nishii, Takaaki	For	No	98.52%	
	3.1	Appoint Statutory Auditor Sato, Kenji	For	No	98.88%	
	3.2	Appoint Statutory Auditor Arai, Miyuki	For	No	98.88%	
	4	Approve Trust-Type Equity Compensation Plan	For	No	97.19%	
RELIEF THERAPEUTICS Holding SA 20.06.23	1	Accept Financial Statements and Statutory Reports	For	No	98.09%	1.45%
	2	Approve Treatment of Net Loss	For	No	95.58%	3.90%
	3	Approve Discharge of Board and Senior Management	For	No	13.85%	<b>85.66%</b>
	4	Approve Creation of Capital Band within the Upper Limit of CHF 66.2 Million and the Lower Limit of CHF 56.2 Million with or without Exclusion of Preemptive Rights	For	No	12.34%	<b>87.06%</b>
	5	Approve Creation of CHF 26 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments; Approve Creation of CHF 2 Million Pool of Conditional Capital for Employee Incentive Plans	For	No		
	6.1	Amend Articles Re: Shares and Share Register	For	No	97.47%	1.97%
	6.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No	91.65%	7.55%
	6.3	Amend Articles Re: General Meeting	For	No	97.96%	1.50%
	6.4	Amend Articles Re: Compensation of Executive Committee; External Mandates for Members of the Board of Directors and Executive Committee	For	No	18.27%	<b>81.30%</b>

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 1 Million	Against	Yes	13.70%	<b>85.95%</b>
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Against	Yes	10.91%	<b>88.50%</b>
	7.3	Approve Remuneration Report	Against	Yes	9.77%	<b>89.71%</b>
	8.1.1	Reelect Raghuram Selvaraju as Director	For	No	94.56%	4.88%
	8.1.2	Reelect Thomas Plitz as Director	For	No	95.92%	3.35%
	8.1.3	Reelect Patrice Jean as Director	For	No	93.35%	5.92%
	8.1.4	Reelect Paolo Galfetti as Director	For	No	17.72%	<b>81.70%</b>
	8.1.5	Reelect Michelle Lock as Director	For	No	97.97%	1.30%
	8.2	Reelect Raghuram Selvaraju as Board Chair	For	No	94.29%	5.14%
	8.3.1	Appoint Raghuram Selvaraju as Member of the Nomination and Compensation Committee	Against	Yes	92.79%	6.63%
	8.3.2	Appoint Thomas Plitz as Member of the Nomination and Compensation Committee	Against	Yes	93.89%	5.38%
	8.4	Designate Thomas Hua as Independent Proxy	For	No	98.67%	0.85%
	8.5	Ratify Mazars SA as Auditors	For	No	98.81%	0.73%
	9	Transact Other Business (Voting)	Against	Yes		
Capcom Co., Ltd. 20.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 40	For	No	99.83%	
	2.1	Elect Director Tsujimoto, Kenzo	For	No	86.17%	
	2.2	Elect Director Tsujimoto, Haruhiro	For	No	91.20%	
	2.3	Elect Director Miyazaki, Satoshi	For	No	98.22%	
	2.4	Elect Director Egawa, Yoichi	For	No	98.27%	
	2.5	Elect Director Nomura, Kenkichi	For	No	98.04%	
	2.6	Elect Director Ishida, Yoshinori	For	No	98.27%	
	2.7	Elect Director Tsujimoto, Ryoza	For	No	98.27%	
	2.8	Elect Director Muranaka, Toru	For	No	99.26%	
	2.9	Elect Director Mizukoshi, Yutaka	For	No	99.35%	
	2.10	Elect Director Kotani, Wataru	For	No	99.35%	
	2.11	Elect Director Muto, Toshiro	For	No	99.34%	
	2.12	Elect Director Hirose, Yumi	For	No	99.48%	
DENSO Corp. 20.06.23	1.1	Elect Director Arima, Koji	For	No	95.09%	
	1.2	Elect Director Hayashi, Shinnosuke	For	No	98.00%	
	1.3	Elect Director Matsui, Yasushi	For	No	98.57%	
	1.4	Elect Director Ito, Kenichiro	For	No	98.83%	
	1.5	Elect Director Toyoda, Akio	For	No	98.79%	
	1.6	Elect Director Kushida, Shigeki	For	No	99.30%	
	1.7	Elect Director Mitsuya, Yuko	For	No	99.58%	
	1.8	Elect Director Joseph P. Schmelzeis, Jr	For	No	99.55%	
	2.1	Appoint Statutory Auditor Kuwamura, Shingo	For	No	97.43%	
	2.2	Appoint Statutory Auditor Goto, Yasuko	For	No	99.78%	
	2.3	Appoint Statutory Auditor Kitamura, Haruo	For	No	99.79%	
	3	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	For	No	99.78%	
Evotec SE 20.06.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.56%	0.43%
	3	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	97.32%	2.67%
	4	Ratify BDO AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	For	No	99.95%	0.04%
	5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 35.4 Million Pool of Capital to Guarantee Conversion Rights	For	No	97.72%	2.27%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6	Approve Remuneration Report	Against	Yes	72.19%	27.80%
	7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	94.25%	5.74%
	7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	97.62%	2.37%
	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Discharge of Management Board for Fiscal Year 2022	For	No	99.56%	0.43%
	3	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No	97.32%	2.67%
	4	Ratify BDO AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	For	No	99.95%	0.04%
	5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 35.4 Million Pool of Capital to Guarantee Conversion Rights	Against	Yes	97.72%	2.27%
	6	Approve Remuneration Report	Against	Yes	72.19%	27.80%
	7a	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	94.25%	5.74%
	7b	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	97.62%	2.37%
NIDEC Corp. 20.06.23	1.1	Elect Director Nagamori, Shigenobu	For	No	98.23%	
	1.2	Elect Director Kobe, Hiroshi	For	No	99.09%	
	1.3	Elect Director Sato, Shinichi	For	No	96.73%	
	1.4	Elect Director Komatsu, Yayoi	For	No	99.60%	
	1.5	Elect Director Sakai, Takako	For	No	99.60%	
	2	Elect Director and Audit Committee Member Toyoshima, Hiroe	For	No	99.82%	
	3	Elect Alternate Director and Audit Committee Member Takiguchi, Hiroko	For	No	99.83%	
SoftBank Corp. 20.06.23	1	Amend Articles to Create Bond-type Class Shares	For	No	98.28%	
	2.1	Elect Director Miyauchi, Ken	For	No	82.98%	
	2.2	Elect Director Miyakawa, Junichi	For	No	76.15%	
	2.3	Elect Director Shimba, Jun	For	No	82.15%	
	2.4	Elect Director Imai, Yasuyuki	For	No	82.15%	
	2.5	Elect Director Fujihara, Kazuhiko	For	No	91.18%	
	2.6	Elect Director Son, Masayoshi	For	No	91.21%	
	2.7	Elect Director Horiba, Atsushi	For	No	90.05%	
	2.8	Elect Director Kamigama, Takehiro	For	No	92.39%	
	2.9	Elect Director Oki, Kazuaki	For	No	92.45%	
	2.10	Elect Director Uemura, Kyoko	For	No	92.64%	
	2.11	Elect Director Koshi, Naomi	For	No	92.56%	
	3.1	Appoint Statutory Auditor Shimagami, Eiji	For	No	95.98%	
	3.2	Appoint Statutory Auditor Kojima, Shuji	Against	Yes	87.92%	
	3.3	Appoint Statutory Auditor Kimiwada, Kazuko	For	No	94.77%	
	4	Appoint Alternate Statutory Auditor Nakajima, Yasuhiro	For	No	95.74%	
Sony Group Corp. 20.06.23	1.1	Elect Director Yoshida, Kenichiro	For	No	99.00%	
	1.2	Elect Director Totoki, Hiroki	For	No	99.00%	
	1.3	Elect Director Hatanaka, Yoshihiko	For	No	99.00%	
	1.4	Elect Director Oka, Toshiko	For	No	99.00%	
	1.5	Elect Director Akiyama, Sakie	For	No	99.00%	
	1.6	Elect Director Wendy Becker	For	No	99.00%	
	1.7	Elect Director Kishigami, Keiko	For	No	99.00%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.8	Elect Director Joseph A. Kraft Jr	For	No	99.00%	
	1.9	Elect Director Neil Hunt	For	No	99.00%	
	1.10	Elect Director William Morrow	For	No	99.00%	
	2	Approve Stock Option Plan	For	No	93.00%	
Tokyo Electron Ltd. 20.06.23	1.1	Elect Director Kawai, Toshiki	For	No	95.00%	
	1.2	Elect Director Sasaki, Sadao	For	No	98.22%	
	1.3	Elect Director Nunokawa, Yoshikazu	For	No	98.14%	
	1.4	Elect Director Sasaki, Michio	For	No	99.50%	
	1.5	Elect Director Eda, Makiko	For	No	96.46%	
	1.6	Elect Director Ichikawa, Sachiko	For	No	99.56%	
	2.1	Appoint Statutory Auditor Tahara, Kazushi	For	No	98.73%	
	2.2	Appoint Statutory Auditor Nanasawa, Yutaka	For	No	98.74%	
	3	Approve Annual Bonus	For	No	98.97%	
	4	Approve Deep Discount Stock Option Plan	For	No	98.45%	
	5	Approve Deep Discount Stock Option Plan	For	No	98.43%	
Xlife Sciences AG 20.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report	Against	Yes		
	3	Approve Treatment of Net Loss	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1.1	Reelect Mark Mueller as Director	For	No		
	5.1.2	Reelect Simon Schoeni as Director	For	No		
	5.1.3	Reelect Oliver Baumann as Director	For	No		
	5.1.4	Reelect Desiree Dosch as Director	For	No		
	5.1.5	Reelect Norbert Windhab as Director	For	No		
	5.1.6	Reelect David Deck as Director	For	No		
	6	Elect David Deck as Board Chair	For	No		
	7.1	Reappoint Mark Mueller as Member of the Compensation Committee	For	No		
	7.2	Reappoint Norbert Windhab as Member of the Compensation Committee	For	No		
	7.3	Appoint Simon Schoeni as Member of the Compensation Committee	For	No		
	8	Ratify BDO AG as Auditors	For	No		
	9	Designate Urs Haenggli as Independent Proxy	For	No		
	10.1	Approve Remuneration of Directors in the Amount of CHF 900,000	Against	Yes		
	10.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.9 Million	For	No		
	10.3	Approve Remuneration of Board Member David Deck in the Amount of CHF 300,000 for the Period from 2022 AGM until 2023 AGM	For	No		
	11.1	Amend Corporate Purpose	For	No		
	11.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 5.3 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	11.3	Amend Articles Re: Restriction on Share Transferability	For	No		
	11.4	Amend Article Re: Location of General Meeting	For	No		
	11.5	Amend Articles Re: Conditional Capital	For	No		
	11.6	Amend Articles of Association	For	No		
	12	Transact Other Business (Voting)	Against	Yes		
Amadeus IT Group SA 20.06.23	1	Approve Consolidated and Standalone Financial Statements	For	No	99.61%	0.00%
	2	Approve Non-Financial Information Statement	For	No	99.92%	0.01%
	3	Advisory Vote on Remuneration Report	For	No	92.87%	7.10%
	4	Approve Allocation of Income and Dividends	For	No	99.83%	0.14%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Discharge of Board	For	No	99.29%	0.03%
	6.1	Elect Frits Dirk van Paasschen as Director	For	No	96.73%	3.23%
	6.2	Reelect William Connelly as Director	For	No	90.11%	3.27%
	6.3	Reelect Luis Maroto Camino as Director	For	No	99.91%	0.06%
	6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	No	99.14%	0.83%
	6.5	Reelect Stephan Gemkow as Director	For	No	99.16%	0.80%
	6.6	Reelect Peter Kuerpick as Director	For	No	99.88%	0.09%
	6.7	Reelect Xiaoqun Clever as Director	For	No	99.24%	0.71%
	7	Approve Remuneration of Directors	For	No	98.84%	1.11%
	8	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.97%	0.01%
General Motors Company 20.06.23	1a	Elect Director Mary T. Barra	Against	Yes	93.93%	6.06%
	1b	Elect Director Aneel Bhusri	For	No	98.33%	1.66%
	1c	Elect Director Wesley G. Bush	For	No	98.14%	1.85%
	1d	Elect Director Joanne C. Crevoiserat	For	No	99.41%	0.58%
	1e	Elect Director Linda R. Gooden	For	No	99.44%	0.55%
	1f	Elect Director Joseph Jimenez	For	No	94.16%	5.83%
	1g	Elect Director Jonathan McNeill	For	No	99.49%	0.50%
	1h	Elect Director Judith A. Miscik	For	No	97.89%	2.10%
	1i	Elect Director Patricia F. Russo	For	No	93.49%	6.50%
	1j	Elect Director Thomas M. Schoewe	For	No	98.08%	1.91%
	1k	Elect Director Mark A. Tatum	For	No	99.11%	0.88%
	1l	Elect Director Jan E. Tighe	For	No	99.03%	0.96%
	1m	Elect Director Devin N. Wenig	For	No	99.48%	0.51%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.41%	0.49%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.57%	8.24%
	4	Amend Omnibus Stock Plan	For	No	96.64%	3.18%
	5	Report on Risks Related to Operations in China	Against	No	2.98%	<b>95.86%</b>
	6	Provide Right to Act by Written Consent	For	Yes	44.59%	<b>55.12%</b>
	7	Report on Setting Sustainable Sourcing Targets	For	Yes	14.28%	<b>84.65%</b>
MetLife, Inc. 20.06.23	1a	Elect Director Cheryl W. Grise	For	No	93.48%	6.51%
	1b	Elect Director Carlos M. Gutierrez	For	No	99.35%	0.64%
	1c	Elect Director Carla A. Harris	For	No	95.57%	4.42%
	1d	Elect Director Gerald L. Hassell	For	No	99.06%	0.93%
	1e	Elect Director David L. Herzog	For	No	98.88%	1.11%
	1f	Elect Director R. Glenn Hubbard	For	No	95.73%	4.26%
	1g	Elect Director Jeh C. Johnson	For	No	99.75%	0.24%
	1h	Elect Director Edward J. Kelly, III	For	No	99.04%	0.95%
	1i	Elect Director William E. Kennard	For	No	99.74%	0.25%
	1j	Elect Director Michel A. Khalaf	For	No	99.40%	0.59%
	1k	Elect Director Catherine R. Kinney	For	No	97.66%	2.33%
	1l	Elect Director Diana L. McKenzie	For	No	99.26%	0.73%
	1m	Elect Director Denise M. Morrison	For	No	98.14%	1.85%
	1n	Elect Director Mark A. Weinberger	For	No	98.55%	1.44%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.07%	3.92%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.31%	4.68%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Veeva Systems Inc. 21.06.23	1a	Elect Director Timothy S. Cabral	For	No	99.50%	0.49%
	1b	Elect Director Mark Carges	For	No	99.06%	0.93%
	1c	Elect Director Peter P. Gassner	For	No	99.58%	0.41%
	1d	Elect Director Mary Lynne Hedley	For	No	97.90%	2.09%
	1e	Elect Director Priscilla Hung	For	No	99.71%	0.28%
	1f	Elect Director Tina Hunt	For	No	99.70%	0.29%
	1g	Elect Director Marshall L. Mohr	For	No	95.69%	4.30%
	1h	Elect Director Gordon Ritter	For	No	97.29%	2.70%
	1i	Elect Director Paul Sekhri	Against	Yes	59.35%	<b>40.64%</b>

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1j	Elect Director Matthew J. Wallach	For	No	99.50%	0.49%
	2	Ratify KPMG LLP as Auditors	For	No	99.60%	0.39%
	3	Amend Certificate of Incorporation	For	No	90.99%	0.01%
	4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	6.54%	<b>93.45%</b>
eBay, Inc. 21.06.23	1a	Elect Director Adriane M. Brown	For	No	93.83%	6.16%
	1b	Elect Director Aparna Chennapragada	For	No	99.62%	0.37%
	1c	Elect Director Logan D. Green	For	No	96.99%	3.00%
	1d	Elect Director E. Carol Hayles	For	No	96.85%	3.14%
	1e	Elect Director Jamie Iannone	For	No	99.77%	0.22%
	1f	Elect Director Shripriya Mahesh	For	No	99.83%	0.16%
	1g	Elect Director Paul S. Pressler	For	No	97.55%	2.44%
	1h	Elect Director Mohak Shroff	For	No	99.84%	0.15%
	1i	Elect Director Perry M. Traquina	For	No	97.73%	2.26%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	88.11%	<b>11.79%</b>
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.36%	<b>17.29%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Omnibus Stock Plan	Against	Yes	58.03%	<b>41.81%</b>
	6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	65.64%	<b>14.75%</b>
	7	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	For	Yes	47.70%	<b>52.14%</b>
Activision Blizzard, Inc. 21.06.23	1a	Elect Director Reveta Bowers	For	No	98.16%	1.83%
	1b	Elect Director Kerry Carr	For	No	99.65%	0.34%
	1c	Elect Director Robert Corti	For	No	92.13%	7.86%
	1d	Elect Director Brian Kelly	For	No	94.93%	5.06%
	1e	Elect Director Robert Kotick	For	No	97.63%	2.36%
	1f	Elect Director Barry Meyer	For	No	97.66%	2.33%
	1g	Elect Director Robert Morgado	For	No	88.40%	<b>11.59%</b>
	1h	Elect Director Peter Nolan	For	No	98.38%	1.61%
	1i	Elect Director Dawn Ostroff	For	No	98.25%	1.74%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.12%	5.45%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	96.12%	3.61%
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes	38.68%	<b>60.86%</b>
	6	Adopt Policy on Freedom of Association and Collective Bargaining	For	Yes	33.86%	<b>61.79%</b>
	7	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn	Refer	No		
CrowdStrike Holdings, Inc. 21.06.23	1.1	Elect Director Johanna Flower	For	No	98.01%	1.98%
	1.2	Elect Director Denis J. O'Leary	Withhold	Yes	75.09%	<b>24.90%</b>
	1.3	Elect Director Godfrey R. Sullivan	For	No	97.93%	2.06%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.68%	1.31%
Daimler Truck Holding AG 21.06.23	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 1.30 per Share	For	No	99.74%	0.25%
	3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2022	For	No	99.81%	0.18%
	3.2	Approve Discharge of Management Board Member Jochen Goetz for Fiscal Year 2022	For	No	99.84%	0.15%
	3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2022	For	No	99.84%	0.15%
	3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2022	For	No	99.84%	0.15%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2022	For	No	99.84%	0.15%
	3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2022	For	No	99.84%	0.15%
	3.7	Approve Discharge of Management Board Member Karin Radstroem for Fiscal Year 2022	For	No	99.84%	0.15%
	3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2022	For	No	99.84%	0.15%
	4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	For	No	98.15%	1.84%
	4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2022	For	No	99.62%	0.37%
	4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022	For	No	99.73%	0.26%
	4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2022	For	No	99.84%	0.15%
	4.5	Approve Discharge of Supervisory Board Member Raymond Curry (from Nov. 22, 2022) for Fiscal Year 2022	For	No	99.84%	0.15%
	4.6	Approve Discharge of Supervisory Board Member Harald Dorn (until Nov. 22, 2022) for Fiscal Year 2022	For	No	99.84%	0.15%
	4.7	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022	For	No	99.75%	0.24%
	4.8	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2022	For	No	99.84%	0.15%
	4.9	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2022	For	No	99.84%	0.15%
	4.10	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	For	No	99.84%	0.15%
	4.11	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2022	For	No	99.84%	0.15%
	4.12	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2022	For	No	99.68%	0.31%
	4.13	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2022	For	No	99.74%	0.25%
	4.14	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2022	For	No	99.84%	0.15%
	4.15	Approve Discharge of Supervisory Board Member Claudia Peter (until Nov. 22, 2022) for Fiscal Year 2022	For	No	99.83%	0.16%
	4.16	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2022	For	No	99.84%	0.15%
	4.17	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2022	For	No	99.77%	0.22%
	4.18	Approve Discharge of Supervisory Board Member Andrea Seidel (from Nov. 22, 2022) for Fiscal Year 2022	For	No	99.84%	0.15%
	4.19	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2022	For	No	99.73%	0.26%
	4.20	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2022	For	No	99.16%	0.83%
	4.21	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2022	For	No	99.83%	0.16%
	4.22	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2022	For	No	99.68%	0.31%
	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No	99.87%	0.12%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM	For	No	99.87%	0.12%
	6	Approve Remuneration Policy	For	No	96.61%	3.38%
	7	Approve Remuneration Report	For	No	95.99%	4.00%
	8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	92.89%	7.10%
	8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No	96.35%	3.64%
Eisai Co., Ltd. 21.06.23	1.1	Elect Director Naito, Haruo	For	No	98.15%	
	1.2	Elect Director Uchiyama, Hideyo	For	No	98.94%	
	1.3	Elect Director Hayashi, Hideki	For	No	96.31%	
	1.4	Elect Director Miwa, Yumiko	For	No	99.00%	
	1.5	Elect Director Ike, Fumihiko	For	No	99.08%	
	1.6	Elect Director Kato, Yoshiteru	For	No	96.31%	
	1.7	Elect Director Miura, Ryota	For	No	98.97%	
	1.8	Elect Director Kato, Hiroyuki	For	No	98.89%	
	1.9	Elect Director Richard Thornley	For	No	98.71%	
	1.10	Elect Director Moriyama, Toru	For	No	98.06%	
	1.11	Elect Director Yasuda, Yuko	For	No	98.97%	
Hitachi Ltd. 21.06.23	1.1	Elect Director Ihara, Katsumi	For	No	97.93%	
	1.2	Elect Director Ravi Venkatesan	For	No	99.69%	
	1.3	Elect Director Cynthia Carroll	For	No	96.86%	
	1.4	Elect Director Sugawara, Ikuro	For	No	99.66%	
	1.5	Elect Director Joe Harlan	For	No	99.69%	
	1.6	Elect Director Louise Pentland	For	No	99.83%	
	1.7	Elect Director Yamamoto, Takatoshi	For	No	99.67%	
	1.8	Elect Director Yoshihara, Hiroaki	For	No	98.37%	
	1.9	Elect Director Helmuth Ludwig	For	No	99.70%	
	1.10	Elect Director Kojima, Keiji	For	No	93.93%	
	1.11	Elect Director Nishiyama, Mitsuaki	For	No	96.38%	
	1.12	Elect Director Higashihara, Toshiaki	For	No	96.41%	
Honda Motor Co., Ltd. 21.06.23	1.1	Elect Director Kuraishi, Seiji	For	No	89.96%	
	1.2	Elect Director Mibe, Toshihiro	For	No	88.67%	
	1.3	Elect Director Aoyama, Shinji	For	No	88.83%	
	1.4	Elect Director Kaihara, Noriya	For	No	92.13%	
	1.5	Elect Director Suzuki, Asako	For	No	89.71%	
	1.6	Elect Director Suzuki, Masafumi	For	No	89.71%	
	1.7	Elect Director Sakai, Kunihiko	For	No	93.84%	
	1.8	Elect Director Kokubu, Fumiya	For	No	92.97%	
	1.9	Elect Director Ogawa, Yoichiro	For	No	95.03%	
	1.10	Elect Director Higashi, Kazuhiro	For	No	93.48%	
	1.11	Elect Director Nagata, Ryoko	For	No	95.04%	
KDDI Corp. 21.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	No	98.46%	
	2	Amend Articles to Amend Business Lines	For	No	98.47%	
	3.1	Elect Director Tanaka, Takashi	For	No	94.60%	
	3.2	Elect Director Takahashi, Makoto	For	No	95.90%	
	3.3	Elect Director Amamiya, Toshitake	For	No	96.30%	
	3.4	Elect Director Yoshimura, Kazuyuki	For	No	96.42%	
	3.5	Elect Director Kuwahara, Yasuaki	For	No	96.36%	
	3.6	Elect Director Matsuda, Hiromichi	For	No	96.36%	
	3.7	Elect Director Yamaguchi, Goro	For	No	67.74%	
	3.8	Elect Director Yamamoto, Keiji	For	No	67.73%	
	3.9	Elect Director Goto, Shigeki	For	No	97.84%	
	3.10	Elect Director Tannowa, Tsutomu	For	No	97.84%	
	3.11	Elect Director Okawa, Junko	For	No	98.24%	
	3.12	Elect Director Okumiya, Kyoko	For	No	98.37%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Komatsu Ltd. 21.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 75	For	No	97.71%	
	2.1	Elect Director Ohashi, Tetsuji	For	No	92.85%	
	2.2	Elect Director Ogawa, Hiroyuki	For	No	93.26%	
	2.3	Elect Director Moriyama, Masayuki	For	No	92.99%	
	2.4	Elect Director Horikoshi, Takeshi	For	No	93.19%	
	2.5	Elect Director Kunibe, Takeshi	For	No	89.15%	
	2.6	Elect Director Arthur M. Mitchell	For	No	98.47%	
	2.7	Elect Director Saiki, Naoko	For	No	98.84%	
	2.8	Elect Director Sawada, Michitaka	For	No	98.06%	
	2.9	Elect Director Yokomoto, Mitsuko	For	No	93.33%	
	3	Appoint Statutory Auditor Matsumura, Mariko	For	No	99.28%	
Mitsui & Co., Ltd. 21.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 75	For	No	98.91%	
	2.1	Elect Director Yasunaga, Tatsuo	For	No	97.15%	
	2.2	Elect Director Hori, Kenichi	For	No	97.76%	
	2.3	Elect Director Uno, Motoaki	For	No	97.80%	
	2.4	Elect Director Takemasu, Yoshiaki	For	No	97.73%	
	2.5	Elect Director Nakai, Kazumasa	For	No	98.00%	
	2.6	Elect Director Shigeta, Tetsuya	For	No	97.84%	
	2.7	Elect Director Sato, Makoto	For	No	97.99%	
	2.8	Elect Director Matsui, Toru	For	No	98.01%	
	2.9	Elect Director Daikoku, Tetsuya	For	No	98.14%	
	2.10	Elect Director Samuel Walsh	For	No	98.47%	
	2.11	Elect Director Uchiyamada, Takeshi	For	No	94.30%	
	2.12	Elect Director Egawa, Masako	For	No	98.52%	
	2.13	Elect Director Ishiguro, Fujiyo	For	No	98.68%	
	2.14	Elect Director Sarah L. Casanova	For	No	98.94%	
2.15	Elect Director Jessica Tan Soon Neo	For	No	98.95%		
	3.1	Appoint Statutory Auditor Fujiwara, Hirotsutsu	For	No	97.40%	
	3.2	Appoint Statutory Auditor Hayashi, Makoto	For	No	98.85%	
	3.3	Appoint Statutory Auditor Shiotani, Kimiro	For	No	97.96%	
Shionogi & Co., Ltd. 21.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 75	For	No	98.94%	
	2.1	Elect Director Teshirogi, Isao	For	No	99.21%	
	2.2	Elect Director Sawada, Takuko	For	No	99.42%	
	2.3	Elect Director Ando, Keiichi	For	No	99.10%	
	2.4	Elect Director Ozaki, Hiroshi	For	No	99.44%	
	2.5	Elect Director Takatsuki, Fumi	For	No	99.42%	
	2.6	Elect Director Fujiwara, Takaoki	For	No	99.42%	
	3.1	Appoint Statutory Auditor Okamoto, Akira	For	No	98.42%	
	3.2	Appoint Statutory Auditor Fujinuma, Tsuguoki	For	No	99.58%	
	3.3	Appoint Statutory Auditor Goto, Yoriko	For	No	99.74%	
SoftBank Group Corp. 21.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 22	For	No	98.44%	
	2.1	Elect Director Son, Masayoshi	For	No	95.93%	
	2.2	Elect Director Goto, Yoshimitsu	For	No	97.89%	
	2.3	Elect Director Miyauchi, Ken	For	No	97.55%	
	2.4	Elect Director Rene Haas	For	No	97.88%	
	2.5	Elect Director Iijima, Masami	For	No	97.94%	
	2.6	Elect Director Matsuo, Yutaka	For	No	98.14%	
	2.7	Elect Director Erikawa, Keiko	For	No	98.43%	
	2.8	Elect Director Kenneth A. Siegel	For	No	66.90%	
	2.9	Elect Director David Chao	For	No	97.73%	
	3	Appoint Statutory Auditor Toyama, Atsushi	For	No	98.61%	
	4	Approve Sale of SoftBank Vision Fund II-2 L.P. Shares to SoftBank Group Overseas G.K	For	No	98.61%	
Sumitomo Chemical Co., Ltd.	1.1	Elect Director Tokura, Masakazu	Against	Yes	83.73%	
	1.2	Elect Director Iwata, Keiichi	For	No	91.87%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
21.06.23	1.3	Elect Director Matsui, Masaki	For	No	96.87%	
	1.4	Elect Director Mito, Nobuaki	For	No	96.88%	
	1.5	Elect Director Ueda, Hiroshi	For	No	97.15%	
	1.6	Elect Director Niinuma, Hiroshi	For	No	97.17%	
	1.7	Elect Director Sakai, Motoyuki	For	No	96.42%	
	1.8	Elect Director Takeuchi, Seiji	For	No	96.48%	
	1.9	Elect Director Tomono, Hiroshi	For	No	98.38%	
	1.10	Elect Director Ito, Motoshige	For	No	98.11%	
	1.11	Elect Director Muraki, Atsuko	For	No	98.46%	
	1.12	Elect Director Ichikawa, Akira	For	No	95.34%	
	2.1	Appoint Statutory Auditor Nozaki, Kunio	For	No	97.89%	
	2.2	Appoint Statutory Auditor Nishi, Hironobu	For	No	98.03%	
2.3	Appoint Statutory Auditor Kato, Yoshitaka	For	No	99.00%		
Autodesk, Inc. 21.06.23	1a	Elect Director Andrew Anagnost	For	No	99.21%	0.78%
	1b	Elect Director Karen Blasing	For	No	98.83%	1.16%
	1c	Elect Director Reid French	For	No	98.71%	1.28%
	1d	Elect Director Ayanna Howard	For	No	99.56%	0.43%
	1e	Elect Director Blake Irving	For	No	97.69%	2.30%
	1f	Elect Director Mary T. McDowell	For	No	96.07%	3.92%
	1g	Elect Director Stephen Milligan	For	No	99.56%	0.43%
	1h	Elect Director Lorrie M. Norrington	For	No	84.28%	15.71%
	1i	Elect Director Elizabeth (Betsy) Rafael	For	No	97.70%	2.29%
	1j	Elect Director Rami Rahim	For	No	99.35%	0.64%
	1k	Elect Director Stacy J. Smith	For	No	94.59%	5.40%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.70%	7.21%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.53%	9.76%
4	Advisory Vote on Say on Pay Frequency	One Year	No			
Splunk Inc. 21.06.23	1a	Elect Director Patricia Morrison	For	No	92.83%	7.16%
	1b	Elect Director David Tunnell	For	No	98.99%	1.00%
	1c	Elect Director Dennis L. Via	For	No	97.74%	2.25%
	1d	Elect Director Luis Visoso	For	No	97.68%	2.31%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.25%	0.70%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	67.38%	32.52%
4	Amend Omnibus Stock Plan	Against	Yes	58.58%	41.41%	
Workday, Inc. 22.06.23	1a	Elect Director Christa Davies	Against	Yes	92.80%	7.19%
	1b	Elect Director Wayne A.I. Frederick	For	No	99.68%	0.31%
	1c	Elect Director Mark J. Hawkins	For	No	98.72%	1.27%
	1d	Elect Director George J. Still, Jr.	Against	Yes	87.91%	12.08%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.79%	0.20%
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.13%	16.86%	
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	4.39%	95.60%	
Astellas Pharma, Inc. 22.06.23	1.1	Elect Director Yasukawa, Kenji	For	No	97.90%	
	1.2	Elect Director Okamura, Naoki	For	No	97.20%	
	1.3	Elect Director Sugita, Katsuyoshi	For	No	97.10%	
	1.4	Elect Director Tanaka, Takashi	For	No	96.90%	
	1.5	Elect Director Sakurai, Eriko	For	No	98.30%	
	1.6	Elect Director Miyazaki, Masahiro	For	No	98.20%	
	1.7	Elect Director Ono, Yoichi	For	No	98.20%	
	2	Elect Director and Audit Committee Member Akiyama, Rie	For	No	98.80%	
East Japan Railway Co. 22.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	No	98.93%	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	For	No	97.48%	
	3.1	Elect Director Tomita, Tetsuro	For	No	90.41%	
	3.2	Elect Director Fukasawa, Yuji	For	No	91.28%	
	3.3	Elect Director Kise, Yoichi	For	No	92.98%	
	3.4	Elect Director Ise, Katsumi	For	No	96.79%	
	3.5	Elect Director Watari, Chiharu	For	No	96.81%	
	3.6	Elect Director Ito, Atsuko	For	No	96.86%	
	3.7	Elect Director Suzuki, Hitoshi	For	No	96.65%	
	3.8	Elect Director Ito, Motoshige	For	No	93.18%	
	3.9	Elect Director Amano, Reiko	For	No	94.19%	
	3.10	Elect Director Kawamoto, Hiroko	For	No	90.42%	
	3.11	Elect Director Iwamoto, Toshio	For	No	97.86%	
	4.1	Elect Director and Audit Committee Member Kinoshita, Takashi	For	No	97.93%	
	4.2	Elect Director and Audit Committee Member Ogata, Masaki	For	No	94.72%	
	4.3	Elect Director and Audit Committee Member Mori, Kimitaka	Against	Yes	84.51%	
	4.4	Elect Director and Audit Committee Member Koike, Hiroshi	For	No	97.88%	
	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	No	97.94%	
	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	No	97.62%	
Nippon Telegraph & Telephone Corp. 22.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 60	For	No	99.58%	
	2.1	Appoint Statutory Auditor Yanagi, Keiichiro	For	No	95.85%	
	2.2	Appoint Statutory Auditor Takahashi, Kanae	For	No	95.86%	
	2.3	Appoint Statutory Auditor Kanda, Hideki	For	No	96.45%	
	2.4	Appoint Statutory Auditor Kashima, Kaoru	For	No	96.62%	
OMRON Corp. 22.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 49	For	No	99.00%	0.00%
	2.1	Elect Director Yamada, Yoshihito	For	No	93.40%	5.40%
	2.2	Elect Director Tsujinaga, Junta	For	No	96.20%	2.70%
	2.3	Elect Director Miyata, Kiichiro	For	No	97.00%	1.90%
	2.4	Elect Director Tomita, Masahiko	For	No	97.00%	1.80%
	2.5	Elect Director Yukumoto, Shizuto	For	No	97.00%	1.80%
	2.6	Elect Director Kamigama, Takehiro	For	No	98.10%	0.90%
	2.7	Elect Director Kobayashi, Izumi	For	No	98.80%	0.20%
	2.8	Elect Director Suzuki, Yoshihisa	For	No	98.40%	0.60%
	3	Appoint Statutory Auditor Hosoi, Toshio	For	No	94.10%	4.90%
	4	Appoint Alternate Statutory Auditor Watanabe, Toru	For	No	99.00%	0.00%
ORIX Corp. 22.06.23	1.1	Elect Director Inoue, Makoto	For	No	97.20%	
	1.2	Elect Director Irie, Shuji	For	No	98.98%	
	1.3	Elect Director Matsuzaki, Satoru	For	No	99.06%	
	1.4	Elect Director Stan Koyanagi	For	No	99.06%	
	1.5	Elect Director Mikami, Yasuaki	For	No	99.06%	
	1.6	Elect Director Michael Cusumano	For	No	99.30%	
	1.7	Elect Director Akiyama, Sakie	For	No	97.19%	
	1.8	Elect Director Watanabe, Hiroshi	For	No	97.78%	
	1.9	Elect Director Sekine, Aiko	For	No	98.51%	
	1.10	Elect Director Hodo, Chikatomo	For	No	99.11%	
	1.11	Elect Director Yanagawa, Noriyuki	For	No	99.12%	
	2	Remove Incumbent Director Irie, Shuji	Against	No	2.29%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Ono Pharmaceutical Co., Ltd. 22.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 37	For	No	99.66%	
	2.1	Elect Director Sagara, Gyo	For	No	94.46%	
	2.2	Elect Director Tsujinaka, Toshihiro	For	No	97.80%	
	2.3	Elect Director Takino, Toichi	For	No	97.80%	
	2.4	Elect Director Idemitsu, Kiyooki	For	No	97.80%	
	2.5	Elect Director Nomura, Masao	For	No	99.32%	
	2.6	Elect Director Okuno, Akiko	For	No	99.50%	
	2.7	Elect Director Nagae, Shusaku	For	No	99.34%	
	3.1	Appoint Statutory Auditor Tanisaka, Hironobu	For	No	94.98%	
	3.2	Appoint Statutory Auditor Tanabe, Akiko	For	No	99.79%	
4	Approve Compensation Ceiling for Statutory Auditors	For	No	99.78%		
Sekisui Chemical Co., Ltd. 22.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 30	For	No	99.98%	
	2.1	Elect Director Koge, Teiji	For	No	94.22%	
	2.2	Elect Director Kato, Keita	For	No	94.50%	
	2.3	Elect Director Kamiwaki, Futoshi	For	No	95.00%	
	2.4	Elect Director Hirai, Yoshiyuki	For	No	95.07%	
	2.5	Elect Director Kamiyoshi, Toshiyuki	For	No	95.03%	
	2.6	Elect Director Shimizu, Ikusuke	For	No	95.06%	
	2.7	Elect Director Murakami, Kazuya	For	No	95.05%	
	2.8	Elect Director Oeda, Hiroshi	For	No	96.61%	
	2.9	Elect Director Nozaki, Haruko	For	No	96.64%	
	2.10	Elect Director Koezuka, Miharu	For	No	96.65%	
	2.11	Elect Director Miyai, Machiko	For	No	93.77%	
	2.12	Elect Director Hatanaka, Yoshihiko	For	No	99.74%	
	3.1	Appoint Statutory Auditor Izugami, Tomoyasu	For	No	98.33%	
3.2	Appoint Statutory Auditor Shimmen, Wakyu	For	No	99.97%		
3.3	Appoint Statutory Auditor Tanaka, Kenji	For	No	99.97%		
TDK Corp. 22.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 53	For	No	98.33%	
	2.1	Elect Director Saito, Noboru	For	No	95.45%	
	2.2	Elect Director Yamanishi, Tetsuji	For	No	97.76%	
	2.3	Elect Director Ishiguro, Shigenao	For	No	95.92%	
	2.4	Elect Director Sato, Shigeki	For	No	97.87%	
	2.5	Elect Director Nakayama, Kozue	For	No	99.38%	
	2.6	Elect Director Iwai, Mutsuo	For	No	97.55%	
	2.7	Elect Director Yamana, Shoei	For	No	99.65%	
	3.1	Appoint Statutory Auditor Momozuka, Takakazu	For	No	98.88%	
	3.2	Appoint Statutory Auditor Ishikawa, Masato	For	No	98.87%	
	3.3	Appoint Statutory Auditor Douglas K. Freeman	For	No	99.94%	
3.4	Appoint Statutory Auditor Yamamoto, Chizuko	For	No	99.94%		
3.5	Appoint Statutory Auditor Fujino, Takashi	For	No	99.94%		
Zueblin Immobilien Holding AG 22.06.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Dividends of CHF 1.00 per Share from Capital Contribution Reserves	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1.1	Reelect Markus Wesnitzer as Director	For	No		
	5.1.2	Reelect David Schaerli as Director	For	No		
	5.1.3	Elect Nicolas Gross as Director	For	No		
	5.1.4	Elect Yves Rossier as Director	Against	Yes		
	5.2	Elect Markus Wesnitzer as Board Chair	Against	Yes		
5.3.1	Reappoint Markus Wesnitzer as Member of the Compensation Committee	For	No			

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.3.2	Reappoint David Schaeerli as Member of the Compensation Committee	For	No		
	5.3.3	Appoint Nicolas Gross as Member of the Compensation Committee	For	No		
	5.3.4	Appoint Yves Rossier as Member of the Compensation Committee	Against	Yes		
	5.4	Designate Adtrexa AG as Independent Proxy	For	No		
	5.5	Ratify SWA Swiss Auditors AG as Auditors	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 400,000	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 600,000	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
NVIDIA Corporation 22.06.23	1a	Elect Director Robert K. Burgess	For	No	96.69%	3.30%
	1b	Elect Director Tench Coxe	For	No	91.66%	8.33%
	1c	Elect Director John O. Dabiri	For	No	98.20%	1.79%
	1d	Elect Director Persis S. Drell	For	No	96.53%	3.46%
	1e	Elect Director Jen-Hsun Huang	For	No	98.04%	1.95%
	1f	Elect Director Dawn Hudson	For	No	96.99%	3.00%
	1g	Elect Director Harvey C. Jones	For	No	88.36%	11.63%
	1h	Elect Director Michael G. McCaffery	For	No	99.12%	0.87%
	1i	Elect Director Stephen C. Neal	For	No	89.24%	10.75%
	1j	Elect Director Mark L. Perry	For	No	89.59%	10.40%
	1k	Elect Director A. Brooke Seawell	For	No	90.92%	9.07%
	1l	Elect Director Aarti Shah	For	No	99.69%	0.30%
	1m	Elect Director Mark A. Stevens	For	No	92.90%	7.09%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.74%	7.34%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.44%	1.44%
The Kroger Co. 22.06.23	1a	Elect Director Nora A. Aufreiter	For	No	98.73%	1.26%
	1b	Elect Director Kevin M. Brown	For	No	98.87%	1.12%
	1c	Elect Director Elaine L. Chao	For	No	98.58%	1.41%
	1d	Elect Director Anne Gates	For	No	96.42%	3.57%
	1e	Elect Director Karen M. Hoguet	For	No	98.87%	1.12%
	1f	Elect Director W. Rodney McMullen	Against	Yes	92.84%	7.15%
	1g	Elect Director Clyde R. Moore	For	No	93.34%	6.65%
	1h	Elect Director Ronald L. Sargent	For	No	93.21%	6.78%
	1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	For	No	98.56%	1.43%
	1j	Elect Director Mark S. Sutton	For	No	98.52%	1.47%
	1k	Elect Director Ashok Vemuri	For	No	98.86%	1.13%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.36%	8.63%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.38%	8.61%
	5	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	No	12.70%	87.29%
	6	Report on Charitable Contributions	Against	No	6.65%	93.34%
	7	Report on Efforts to Reduce Plastic Use	For	Yes	31.75%	68.24%
	8	Report on Gender/Racial Pay Gap	For	Yes	51.88%	48.11%
	9	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No	1.88%	98.11%
Landis+Gyr Group AG 22.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2.1	Approve Treatment of Net Loss	For	No		
	2.2	Approve Dividends of CHF 2.20 per Share from Capital Contribution Reserves	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Approve Remuneration Report	For	No		
	4.2	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No		
	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	No		
	5.1.1	Reelect Andreas Umbach as Director	For	No		
	5.1.2	Reelect Eric Elzvik as Director	For	No		
	5.1.3	Reelect Peter Mainz as Director	For	No		
	5.1.4	Reelect Andreas Spreiter as Director	For	No		
	5.1.5	Reelect Christina Stercken as Director	For	No		
	5.1.6	Reelect Laureen Tolson as Director	For	No		
	5.2.1	Elect Peter Bason as Director	For	No		
	5.2.2	Elect Audrey Zibelman as Director	For	No		
	5.3	Reelect Andreas Umbach as Board Chair	For	No		
	5.4.1	Reappoint Eric Elzvik as Member of the Compensation Committee	For	No		
	5.4.2	Reappoint Peter Mainz as Member of the Compensation Committee	For	No		
	5.4.3	Reappoint Laureen Tolson as Member of the Compensation Committee	For	No		
	5.5	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	5.6	Designate ADROIT Anwaelte as Independent Proxy	For	No		
	6.1	Amend Corporate Purpose	For	No		
	6.2.1	Approve Cancellation of Authorized Capital	For	No		
	6.2.2	Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights	For	No		
	6.3.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No		
	6.3.2	Amend Article Re: Location of General Meeting	For	No		
	6.4	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	6.5	Amend Articles of Association	For	No		
	7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
	7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
WISeKey International Holding Ltd. 22.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Treatment of Net Loss	For	No		
	4	Approve Creation of Capital Band within the Upper Limit of CHF 11.7 Million and the Lower Limit of CHF 7 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	5	Approve Creation of CHF 3.3 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	Against	Yes		
	6.1	Amend Articles of Association	For	No		
	6.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7.1	Approve CHF 2.94 Ordinary Share Capital Increase without Preemptive Rights	For	No		
	7.2	Approve 50:1 Reverse Stock Split	For	No		
	8	Approve 25:1 Reverse Stock Split for Class A Shares Holders, if Item 7.2 is Approved	Against	Yes		
	9.1	Reelect Carlos Moreira as Director	For	No		
	9.2	Reelect Peter Ward as Director	Against	Yes		
	9.3	Reelect Maria Jabbaz as Director	For	No		
	9.4	Reelect Cristina Dolan as Director	For	No		
	9.5	Reelect David Fergusson as Director	For	No		
	9.6	Reelect Jean-Philippe Ladisa as Director	For	No		
	9.7	Reelect Eric Pellaton as Director	For	No		
	10	Reelect Carlos Moreira as Board Chair	For	No		
	11.1	Reappoint David Fergusson as Member of the Nomination and Compensation Committee	Against	Yes		
	11.2	Reappoint Cristina Dolan as Member of the Nomination and Compensation Committee	Against	Yes		
	11.3	Reappoint Eric Pellaton as Member of the Nomination and Compensation Committee	Against	Yes		
	12	Ratify BDO SA as Auditors	For	No		
	13	Designate Keller AG as Independent Proxy	For	No		
	14	Approve Remuneration Report (Non-Binding)	Against	Yes		
	15.1	Approve Remuneration of Directors in the Amount of CHF 2 Million	Against	Yes		
	15.2	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	For	No		
	16	Transact Other Business (Voting)	Against	Yes		
Monster Beverage Corporation 22.06.23	1.1	Elect Director Rodney C. Sacks	Withhold	Yes	93.75%	6.24%
	1.2	Elect Director Hilton H. Schlosberg	For	No	96.86%	3.13%
	1.3	Elect Director Mark J. Hall	For	No	98.96%	1.03%
	1.4	Elect Director Ana Demel	For	No	96.29%	3.70%
	1.5	Elect Director James L. Dinkins	For	No	99.40%	0.59%
	1.6	Elect Director Gary P. Fayard	For	No	98.14%	1.85%
	1.7	Elect Director Tiffany M. Hall	For	No	99.48%	0.51%
	1.8	Elect Director Jeanne P. Jackson	For	No	98.81%	1.18%
	1.9	Elect Director Steven G. Pizula	For	No	95.65%	4.34%
	1.10	Elect Director Mark S. Vidergauz	For	No	94.75%	5.24%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.66%	1.33%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.60%	5.39%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Increase Authorized Common Stock	Against	Yes	64.58%	27.30%
	6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	85.10%	14.78%
Bureau Veritas SA 22.06.23	1	Approve Financial Statements and Statutory Reports	For	No		
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of EUR 0.77 per Share	For	No		
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No		
	5	Ratify Appointment of Laurent Mignon as Director	For	No		
	6	Reelect Frederic Sanchez as Director	For	No		
	7	Approve Compensation Report of Corporate Officers	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Approve Compensation of Aldo Cardoso, Chairman of the Board	For	No		
	9	Approve Compensation of Didier Michaud-Daniel, CEO	Against	Yes		
	10	Approve Remuneration Policy of Directors	For	No		
	11	Approve Remuneration Policy of Chairman of the Board	For	No		
	12	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	For	No		
	13	Approve Remuneration Policy of CEO since June 22, 2023	Against	Yes		
	14	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	For	No		
	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No		
	16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	For	No		
	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	For	No		
	18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	For	No		
	19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No		
	20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	For	No		
	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	For	No		
	22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	For	No		
	23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	No		
	24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	For	No		
	25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	For	No		
	26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	No		
	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No		
	28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No		
	29	Authorize Filing of Required Documents/Other Formalities	For	No		
Match Group, Inc. 22.06.23	1a	Elect Director Sharmistha Dubey	For	No	87.83%	5.37%
	1b	Elect Director Ann L. McDaniel	For	No	81.89%	11.30%
	1c	Elect Director Thomas J. McInerney	For	No	90.35%	2.83%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	24.65%	53.28%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	87.27%	6.28%
Central Japan Railway Co. 23.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 70	For	No	99.11%	
	2.1	Elect Director Kaneko, Shin	For	No	88.28%	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.2	Elect Director Niwa, Shunsuke	For	No	89.90%	
	2.3	Elect Director Takeda, Kentaro	For	No	96.68%	
	2.4	Elect Director Nakamura, Akihiko	For	No	96.94%	
	2.5	Elect Director Uno, Mamoru	For	No	96.62%	
	2.6	Elect Director Suzuki, Hiroshi	For	No	96.68%	
	2.7	Elect Director Mori, Atsuhito	For	No	96.63%	
	2.8	Elect Director Tsuge, Koei	For	No	96.58%	
	2.9	Elect Director Kasama, Haruo	For	No	97.71%	
	2.10	Elect Director Oshima, Taku	For	No	95.83%	
	2.11	Elect Director Nagano, Tsuyoshi	For	No	95.21%	
	2.12	Elect Director Kiba, Hiroko	For	No	98.50%	
	2.13	Elect Director Joseph Schmelzeis	For	No	98.61%	
	3.1	Appoint Statutory Auditor Yamada, Tatsuhiko	For	No	97.34%	
	3.2	Appoint Statutory Auditor Ishizu, Hajime	Against	Yes	88.71%	
	3.3	Appoint Statutory Auditor Yamashita, Fumio	For	No	98.25%	
	3.4	Appoint Statutory Auditor Hayashi, Makoto	For	No	98.45%	
HOYA Corp. 23.06.23	1.1	Elect Director Yoshihara, Hiroaki	For	No	96.60%	
	1.2	Elect Director Abe, Yasuyuki	For	No	97.39%	
	1.3	Elect Director Hasegawa, Takayo	For	No	97.61%	
	1.4	Elect Director Nishimura, Mika	For	No	98.19%	
	1.5	Elect Director Sato, Mototsugu	For	No	98.29%	
	1.6	Elect Director Ikeda, Eiichiro	For	No	96.20%	
	1.7	Elect Director Hiroka, Ryo	For	No	97.81%	
ITOCHU Corp. 23.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 75	For	No	99.52%	
	2.1	Elect Director Okafuji, Masahiro	For	No	96.18%	
	2.2	Elect Director Ishii, Keita	For	No	96.80%	
	2.3	Elect Director Kobayashi, Fumihiko	For	No	97.65%	
	2.4	Elect Director Hachimura, Tsuyoshi	For	No	97.64%	
	2.5	Elect Director Tsubai, Hiroyuki	For	No	97.74%	
	2.6	Elect Director Naka, Hiroyuki	For	No	97.74%	
	2.7	Elect Director Kawana, Masatoshi	For	No	98.80%	
	2.8	Elect Director Nakamori, Makiko	For	No	98.87%	
	2.9	Elect Director Ishizuka, Kunio	For	No	98.65%	
	2.10	Elect Director Ito, Akiko	For	No	99.46%	
	3.1	Appoint Statutory Auditor Matoba, Yoshiko	For	No	97.51%	
	3.2	Appoint Statutory Auditor Uryu, Kentaro	For	No	99.48%	
	3.3	Appoint Statutory Auditor Fujita, Tsutomu	For	No	99.47%	
	3.4	Appoint Statutory Auditor Kobayashi, Kumi	For	No	99.49%	
Marubeni Corp. 23.06.23	1	Amend Articles to Amend Business Lines - Indemnify Directors - Indemnify Statutory Auditors	For	No	99.24%	
	2.1	Elect Director Kokubu, Fumiya	For	No	95.83%	
	2.2	Elect Director Kakinoki, Masumi	For	No	98.54%	
	2.3	Elect Director Terakawa, Akira	For	No	98.60%	
	2.4	Elect Director Furuya, Takayuki	For	No	98.43%	
	2.5	Elect Director Takahashi, Kyohei	For	No	98.34%	
	2.6	Elect Director Okina, Yuri	For	No	98.85%	
	2.7	Elect Director Kitera, Masato	For	No	98.77%	
	2.8	Elect Director Ishizuka, Shigeki	For	No	98.82%	
	2.9	Elect Director Ando, Hisayoshi	For	No	98.53%	
	2.10	Elect Director Hatano, Mutsuko	For	No	99.15%	
	3	Appoint Statutory Auditor Ando, Takao	For	No	97.35%	
	4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Two Types of Restricted Stock Plans	For	No	93.14%	
	5	Approve Compensation Ceiling for Statutory Auditors	For	No	99.07%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Mitsubishi Corp. 23.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 103	For	No	99.87%	
	2.1	Elect Director Kakiuchi, Takehiko	For	No	96.88%	
	2.2	Elect Director Nakanishi, Katsuya	For	No	97.61%	
	2.3	Elect Director Tanaka, Norikazu	For	No	98.10%	
	2.4	Elect Director Kashiwagi, Yutaka	For	No	98.04%	
	2.5	Elect Director Nochi, Yuzo	For	No	97.97%	
	2.6	Elect Director Tatsuoka, Tsuneyoshi	For	No	99.47%	
	2.7	Elect Director Miyanaga, Shunichi	For	No	94.23%	
	2.8	Elect Director Akiyama, Sakie	For	No	99.41%	
	2.9	Elect Director Sagiya, Mari	For	No	99.50%	
	3	Appoint Statutory Auditor Murakoshi, Akira	For	No	98.61%	
	4	Approve Performance-Based Cash Compensation Ceiling for Directors	For	No	99.51%	
	5	Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	For	Yes	19.84%	
	6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	For	Yes	12.42%	
Mizuho Financial Group, Inc. 23.06.23	1.1	Elect Director Kobayashi, Yoshimitsu	For	No	97.00%	
	1.2	Elect Director Sato, Ryoji	For	No	98.00%	
	1.3	Elect Director Tsukioka, Takashi	For	No	98.00%	
	1.4	Elect Director Ono, Kotaro	For	No	98.00%	
	1.5	Elect Director Shinohara, Hiromichi	For	No	98.00%	
	1.6	Elect Director Yamamoto, Masami	For	No	98.00%	
	1.7	Elect Director Kobayashi, Izumi	For	No	98.00%	
	1.8	Elect Director Noda, Yumiko	For	No	98.00%	
	1.9	Elect Director Imai, Seiji	Against	Yes	87.00%	
	1.10	Elect Director Hirama, Hisaaki	For	No	94.00%	
	1.11	Elect Director Kihara, Masahiro	Against	Yes	86.00%	
	1.12	Elect Director Umemiya, Makoto	For	No	97.00%	
	1.13	Elect Director Wakabayashi, Motonori	For	No	98.00%	
	1.14	Elect Director Kaminoyama, Nobuhiro	For	No	98.00%	
2	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For	Yes	19.00%		
NIPPON STEEL CORP. 23.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	No	98.94%	
	2	Amend Articles to Amend Business Lines	For	No	98.96%	
	3.1	Elect Director Shindo, Kosei	For	No	88.34%	
	3.2	Elect Director Hashimoto, Eiji	For	No	87.74%	
	3.3	Elect Director Sato, Naoki	For	No	92.67%	
	3.4	Elect Director Mori, Takahiro	For	No	94.96%	
	3.5	Elect Director Hirose, Takashi	For	No	94.94%	
	3.6	Elect Director Fukuda, Kazuhisa	For	No	95.59%	
	3.7	Elect Director Imai, Tadashi	For	No	95.03%	
	3.8	Elect Director Funakoshi, Hirofumi	For	No	96.03%	
	3.9	Elect Director Tomita, Tetsuro	For	No	88.74%	
3.10	Elect Director Urano, Kuniko	For	No	98.06%		
Nintendo Co., Ltd. 23.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 123	For	No	99.33%	
	2.1	Elect Director Furukawa, Shuntaro	For	No	83.77%	
	2.2	Elect Director Miyamoto, Shigeru	For	No	92.17%	
	2.3	Elect Director Takahashi, Shinya	For	No	95.53%	
	2.4	Elect Director Shibata, Satoru	For	No	95.53%	
	2.5	Elect Director Shiota, Ko	For	No	95.53%	
	2.6	Elect Director Chris Meledandri	For	No	94.48%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Nitto Denko Corp. 23.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 120	For	No	98.32%	
	2.1	Elect Director Takasaki, Hideo	For	No	92.47%	
	2.2	Elect Director Miki, Yosuke	For	No	97.15%	
	2.3	Elect Director Iseyama, Yasuhiro	For	No	96.68%	
	2.4	Elect Director Owaki, Yasuhito	For	No	97.12%	
	2.5	Elect Director Furuse, Yoichiro	For	No	96.52%	
	2.6	Elect Director Fukuda, Tamio	For	No	97.34%	
	2.7	Elect Director Wong Lai Yong	For	No	97.47%	
	2.8	Elect Director Sawada, Michitaka	For	No	94.74%	
	2.9	Elect Director Yamada, Yasuhiro	For	No	97.35%	
	2.10	Elect Director Eto, Mariko	For	No	97.68%	
	3.1	Appoint Statutory Auditor Tokuyasu, Shin	For	No	93.73%	
	3.2	Appoint Statutory Auditor Takayanagi, Toshihiko	For	No	93.70%	
	3.3	Appoint Statutory Auditor Kobashikawa, Yasuko	For	No	98.70%	
Sumitomo Corp. 23.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 57.5	For	No	99.59%	
	2.1	Elect Director Nakamura, Kuniharu	For	No	96.96%	
	2.2	Elect Director Hyodo, Masayuki	For	No	97.98%	
	2.3	Elect Director Seishima, Takayuki	For	No	98.56%	
	2.4	Elect Director Moroka, Reiji	For	No	98.54%	
	2.5	Elect Director Higashino, Hirokazu	For	No	98.58%	
	2.6	Elect Director Ueno, Shingo	For	No	98.69%	
	2.7	Elect Director Iwata, Kimie	For	No	95.35%	
	2.8	Elect Director Yamazaki, Hisashi	For	No	99.08%	
	2.9	Elect Director Ide, Akiko	For	No	99.18%	
	2.10	Elect Director Mitachi, Takashi	For	No	96.21%	
	2.11	Elect Director Takahara, Takahisa	For	No	94.51%	
	3	Appoint Statutory Auditor Mikogami, Daisuke	For	No	97.65%	
	4	Approve Performance Share Plan	For	No	99.39%	
Sumitomo Mitsui Trust Holdings, Inc. 23.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 110	For	No	99.70%	
	2.1	Elect Director Takakura, Toru	Against	Yes	83.66%	
	2.2	Elect Director Kaibara, Atsushi	For	No	97.57%	
	2.3	Elect Director Suzuki, Yasuyuki	For	No	97.71%	
	2.4	Elect Director Oyama, Kazuya	For	No	92.71%	
	2.5	Elect Director Okubo, Tetsuo	Against	Yes	79.42%	
	2.6	Elect Director Hashimoto, Masaru	For	No	88.99%	
	2.7	Elect Director Tanaka, Koji	For	No	89.53%	
	2.8	Elect Director Nakano, Toshiaki	For	No	94.53%	
	2.9	Elect Director Matsushita, Isao	For	No	91.11%	
	2.10	Elect Director Kawamoto, Hiroko	Against	Yes	83.06%	
	2.11	Elect Director Aso, Mitsuhiro	For	No	93.65%	
	2.12	Elect Director Kato, Nobuaki	For	No	93.66%	
	2.13	Elect Director Kashima, Kaoru	For	No	94.47%	
	2.14	Elect Director Ito, Tomonori	For	No	99.52%	
2.15	Elect Director Watanabe, Hajime	For	No	98.95%		
Biogen Inc. 26.06.23	1a	Elect Director Alexander J. Denner - Withdrawn	Refer	No		
	1b	Elect Director Caroline D. Dorsa	For	No	76.92%	23.07%
	1c	Elect Director Maria C. Freire	Against	Yes	63.67%	36.32%
	1d	Elect Director William A. Hawkins	Against	Yes	61.50%	38.49%
	1e	Elect Director William D. Jones- Withdrawn	Refer	No		
	1f	Elect Director Jesus B. Mantas	For	No	77.38%	22.61%
	1g	Elect Director Richard C. Mulligan- Withdrawn	Refer	No		
	1h	Elect Director Eric K. Rowinsky	For	No	57.15%	42.84%
	1i	Elect Director Stephen A. Sherwin	For	No	78.24%	21.75%
	1j	Elect Director Christopher A. Viehbacher	For	No	98.29%	1.70%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	96.62%	3.37%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	69.48%	30.51%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Elect Director Susan K. Langer	For	No	57.87%	42.12%
Fujitsu Ltd. 26.06.23	1.1	Elect Director Tokita, Takahito	For	No	97.25%	
	1.2	Elect Director Furuta, Hidenori	For	No	98.05%	
	1.3	Elect Director Isobe, Takeshi	For	No	98.63%	
	1.4	Elect Director Yamamoto, Masami	For	No	98.78%	
	1.5	Elect Director Mukai, Chiaki	For	No	98.91%	
	1.6	Elect Director Abe, Atsushi	For	No	98.90%	
	1.7	Elect Director Kojo, Yoshiko	For	No	98.93%	
	1.8	Elect Director Sasae, Kenichiro	For	No	98.61%	
	1.9	Elect Director Byron Gill	For	No	99.25%	
	2	Appoint Statutory Auditor Hatsukawa, Koji	For	No	94.76%	
	3	Approve Restricted Stock Plan	For	No	94.11%	
MS&AD Insurance Group Holdings, Inc. 26.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	No	99.78%	
	2.1	Elect Director Karasawa, Yasuyoshi	Against	Yes	85.28%	
	2.2	Elect Director Kanasugi, Yasuzo	For	No	95.67%	
	2.3	Elect Director Hara, Noriyuki	Against	Yes	87.34%	
	2.4	Elect Director Higuchi, Tetsuji	For	No	95.60%	
	2.5	Elect Director Shimazu, Tomoyuki	For	No	97.26%	
	2.6	Elect Director Shirai, Yusuke	For	No	97.29%	
	2.7	Elect Director Bando, Mariko	For	No	98.67%	
	2.8	Elect Director Tobimatsu, Junichi	For	No	97.29%	
	2.9	Elect Director Rochelle Kopp	For	No	98.75%	
	2.10	Elect Director Ishiwata, Akemi	For	No	99.18%	
	2.11	Elect Director Suzuki, Jun	For	No	99.47%	
	3	Appoint Statutory Auditor Suzuki, Keiji	For	No	94.62%	
Panasonic Holdings Corp. 26.06.23	1.1	Elect Director Tsuga, Kazuhiro	For	No	94.00%	
	1.2	Elect Director Kusumi, Yuki	For	No	95.00%	
	1.3	Elect Director Homma, Tetsuro	For	No	95.75%	
	1.4	Elect Director Sato, Mototsugu	For	No	95.75%	
	1.5	Elect Director Umeda, Hirokazu	For	No	95.72%	
	1.6	Elect Director Matsui, Shinobu	For	No	97.09%	
	1.7	Elect Director Noji, Kunio	For	No	96.75%	
	1.8	Elect Director Sawada, Michitaka	For	No	96.73%	
	1.9	Elect Director Toyama, Kazuhiko	For	No	96.82%	
	1.10	Elect Director Tsutsui, Yoshinobu	For	No	94.74%	
	1.11	Elect Director Miyabe, Yoshiyuki	For	No	95.88%	
	1.12	Elect Director Shotoku, Ayako	For	No	96.15%	
	1.13	Elect Director Nishiyama, Keita	For	No	99.11%	
	2	Appoint Statutory Auditor Baba, Hidetoshi	For	No	98.51%	
	3	Approve Restricted Stock Plan	For	No	96.86%	
	4	Approve Compensation Ceiling for Statutory Auditors	For	No	98.96%	
Recruit Holdings Co., Ltd. 26.06.23	1.1	Elect Director Minegishi, Masumi	For	No	95.99%	
	1.2	Elect Director Idekoba, Hisayuki	For	No	97.59%	
	1.3	Elect Director Senaha, Ayano	For	No	98.96%	
	1.4	Elect Director Rony Kahan	For	No	99.04%	
	1.5	Elect Director Izumiya, Naoki	For	No	98.99%	
	1.6	Elect Director Totoki, Hiroki	For	No	99.03%	
	1.7	Elect Director Honda, Keiko	For	No	99.15%	
	1.8	Elect Director Katrina Lake	For	No	99.33%	
	2	Appoint Alternate Statutory Auditor Tanaka, Miho	For	No	99.49%	
	3	Approve Compensation Ceiling for Directors	For	No	98.93%	
Sompo Holdings, Inc. 26.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 130	For	No	99.62%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.1	Elect Director Sakurada, Kengo	Against	Yes	83.38%	
	2.2	Elect Director Okumura, Mikio	Against	Yes	86.15%	
	2.3	Elect Director Scott Trevor Davis	For	No	97.86%	
	2.4	Elect Director Endo, Isao	For	No	98.59%	
	2.5	Elect Director Higashi, Kazuhiro	For	No	97.23%	
	2.6	Elect Director Nawa, Takashi	For	No	98.60%	
	2.7	Elect Director Shibata, Misuzu	For	No	99.59%	
	2.8	Elect Director Yamada, Meyumi	For	No	98.75%	
	2.9	Elect Director Ito, Kumi	For	No	99.31%	
	2.10	Elect Director Waga, Masayuki	For	No	99.59%	
	2.11	Elect Director Kajikawa, Toru	For	No	99.25%	
	2.12	Elect Director Kasai, Satoshi	For	No	95.81%	
Tokio Marine Holdings, Inc. 26.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	No	98.28%	
	2.1	Elect Director Nagano, Tsuyoshi	Against	Yes	82.46%	
	2.2	Elect Director Komiya, Satoru	Against	Yes	82.95%	
	2.3	Elect Director Okada, Kenji	For	No	94.57%	
	2.4	Elect Director Moriwaki, Yoichi	For	No	95.08%	
	2.5	Elect Director Ishii, Yoshinori	For	No	95.07%	
	2.6	Elect Director Wada, Kiyoshi	For	No	95.08%	
	2.7	Elect Director Hirose, Shinichi	For	No	95.07%	
	2.8	Elect Director Mitachi, Takashi	For	No	97.28%	
	2.9	Elect Director Endo, Nobuhiro	For	No	97.27%	
	2.10	Elect Director Katanozaka, Shinya	For	No	90.10%	
	2.11	Elect Director Osono, Emi	For	No	97.54%	
	2.12	Elect Director Shindo, Kosei	For	No	89.94%	
	2.13	Elect Director Robert Alan Feldman	For	No	97.66%	
	2.14	Elect Director Yamamoto, Kichiichiro	For	No	94.55%	
	2.15	Elect Director Matsuyama, Haruka	For	No	98.22%	
	3	Appoint Statutory Auditor Shimizu, Junko	For	No	98.25%	
Leclanche SA 26.06.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report	Against	Yes		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Alexander Rhea Director	For	No		
	4.1.2	Reelect Marc Lepiece as Director	For	No		
	4.1.3	Reelect Christophe Manset as Director	For	No		
	4.1.4	Reelect Bernard Pons as Director	For	No		
	4.1.5	Reelect Ali Sherwani as Director	For	No		
	4.2	Reelect Alexander Rhea as Board Chair	For	No		
	4.3.1	Appoint Alexander Rhea as Member of the Nomination and Compensation Committee	Against	Yes		
	4.3.2	Reappoint Christophe Manset as Member of the Nomination and Compensation Committee	Against	Yes		
	4.3.3	Reappoint Marc Lepiece as Member of the Nomination and Compensation Committee	Against	Yes		
	5.1	Approve Remuneration of Directors in the Amount of CHF 600,000	For	No		
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.4 Million	For	No		
	6	Designate Manuel Isler as Independent Proxy	For	No		
	7	Ratify MAZARS SA as Auditors	For	No		
	8.1	Receive Summary on Debt-to-Equity Conversion (Non-Voting)	Refer	No		
	8.2.1	Approve CHF 4.4 Million Ordinary Share Capital Increase without Preemptive Rights via Conversion of AM St. Kitts Construction Debt	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.2.2	Approve CHF 9.7 Million Ordinary Share Capital Increase without Preemptive Rights via Conversion of Other Debt	For	No		
	9.1	Approve Creation of Capital Band within the Upper Limit of CHF 87.9 Million and the Lower Limit of CHF 29.3 Million with or without Exclusion of Preemptive Rights	Against	Yes		
	9.2	Amend Articles Re: Conditional Capital	For	No		
	9.3	Amend Articles Re: Restriction on Share Transferability	For	No		
	9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	For	No		
	9.5	Amend Article Re: Location of General Meeting	For	No		
	9.6	Amend Articles Re: Qualified Majority	For	No		
	9.7	Amend Articles of Association	For	No		
	9.8	Amend Articles of Association	For	No		
	10	Approve Transfer of CHF 30.4 Million from Capital Contribution Reserves to Cover Net Loss	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Dai-ichi Life Holdings, Inc. 26.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 86	For	No	99.79%	
	2.1	Elect Director Inagaki, Seiji	For	No	83.87%	
	2.2	Elect Director Kikuta, Tetsuya	For	No	85.19%	
	2.3	Elect Director Shoji, Hiroshi	For	No	97.38%	
	2.4	Elect Director Sumino, Toshiaki	For	No	97.38%	
	2.5	Elect Director Sogano, Hidehiko	For	No	97.29%	
	2.6	Elect Director Yamaguchi, Hitoshi	For	No	97.30%	
	2.7	Elect Director Maeda, Koichi	For	No	98.55%	
	2.8	Elect Director Inoue, Yuriko	For	No	98.98%	
	2.9	Elect Director Shingai, Yasushi	For	No	98.53%	
	2.10	Elect Director Bruce Miller	For	No	98.08%	
Spexis Ltd. 26.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Approve Creation of Capital Band within the Upper Limit of CHF 1.5 Million and the Lower Limit of CHF 975,709.26 with or without Exclusion of Preemptive Rights	For	No		
	5	Approve Creation of CHF 402,990.06 Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	No		
	6.1	Reelect Jeffrey Wager as Director and Board Chair	For	No		
	6.2	Reelect Dennis Ausiello as Director	For	No		
	6.3	Reelect Bernard Bollag as Director	For	No		
	6.4	Reelect Robert Clarke as Director	For	No		
	6.5	Reelect Dan Hartmann as Director	For	No		
	6.6	Reelect Kuno Sommer as Director	For	No		
	7	Ratify Deloitte AG as Auditors	For	No		
	8	Designate Marius Meier as Independent Proxy	For	No		
	9.1	Reappoint Dennis Ausiello as Member of the Compensation and Nomination Committee	Against	Yes		
	9.2	Reappoint Robert Clarke as Member of the Compensation and Nomination Committee	Against	Yes		
	9.3	Reappoint Kuno Sommer as Member of the Compensation and Nomination Committee	Against	Yes		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10.1	Approve Fixed Remuneration of Directors in the Amount of CHF 278,300	For	No		
	10.2	Approve Equity Based Remuneration of Directors in the Amount of CHF 65,618	Against	Yes		
	10.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	No		
	10.4	Approve Equity Based Remuneration of New Members of Executive Committee in the Amount of CHF 310,000	Against	Yes		
	10.5	Approve Additional Equity Based Remuneration of Executive Committee in the Amount of CHF 383,000 for Fiscal Year 2023	Against	Yes		
	11	Transact Other Business (Voting)	Against	Yes		
Mastercard Incorporated 27.06.23	1a	Elect Director Merit E. Janow	For	No	98.11%	1.88%
	1b	Elect Director Candido Bracher	For	No	99.52%	0.47%
	1c	Elect Director Richard K. Davis	For	No	98.39%	1.60%
	1d	Elect Director Julius Genachowski	For	No	96.36%	3.63%
	1e	Elect Director Choon Phong Goh	For	No	94.49%	5.50%
	1f	Elect Director Oki Matsumoto	For	No	98.65%	1.34%
	1g	Elect Director Michael Miebach	For	No	99.84%	0.15%
	1h	Elect Director Youngme Moon	For	No	98.77%	1.22%
	1i	Elect Director Rima Qureshi	For	No	98.23%	1.76%
	1j	Elect Director Gabrielle Sulzberger	For	No	98.02%	1.97%
	1k	Elect Director Harit Talwar	For	No	99.38%	0.61%
	1l	Elect Director Lance Uggl	For	No	98.96%	1.03%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.59%	4.40%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve Qualified Employee Stock Purchase Plan	For	No	99.70%	0.29%
	5	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.22%	4.77%
	6	Report on Overseeing Risks Related to Discrimination	Against	No	0.61%	<b>99.38%</b>
	7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	For	Yes	9.51%	<b>90.48%</b>
	8	Report on Lobbying Payments and Policy	For	Yes	28.29%	<b>71.70%</b>
	9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	13.44%	<b>86.55%</b>
	10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against	No	0.50%	<b>99.49%</b>
Shopify Inc. 27.06.23	1A	Elect Director Tobias Lutke	Against	Yes	98.27%	1.72%
	1B	Elect Director Robert Ashe	For	No	83.06%	<b>16.93%</b>
	1C	Elect Director Gail Goodman	For	No	92.45%	7.54%
	1D	Elect Director Colleen Johnston	For	No	91.19%	8.80%
	1E	Elect Director Jeremy Levine	For	No	91.08%	8.91%
	1F	Elect Director Toby Shannan	For	No	99.33%	0.66%
	1G	Elect Director Fidji Simo	For	No	96.62%	3.37%
	1H	Elect Director Bret Taylor	For	No	99.87%	0.12%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.58%	0.41%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	77.44%	<b>22.55%</b>
Avantest Corp. 27.06.23	1.1	Elect Director Yoshida, Yoshiaki	For	No	97.98%	
	1.2	Elect Director Douglas Lefever	For	No	98.62%	
	1.3	Elect Director Tsukui, Koichi	For	No	98.62%	
	1.4	Elect Director Urabe, Toshimitsu	For	No	98.40%	
	1.5	Elect Director Nicholas Benes	For	No	99.30%	
	1.6	Elect Director Nishida, Naoto	For	No	99.22%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.1	Elect Director and Audit Committee Member Kurita, Yuichi	For	No	96.23%	
	2.2	Elect Director and Audit Committee Member Nakada, Tomoko	For	No	99.93%	
	3	Elect Alternate Director and Audit Committee Member Nicholas Benes	For	No	98.68%	
Ajinomoto Co., Inc. 27.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 37	For	No	99.62%	
	2.1	Elect Director Iwata, Kimie	For	No	99.19%	
	2.2	Elect Director Nakayama, Joji	For	No	98.77%	
	2.3	Elect Director Toki, Atsushi	For	No	99.19%	
	2.4	Elect Director Indo, Mami	For	No	99.41%	
	2.5	Elect Director Hatta, Yoko	For	No	99.35%	
	2.6	Elect Director Scott Trevor Davis	For	No	99.47%	
	2.7	Elect Director Fujie, Taro	For	No	97.62%	
	2.8	Elect Director Shiragami, Hiroshi	For	No	98.22%	
	2.9	Elect Director Sasaki, Tatsuya	For	No	99.37%	
	2.10	Elect Director Saito, Takeshi	For	No	99.34%	
	2.11	Elect Director Matsuzawa, Takumi	For	No	96.17%	
Kyocera Corp. 27.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 100	For	No	99.71%	
	2	Amend Articles to Amend Business Lines	For	No	99.70%	
	3.1	Elect Director Yamaguchi, Goro	Against	Yes	65.95%	
	3.2	Elect Director Tanimoto, Hideo	Against	Yes	64.80%	
	3.3	Elect Director Fure, Hiroshi	For	No	89.61%	
	3.4	Elect Director Ina, Norihiko	For	No	89.61%	
	3.5	Elect Director Kano, Koichi	For	No	89.61%	
	3.6	Elect Director Aoki, Shoichi	For	No	89.61%	
	3.7	Elect Director Koyano, Akiko	For	No	91.62%	
	3.8	Elect Director Kakiuchi, Eiji	For	No	92.49%	
	3.9	Elect Director Maekawa, Shigenobu	For	No	99.28%	
	4	Appoint Alternate Statutory Auditor Kida, Minoru	For	No	99.52%	
	5	Approve Two Types of Restricted Stock Plans	For	No	98.40%	
MongoDB, Inc. 27.06.23	1.1	Elect Director Archana Agrawal	Withhold	Yes	82.57%	17.42%
	1.2	Elect Director Hope Cochran	Withhold	Yes	73.75%	26.24%
	1.3	Elect Director Dwight Merriman	Withhold	Yes	80.41%	19.58%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.78%	11.98%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.67%	0.28%
Olympus Corp. 27.06.23	1	Amend Articles to Allow Virtual Only Shareholder Meetings	Against	Yes	77.84%	
	2.1	Elect Director Fujita, Sumitaka	For	No	97.43%	
	2.2	Elect Director Masuda, Yasumasa	For	No	99.65%	
	2.3	Elect Director David Robert Hale	For	No	99.53%	
	2.4	Elect Director Jimmy C. Beasley	For	No	99.65%	
	2.5	Elect Director Ichikawa, Sachiko	For	No	99.83%	
	2.6	Elect Director Shingai, Yasushi	For	No	99.63%	
	2.7	Elect Director Kan, Kohei	For	No	99.65%	
	2.8	Elect Director Gary John Pruden	For	No	95.80%	
	2.9	Elect Director Kosaka, Tatsuro	For	No	99.43%	
	2.10	Elect Director Luann Marie Pendency	For	No	99.83%	
	2.11	Elect Director Takeuchi, Yasuo	For	No	98.43%	
	2.12	Elect Director Stefan Kaufmann	For	No	97.40%	
	2.13	Elect Director Okubo, Toshihiko	For	No	97.06%	
SECOM Co., Ltd. 27.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 95	For	No	99.72%	
	2.1	Elect Director Nakayama, Yasuo	For	No	94.11%	
	2.2	Elect Director Ozeki, Ichiro	For	No	94.04%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.3	Elect Director Yoshida, Yasuyuki	For	No	96.62%	
	2.4	Elect Director Fuse, Tatsuro	For	No	96.62%	
	2.5	Elect Director Kurihara, Tatsushi	For	No	96.61%	
	2.6	Elect Director Hirose, Takaharu	For	No	90.11%	
	2.7	Elect Director Watanabe, Hajime	For	No	99.00%	
	2.8	Elect Director Hara, Miri	For	No	99.17%	
	3.1	Appoint Statutory Auditor Ito, Takayuki	For	No	98.08%	
	3.2	Appoint Statutory Auditor Tsuji, Yasuhiro	For	No	98.10%	
	3.3	Appoint Statutory Auditor Kato, Hideki	For	No	97.96%	
	3.4	Appoint Statutory Auditor Yasuda, Makoto	For	No	99.67%	
	3.5	Appoint Statutory Auditor Tanaka, Setsuo	For	No	99.30%	
	4	Initiate Share Repurchase Program	Against	No	9.21%	
	5	Amend Articles to Add Provision concerning Directors' Share Ownership	Against	No	23.74%	
	6	Amend Articles to Require Majority Outsider Board	Against	No	18.78%	
Santhera Pharmaceuticals Holding AG 27.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Remuneration Report (Non-Binding)	Against	Yes		
	4.1	Approve Discharge of Board of Directors	For	No		
	4.2	Approve Discharge of Senior Management	For	No		
	5.1	Approve CHF 0.09 Ordinary Share Capital Increase without Preemptive Rights	For	No		
	5.2	Approve 10:1 Reverse Stock Split	For	No		
	6	Approve Creation of Capital Band within the Upper Limit of CHF 1.9 Million and the Lower Limit of CHF 630,000 with or without Exclusion of Preemptive Rights	For	No		
	7	Approve Creation of CHF 550,000 Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No		
	8	Approve Creation of CHF 55,730 Pool of Conditional Capital for Employee Equity Participation	Against	Yes		
	9.1	Reelect Thomas Meier as Director and Board Chair	For	No		
	9.2	Reelect Philipp Gutzwiller as Director	For	No		
	9.3	Elect Bradley Meyer as Director	Against	Yes		
	9.4	Elect Otto Schwarz as Director	For	No		
	10.1	Reappoint Thomas Meier as Member of the Compensation Committee	For	No		
	10.2	Appoint Bradley Meyer as Member of the Compensation Committee	Against	Yes		
	11	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million	For	No		
	12.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million	For	No		
	12.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 800,000 for Fiscal Year 2022	For	No		
	12.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2023	For	No		
	13	Ratify Ernst & Young AG as Auditors	Against	Yes		
	14	Designate Balthasar Settelen as Independent Proxy	For	No		
	15	Transact Other Business (Voting)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Terumo Corp. 27.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 21	For	No	99.00%	
	2	Amend Articles to Allow Virtual Only Shareholder Meetings	For	No	96.50%	
	3.1	Elect Director Takagi, Toshiaki	For	No	88.40%	
	3.2	Elect Director Sato, Shinjiro	For	No	93.50%	
	3.3	Elect Director Hatano, Shoji	For	No	96.70%	
	3.4	Elect Director Hirose, Kazunori	For	No	96.70%	
	3.5	Elect Director Kunimoto, Norimasa	For	No	96.70%	
	3.6	Elect Director Kuroda, Yukiko	For	No	98.70%	
	3.7	Elect Director Nishi, Hidenori	For	No	91.50%	
	3.8	Elect Director Ozawa, Keiya	For	No	97.00%	
	4.1	Elect Director and Audit Committee Member Shibazaki, Takanori	For	No	92.20%	
	4.2	Elect Director and Audit Committee Member Nakamura, Masaichi	For	No	97.80%	
	4.3	Elect Director and Audit Committee Member Uno, Soichiro	For	No	97.80%	
	5	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	For	No	98.80%	
Kinarus Therapeutics Holding AG 28.06.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Reelect Hari Kumar as Director and Board Chair	For	No		
	4.2	Reelect Eugene Tierney as Director	For	No		
	4.3	Reelect Silvio Inderbitzin as Director	For	No		
	4.4	Reelect Alexander Bausch as Director	For	No		
	5.1	Reappoint Hari Kumar as Member of the Compensation Committee	For	No		
	5.2	Reappoint Eugene Tierney as Member of the Compensation Committee	For	No		
	5.3	Reappoint Silvio Inderbitzin as Member of the Compensation Committee	For	No		
6	Ratify Ernst & Young AG as Auditors	For	No			
7	Designate KBT Treuhand AG as Independent Proxy	For	No			
8	Approve Remuneration of Directors in the Amount of CHF 120,000	For	No			
9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1 Million	For	No			
10	Approve Creation of CHF 5.7 Million Pool of Conditional Capital to Cover Exercise of Conversion Rights	For	No			
	11	Transact Other Business (Voting)	Against	Yes		
M3, Inc. 28.06.23	1.1	Elect Director Tanimura, Itaru	For	No	89.80%	
	1.2	Elect Director Tomaru, Akihiko	For	No	98.30%	
	1.3	Elect Director Tsuchiya, Eiji	For	No	98.30%	
	1.4	Elect Director Izumiya, Kazuyuki	For	No	98.30%	
	1.5	Elect Director Nakamura, Rie	For	No	98.30%	
	1.6	Elect Director Tanaka, Yoshinao	For	No	97.80%	
	1.7	Elect Director Yamazaki, Satoshi	For	No	97.80%	
	1.8	Elect Director Yoshida, Kenichiro	For	No	67.90%	
	1.9	Elect Director Tsugawa, Yusuke	For	No	98.70%	
Takeda Pharmaceutical Co., Ltd. 28.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	No	98.80%	
	2.1	Elect Director Christophe Weber	For	No	95.69%	
	2.2	Elect Director Andrew Plump	For	No	97.79%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.3	Elect Director Constantine Saroukos	For	No	96.24%	
	2.4	Elect Director Iijima, Masami	For	No	98.38%	
	2.5	Elect Director Olivier Bohuon	For	No	97.26%	
	2.6	Elect Director Jean-Luc Butel	For	No	97.83%	
	2.7	Elect Director Ian Clark	For	No	95.44%	
	2.8	Elect Director Steven Gillis	For	No	97.39%	
	2.9	Elect Director John Maraganore	For	No	96.13%	
	2.10	Elect Director Michel Orsinger	For	No	97.32%	
	2.11	Elect Director Tsusaka, Miki	For	No	98.85%	
	3	Approve Annual Bonus	For	No	97.91%	
Ypsomed Holding AG 28.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 0.65 per Share from Retained Earnings and CHF 0.65 per Share from Capital Contribution Reserves	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No		
	4.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Against	Yes		
	5.1	Approve Remuneration Report	Against	Yes		
	5.2	Approve Fixed Remuneration of Directors in the Amount of CHF 620,000	For	No		
	5.3	Approve Variable Remuneration of Directors in the Amount of CHF 166,026	Against	Yes		
	5.4	Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Against	Yes		
	5.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	No		
	5.6	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million	For	No		
	5.7	Approve Share-Based Long-Term Remuneration of Executive Committee in the Amount of CHF 600,000	For	No		
	6.1.1	Reelect Gilbert Achermann as Director and Board Chair	For	No		
	6.1.2	Reelect Paul Fonteyne as Director	For	No		
	6.1.3	Reelect Martin Muenchbach as Director	For	No		
	6.1.4	Reelect Betuel Unaran as Director	For	No		
	6.1.5	Reelect Simon Michel as Director	For	No		
	6.2.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Against	Yes		
	6.2.2	Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Against	Yes		
	6.3	Designate Peter Staehli as Independent Proxy	For	No		
	6.4	Ratify PricewaterhouseCoopers Ltd as Auditors	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
DAIKIN INDUSTRIES Ltd. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 140	For	No	96.92%	
	2	Amend Articles to Amend Provisions on Number of Statutory Auditors	For	No	99.90%	
	3.1	Elect Director Inoue, Noriyuki	For	No	82.35%	
	3.2	Elect Director Togawa, Masanori	For	No	88.35%	
	3.3	Elect Director Kawada, Tatsuo	For	No	95.89%	
	3.4	Elect Director Makino, Akiji	For	No	88.22%	
	3.5	Elect Director Torii, Shingo	For	No	98.42%	
	3.6	Elect Director Arai, Yuko	For	No	99.58%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.7	Elect Director Tayano, Ken	For	No	95.23%	
	3.8	Elect Director Minaka, Masatsugu	For	No	95.73%	
	3.9	Elect Director Matsuzaki, Takashi	For	No	95.60%	
	3.10	Elect Director Kanwal Jeet Jawa	For	No	95.73%	
	4.1	Appoint Statutory Auditor Kitamoto, Kaeko	For	No	99.88%	
	4.2	Appoint Statutory Auditor Uematsu, Kosei	For	No	94.41%	
	4.3	Appoint Statutory Auditor Tamori, Hisao	For	No	92.15%	
	5	Appoint Alternate Statutory Auditor Ono, Ichiro	For	No	99.88%	
Daiwa House Industry Co., Ltd. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	No	99.20%	
	2.1	Elect Director Yoshii, Keiichi	For	No	87.38%	
	2.2	Elect Director Kosokabe, Takeshi	For	No	93.78%	
	2.3	Elect Director Murata, Yoshiyuki	For	No	93.88%	
	2.4	Elect Director Shimonishi, Keisuke	For	No	97.24%	
	2.5	Elect Director Otomo, Hirotsugu	For	No	97.24%	
	2.6	Elect Director Dekura, Kazuhito	For	No	97.24%	
	2.7	Elect Director Ariyoshi, Yoshinori	For	No	97.24%	
	2.8	Elect Director Nagase, Toshiya	For	No	97.19%	
	2.9	Elect Director Yabu, Yukiko	For	No	95.86%	
	2.10	Elect Director Kuwano, Yukinori	For	No	81.15%	
	2.11	Elect Director Seki, Miwa	For	No	99.02%	
	2.12	Elect Director Yoshizawa, Kazuhiro	For	No	98.91%	
	2.13	Elect Director Ito, Yujiro	For	No	93.19%	
	3	Appoint Statutory Auditor Maruyama, Takashi	For	No	99.16%	
	4	Approve Annual Bonus	For	No	98.69%	
FANUC Corp. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 271.64	For	No	99.90%	
	2.1	Elect Director Inaba, Yoshiharu	For	No	96.40%	
	2.2	Elect Director Yamaguchi, Kenji	For	No	98.30%	
	2.3	Elect Director Sasuga, Ryuji	For	No	98.40%	
	2.4	Elect Director Michael J. Cicco	For	No	98.80%	
	2.5	Elect Director Yamazaki, Naoko	For	No	99.70%	
	2.6	Elect Director Uozumi, Hiroto	For	No	99.70%	
	2.7	Elect Director Takeda, Yoko	For	No	99.90%	
	3.1	Elect Director and Audit Committee Member Okada, Toshiya	For	No	91.40%	
	3.2	Elect Director and Audit Committee Member Yokoi, Hidetoshi	For	No	99.70%	
	3.3	Elect Director and Audit Committee Member Tomita, Mieko	For	No	99.70%	
	3.4	Elect Director and Audit Committee Member Igashima, Shigeo	For	No	99.80%	
FUJIFILM Holdings Corp. 29.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 70	For	No	99.01%	
	2	Amend Articles to Clarify Director Authority on Board Meetings	For	No	99.44%	
	3.1	Elect Director Sukeno, Kenji	For	No	90.32%	
	3.2	Elect Director Goto, Teichi	For	No	96.56%	
	3.3	Elect Director Higuchi, Masayuki	For	No	96.88%	
	3.4	Elect Director Hama, Naoki	For	No	96.93%	
	3.5	Elect Director Yoshizawa, Chisato	For	No	96.94%	
	3.6	Elect Director Ito, Yoji	For	No	96.32%	
	3.7	Elect Director Kitamura, Kunitaro	For	No	95.32%	
	3.8	Elect Director Eda, Makiko	For	No	99.04%	
	3.9	Elect Director Nagano, Tsuyoshi	For	No	99.01%	
	3.10	Elect Director Sugawara, Ikuro	For	No	98.99%	
	4	Appoint Statutory Auditor Mitsuhashi, Masataka	For	No	99.41%	
Mitsubishi Electric Corp.	1.1	Elect Director Yabunaka, Mitoji	For	No		
	1.2	Elect Director Watanabe, Kazunori	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
29.06.23	1.3	Elect Director Koide, Hiroko	For	No			
	1.4	Elect Director Kosaka, Tatsuro	For	No			
	1.5	Elect Director Yanagi, Hiroyuki	For	No			
	1.6	Elect Director Egawa, Masako	For	No			
	1.7	Elect Director Matsuyama, Haruka	For	No			
	1.8	Elect Director Uruma, Kei	For	No			
	1.9	Elect Director Kawagoishi, Tadashi	For	No			
	1.10	Elect Director Masuda, Kuniaki	For	No			
	1.11	Elect Director Nagasawa, Jun	For	No			
	1.12	Elect Director Takeda, Satoshi	For	No			
	Mitsubishi Estate Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 19	For	No		
	29.06.23	2.1	Elect Director Yoshida, Junichi	For	No		
2.2		Elect Director Nakajima, Atsushi	For	No			
2.3		Elect Director Naganuma, Bunroku	For	No			
2.4		Elect Director Umeda, Naoki	For	No			
2.5		Elect Director Hirai, Mikihito	For	No			
2.6		Elect Director Nishigai, Noboru	For	No			
2.7		Elect Director Katayama, Hiroshi	For	No			
2.8		Elect Director Okamoto, Tsuyoshi	For	No			
2.9		Elect Director Narukawa, Tetsuo	For	No			
2.10		Elect Director Shirakawa, Masaaki	For	No			
2.11		Elect Director Nagase, Shin	For	No			
2.12		Elect Director Sueyoshi, Wataru	For	No			
2.13		Elect Director Sonoda, Ayako	For	No			
2.14		Elect Director Melanie Brock	For	No			
Mitsubishi UFJ Financial Group, Inc.	1	Approve Allocation of Income, with a Final Dividend of JPY 16	For	No	98.95%		
29.06.23	2.1	Elect Director Fujii, Mariko	For	No	97.02%		
	2.2	Elect Director Honda, Keiko	For	No	97.54%		
	2.3	Elect Director Kato, Kaoru	For	No	96.92%		
	2.4	Elect Director Kuwabara, Satoko	For	No	96.74%		
	2.5	Elect Director Nomoto, Hirofumi	Against	Yes	75.97%		
	2.6	Elect Director David A. Sneider	For	No	97.66%		
	2.7	Elect Director Tsuji, Koichi	For	No	97.33%		
	2.8	Elect Director Tarisa Watanagase	For	No	97.52%		
	2.9	Elect Director Miyanaga, Kenichi	For	No	93.66%		
	2.10	Elect Director Shinke, Ryoichi	For	No	93.60%		
	2.11	Elect Director Mike, Kanetsugu	Against	Yes	80.91%		
	2.12	Elect Director Kamezawa, Hironori	Against	Yes	75.94%		
	2.13	Elect Director Nagashima, Iwao	For	No	97.04%		
	2.14	Elect Director Hanzawa, Junichi	For	No	97.04%		
	2.15	Elect Director Kobayashi, Makoto	For	No	97.03%		
	3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For	Yes	17.32%		
	4	Amend Articles to Prohibit Transactions with Defamatory Companies	Against	No	2.11%		
5	Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies	Against	No	2.07%			
6	Amend Articles to Prohibit Deletion of IR Contents from Company Websites	Against	No	2.31%			
Mitsui Fudosan Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 32	For	No	99.80%		
29.06.23	2.1	Elect Director Komoda, Masanobu	For	No	86.14%		
	2.2	Elect Director Ueda, Takashi	For	No	91.99%		
	2.3	Elect Director Yamamoto, Takashi	For	No	95.30%		
	2.4	Elect Director Miki, Takayuki	For	No	95.58%		
	2.5	Elect Director Hirokawa, Yoshihiro	For	No	95.54%		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.6	Elect Director Suzuki, Shingo	For	No	95.51%	
	2.7	Elect Director Tokuda, Makoto	For	No	95.51%	
	2.8	Elect Director Osawa, Hisashi	For	No	95.51%	
	2.9	Elect Director Nakayama, Tsunehiro	For	No	93.93%	
	2.10	Elect Director Ito, Shinichiro	For	No	99.62%	
	2.11	Elect Director Kawai, Eriko	For	No	99.36%	
	2.12	Elect Director Indo, Mami	For	No	99.78%	
	3.1	Appoint Statutory Auditor Hamamoto, Wataru	For	No	98.86%	
	3.2	Appoint Statutory Auditor Nakazato, Minoru	For	No	99.83%	
	3.3	Appoint Statutory Auditor Mita, Mayo	For	No	99.83%	
	4	Approve Annual Bonus	For	No	99.22%	
Murata Manufacturing Co. Ltd. 29.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 75	For	No		
	2.1	Elect Director Murata, Tsuneko	For	No		
	2.2	Elect Director Nakajima, Norio	For	No		
	2.3	Elect Director Iwatsubo, Hiroshi	For	No		
	2.4	Elect Director Minamide, Masanori	For	No		
	2.5	Elect Director Yasuda, Yuko	For	No		
	2.6	Elect Director Nishijima, Takashi	For	No		
Oriental Land Co., Ltd. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 22	For	No		
	2	Amend Articles to Clarify Director Authority on Board Meetings	For	No		
	3.1	Elect Director Kagami, Toshio	For	No		
	3.2	Elect Director Yoshida, Kenji	For	No		
	3.3	Elect Director Takano, Yumiko	For	No		
	3.4	Elect Director Katayama, Yuichi	For	No		
	3.5	Elect Director Takahashi, Wataru	For	No		
	3.6	Elect Director Kaneki, Yuichi	For	No		
	3.7	Elect Director Kambara, Rika	For	No		
	3.8	Elect Director Hanada, Tsutomu	For	No		
	3.9	Elect Director Mogi, Yuzaburo	For	No		
	3.10	Elect Director Tajiri, Kunio	For	No		
	3.11	Elect Director Kikuchi, Misao	For	No		
SMC Corp. (Japan) 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 450	For	No	99.70%	
	2.1	Elect Director Takada, Yoshiki	For	No	94.70%	
	2.2	Elect Director Doi, Yoshitada	For	No	98.30%	
	2.3	Elect Director Isoe, Toshio	For	No	98.30%	
	2.4	Elect Director Ota, Masahiro	For	No	98.30%	
	2.5	Elect Director Maruyama, Susumu	For	No	98.30%	
	2.6	Elect Director Samuel Neff	For	No	98.30%	
	2.7	Elect Director Ogura, Koji	For	No	98.30%	
	2.8	Elect Director Kelley Stacy	For	No	97.80%	
	2.9	Elect Director Kaizu, Masanobu	For	No	99.20%	
	2.10	Elect Director Kagawa, Toshiharu	For	No	99.40%	
	2.11	Elect Director Iwata, Yoshiko	For	No	99.60%	
	2.12	Elect Director Miyazaki, Kyoichi	For	No	99.40%	
	3.1	Appoint Statutory Auditor Chiba, Takemasa	For	No	98.70%	
	3.2	Appoint Statutory Auditor Toyoshi, Arata	For	No	99.80%	
	3.3	Appoint Statutory Auditor Uchikawa, Haruya	For	No	99.80%	
	4	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	For	No	99.70%	
	5	Approve Trust-Type Equity Compensation Plan	For	No	99.40%	
Shin-Etsu Chemical Co., Ltd. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 275	For	No	99.90%	
	2.1	Elect Director Akiya, Fumio	For	No	95.90%	
	2.2	Elect Director Saito, Yasuhiko	For	No	93.74%	
	2.3	Elect Director Ueno, Susumu	For	No	98.14%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.4	Elect Director Todoroki, Masahiko	For	No	98.21%	
	2.5	Elect Director Fukui, Toshihiko	For	No	74.04%	
	2.6	Elect Director Komiyama, Hiroshi	For	No	74.35%	
	2.7	Elect Director Nakamura, Kuniharu	For	No	98.71%	
	2.8	Elect Director Michael H. McGarry	For	No	98.04%	
	2.9	Elect Director Hasegawa, Mariko	For	No	99.90%	
	3.1	Appoint Statutory Auditor Onezawa, Hidenori	For	No	93.24%	
	3.2	Appoint Statutory Auditor Kaneko, Hiroko	Against	Yes	78.14%	
	4	Approve Stock Option Plan	For	No	95.75%	
Sumitomo Mitsui Financial Group, Inc. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 125	For	No	99.55%	
	2.1	Elect Director Kunibe, Takeshi	Against	Yes	64.85%	
	2.2	Elect Director Ota, Jun	Against	Yes	67.26%	
	2.3	Elect Director Fukutome, Akihiro	For	No	96.81%	
	2.4	Elect Director Kudo, Teiko	For	No	96.85%	
	2.5	Elect Director Ito, Fumihiko	For	No	96.56%	
	2.6	Elect Director Isshiki, Toshihiro	For	No	89.17%	
	2.7	Elect Director Gono, Yoshiyuki	For	No	89.18%	
	2.8	Elect Director Kawasaki, Yasuyuki	Against	Yes	57.13%	
	2.9	Elect Director Matsumoto, Masayuki	Against	Yes	67.21%	
	2.10	Elect Director Yamazaki, Shozo	For	No	98.58%	
	2.11	Elect Director Tsutsui, Yoshinobu	For	No	88.39%	
	2.12	Elect Director Shimbo, Katsuyoshi	For	No	98.72%	
	2.13	Elect Director Sakurai, Eriko	For	No	94.71%	
	2.14	Elect Director Charles D. Lake II	For	No	98.50%	
	2.15	Elect Director Jenifer Rogers	For	No	98.82%	
	3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For	Yes	20.68%	
Tokyo Gas Co., Ltd. 29.06.23	1.1	Elect Director Uchida, Takashi	For	No	92.99%	
	1.2	Elect Director Sasayama, Shinichi	For	No	98.48%	
	1.3	Elect Director Higo, Takashi	For	No	98.51%	
	1.4	Elect Director Takami, Kazunori	For	No	97.12%	
	1.5	Elect Director Edahiro, Junko	For	No	97.40%	
	1.6	Elect Director Indo, Mami	For	No	98.14%	
	1.7	Elect Director Ono, Hiromichi	For	No	98.13%	
	1.8	Elect Director Sekiguchi, Hiroyuki	For	No	98.11%	
	1.9	Elect Director Tannowa, Tsutomu	For	No	98.49%	
ObsEva SA 29.06.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Treatment of Net Loss	For	No		
	4.1	Reelect Ernest Loumaye as Director and Elect as Board Chair	For	No		
	4.2	Reelect Catarina Edfjaell as Director	For	No		
	4.3	Elect Luigi Marro as Director	Against	Yes		
	4.4	Elect Fabien de Ladonchamps as Director	For	No		
	5.1	Reappoint Catarina Edfjaell as Member of the Compensation Committee	Against	Yes		
	5.2	Appoint Ernest Loumaye as Member of the Compensation Committee	For	No		
	6	Ratify PricewaterhouseCoopers SA as Auditors	For	No		
	7	Designate Perreard de Bocard SA as Independent Proxy	For	No		
	8.1	Approve Remuneration Report	Against	Yes		
	8.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million	For	No		
	9	Approve Creation of Capital Band within the Upper Limit of CHF 16.8 Million and the Lower Limit of CHF 11.2 Million with or without Exclusion of Preemptive Rights	For	No		
	10	Approve Creation of CHF 4.2 Million Conditional Capital for Bonds or Similar Debt Instruments	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
3i Group PLC 29.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	2	Approve Remuneration Report	For	No	95.23%	4.76%
	3	Approve Remuneration Policy	For	No	95.05%	4.94%
	4	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	No	99.75%	0.24%
	5	Approve Dividend	For	No	99.99%	0.00%
	6	Re-elect Simon Borrows as Director	For	No	99.39%	0.60%
	7	Re-elect Stephen Daintith as Director	For	No	98.02%	1.97%
	8	Re-elect Jasi Halai as Director	For	No	99.31%	0.68%
	9	Re-elect James Hatchley as Director	For	No	99.22%	0.77%
	10	Re-elect David Hutchison as Director	For	No	91.73%	8.26%
	11	Re-elect Lesley Knox as Director	For	No	98.04%	1.95%
	12	Re-elect Coline McConville as Director	For	No	95.61%	4.38%
	13	Re-elect Peter McKellar as Director	For	No	94.35%	5.64%
	14	Re-elect Alexandra Schaapveld as Director	For	No	98.06%	1.93%
	15	Reappoint KPMG LLP as Auditors	For	No	98.15%	1.84%
	16	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	For	No	99.92%	0.07%
	17	Authorise UK Political Donations and Expenditure	For	No	98.30%	1.69%
	18	Authorise Issue of Equity	For	No	93.69%	6.30%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.86%	1.13%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	96.94%	3.05%
	21	Authorise Market Purchase of Ordinary Shares	For	No	97.83%	2.16%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.46%	5.53%
BOC Hong Kong (Holdings) Limited 29.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.04%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3a	Elect Ge Haijiao as Director	For	No	98.37%	1.62%
	3b	Elect Sun Yu as Director	For	No	99.35%	0.64%
	3c	Elect Cheng Eva as Director	For	No	97.18%	2.81%
	3d	Elect Lee Sunny Wai Kwong as Director	For	No	99.86%	0.13%
	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board or Duly Authorized Committee of the Board to Fix Their Remuneration	For	No	98.86%	1.13%
	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	No	98.89%	1.10%
	6	Authorize Repurchase of Issued Share Capital	For	No	99.92%	0.07%
	7	Approve Continuing Connected Transactions and the New Caps	For	No	98.66%	1.33%
LEM Holding SA 29.06.23	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Allocation of Income and Dividends of CHF 52 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	No		
	5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	No		
	5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	For	No		
	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	No		
	6.1	Reelect Ilan Cohen as Director	Against	Yes		
	6.2	Reelect Francois Gabella as Director	Against	Yes		
	6.3	Reelect Andreas Huerlimann as Director and Board Chair	Against	Yes		
	6.4	Reelect Ulrich Looser as Director	For	No		
	6.5	Reelect Ueli Wampfler as Director	For	No		
	6.6	Reelect Werner Weber as Director	For	No		
	7.1	Reappoint Andreas Huerlimann as Member of the Nomination and Compensation Committee	Against	Yes		
	7.2	Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Against	Yes		
	7.3	Appoint Werner Weber as Member of the Nomination and Compensation Committee	For	No		
	8	Designate Hartmann Dreyer as Independent Proxy	For	No		
	9	Ratify Ernst & Young Ltd. as Auditors	For	No		
	10.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	No		
	10.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No		
	10.3	Amend Articles of Association	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
lastminute.com NV 30.06.23	1	Open Meeting	Refer	No		
	2	Receive Director's Board Report (Non-Voting)	Refer	No		
	3	Approve Other Remuneration of Executive Director for 2022	For	No		
	4	Approve Financial Statements and Allocation of Income	For	No		
	5	Authorize Repurchase of Shares	For	No		
	6.1	Elect Luca G. M. Concone as Director	For	No		
	6.2	Elect Maria Teresa Rangheri as Director	Against	Yes		
	6.3	Elect Yann Rousset as Director	For	No		
	6.4	Elect Marco Forasassi Torresani as Director	For	No		
	6.5	Elect Massimo Pedrazzini as Director	Against	Yes		
	6.6	Elect Cyril Ranque as Director	For	No		
	7	Approve Fixed Remuneration of Executive Directors, Non-Executive Directors, and Committee Members for 2023	Against	Yes		
	8	Approve Variable Remuneration of Executive Directors for 2023	For	No		
	9	Approve Other Remuneration of Executive Directors for 2023	Against	Yes		
	10	Ratify KPMG Accountants N.V as Auditors	For	No		
	11	Approve Remuneration Policy	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12	Approve Remuneration Report	Against	Yes		
	13	Discuss Dividend Policy	Refer	No		
	14	Discussion on Company's Corporate Governance Structure	Refer	No		
	15	Other Business (Non-Voting)	Refer	No		
	16	Close Meeting	Refer	No		
Sustainable Real Estate Investments SICAV	1.1	Amend Articles Re: Powers of the General Meeting	For	No		
Sustainable Real Estate Switzerland	1.2	Amend Articles Re: General Meeting Convocation	For	No		
30.06.23	1.3	Amend Articles Re: General Meeting Convocation	For	No		
	1.4	Amend Articles Re: General Meeting Minutes	For	No		
	1.5	Amend Articles Re: General Meeting	For	No		
	1.6	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes		
	1.7	Amend Articles Re: Board Meetings	For	No		
	1.8	Amend Articles Re: Board Meetings and Resolutions	For	No		
	2.1	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.2	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.3	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.4	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.5	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.6	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.7	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.8	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.9	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.10	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.11	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.12	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.13	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.14	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.15	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.16	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.17	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.18	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.19	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.20	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.21	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.22	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.23	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.24	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.25	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.26	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.27	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.28	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.29	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	2.30	Amend Articles Re: Editorial Changes in Investment Regulations	For	No		
	3	Transact Other Business (Voting)	Against	Yes		

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.