

Proxy Voting Report

1st Quarter 2024

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
HDFC Bank Ltd. 09.01.24	1	Approve Reappointment and Remuneration of M.D. Ranganath as Independent Director	For	No	99.15%	0.84%
	2	Approve Reappointment and Remuneration of Sandeep Parekh as Independent Director	For	No	99.32%	0.67%
	3	Approve Reappointment and Remuneration of Sashidhar Jagdishan as Managing Director and Chief Executive Officer	For	No	99.57%	0.42%
	4	Approve Appointment and Remuneration of V. Srinivasa Rangan as Executive Director	For	No	97.92%	2.07%
Hindustan Unilever Limited 09.01.24	1	Elect Tarun Bajaj as Director	For	No	99.89%	0.10%
Mondi Plc 15.01.24	1	Approve Special Dividend	For	No	99.99%	0.00%
	2	Approve Share Consolidation	For	No	99.83%	0.16%
	3	Authorise Issue of Equity	For	No	92.16%	7.83%
	4	Authorise Issue of Equity without Pre-emptive Rights	For	No	91.15%	8.84%
	5	Authorise Market Purchase of Ordinary Shares	For	No	87.78%	12.21%
Intuit Inc. 18.01.24	1a	Elect Director Eve Burton	For	No	98.30%	1.69%
	1b	Elect Director Scott D. Cook	For	No	99.80%	0.19%
	1c	Elect Director Richard L. Dalzell	For	No	99.67%	0.32%
	1d	Elect Director Sasan K. Goodarzi	For	No	99.87%	0.12%
	1e	Elect Director Deborah Liu	For	No	99.37%	0.62%
	1f	Elect Director Tekedra Mawakana	For	No	98.61%	1.38%
	1g	Elect Director Suzanne Nora Johnson	For	No	93.32%	6.67%
	1h	Elect Director Ryan Roslansky	For	No	99.30%	0.69%
	1i	Elect Director Thomas Szkutak	For	No	98.53%	1.46%
	1j	Elect Director Raul Vazquez	For	No	99.47%	0.52%
	1k	Elect Director Eric S. Yuan	For	No	98.19%	1.80%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.50%	7.49%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.44%	5.55%
5	Amend Omnibus Stock Plan	For	No	92.24%	7.75%	
6	Report on Climate Risk in Retirement Plan Options	For	Yes	13.22%	86.77%	
Micron Technology, Inc. 18.01.24	1a	Elect Director Richard M. Beyer	For	No	91.91%	8.08%
	1b	Elect Director Lynn A. Dugle	For	No	98.61%	1.38%
	1c	Elect Director Steven J. Gomo	For	No	96.39%	3.60%
	1d	Elect Director Linnie M. Haynesworth	For	No	98.74%	1.25%
	1e	Elect Director Mary Pat McCarthy	For	No	98.87%	1.12%
	1f	Elect Director Sanjay Mehrotra	For	No	97.80%	2.19%
	1g	Elect Director Robert E. Switz	For	No	92.31%	7.68%
	1h	Elect Director MaryAnn Wright	For	No	96.29%	3.70%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	80.31%	19.52%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.75%	8.14%	
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.50%	92.15%	
Visa Inc. 23.01.24	1a	Elect Director Lloyd A. Carney	For	No	97.44%	2.55%
	1b	Elect Director Kermit R. Crawford	For	No	99.10%	0.89%
	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	No	97.12%	2.87%
	1d	Elect Director Ramon Laguarta	For	No	98.94%	1.05%
	1e	Elect Director Teri L. List	For	No	98.87%	1.12%
	1f	Elect Director John F. Lundgren	For	No	97.65%	2.34%
	1g	Elect Director Ryan McInerney	For	No	99.84%	0.15%
	1h	Elect Director Denise M. Morrison	For	No	97.45%	2.54%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1i	Elect Director Pamela Murphy	For	No	99.88%	0.11%
	1j	Elect Director Linda J. Rendle	For	No	99.17%	0.82%
	1k	Elect Director Maynard G. Webb, Jr.	For	No	99.14%	0.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.92%	9.49%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.66%	2.22%
	4	Approve Class B Exchange Offer Program Certificate Amendments	For	No	66.40%	0.21%
	5	Adjourn Meeting	For	No		
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.10%	92.53%
Atkore, Inc. 30.01.24	1a	Elect Director B. Joanne Edwards	For	No	99.65%	0.34%
	1b	Elect Director Jeri L. Isbell	For	No	98.63%	1.36%
	1c	Elect Director Wilbert W. James, Jr.	For	No	99.56%	0.43%
	1d	Elect Director Justin A. Kershaw	For	No	99.55%	0.44%
	1e	Elect Director Scott H. Muse	For	No	99.56%	0.43%
	1f	Elect Director Michael V. Schrock	For	No	99.38%	0.61%
	1g	Elect Director William E. Waltz, Jr.	For	No	99.89%	0.10%
	1h	Elect Director Betty R. Wynn	For	No	99.51%	0.48%
	1i	Elect Director A. Mark Zeffiro	For	No	98.83%	1.16%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.90%	5.88%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.79%	2.20%
Accenture plc 31.01.24	1a	Elect Director Jaime Ardila	For	No	99.16%	0.83%
	1b	Elect Director Martin Brudermuller	For	No	98.73%	1.26%
	1c	Elect Director Alan Jope	For	No	99.81%	0.18%
	1d	Elect Director Nancy McKinstry	For	No	78.25%	21.74%
	1e	Elect Director Beth E. Mooney	For	No	98.72%	1.27%
	1f	Elect Director Gilles C. Pelisson	For	No	97.00%	2.99%
	1g	Elect Director Paula A. Price	For	No	95.33%	4.66%
	1h	Elect Director Venkata (Murthy) Renduchintala	For	No	99.82%	0.17%
	1i	Elect Director Arun Sarin	For	No	98.23%	1.76%
	1j	Elect Director Julie Sweet	Against	Yes	93.81%	6.18%
	1k	Elect Director Tracey T. Travis	For	No	91.78%	8.21%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.89%	9.10%
	3	Amend Omnibus Stock Plan	For	No	95.73%	4.26%
	4	Amend Nonqualified Employee Stock Purchase Plan	For	No	98.92%	1.07%
	5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	94.22%	5.77%
	6	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	97.41%	2.58%
	7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	No	93.40%	6.59%
	8	Determine Price Range for Reissuance of Treasury Shares	For	No	99.41%	0.58%
Banco do Brasil SA 02.02.24	1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	For	No	99.08%	0.00%
	2	Amend Articles	For	No	99.07%	0.00%
	3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	For	No		
Siemens AG 08.02.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For	No	99.90%	0.09%
	3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	For	No	99.34%	0.65%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	For	No	99.33%	0.66%
	3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	For	No	99.34%	0.65%
	3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	For	No	99.34%	0.65%
	3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	For	No	99.33%	0.66%
	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	For	No	98.02%	1.97%
	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	For	No	98.88%	1.11%
	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.25%	0.74%
	4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	For	No	99.25%	0.74%
	4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.25%	0.74%
	4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.26%	0.73%
	4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	For	No	98.90%	1.09%
	4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	For	No	99.23%	0.76%
	4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.24%	0.75%
	4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	For	No	99.28%	0.71%
	4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	For	No	99.27%	0.72%

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	4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	For	No	99.25%	0.74%
	4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	For	No	99.27%	0.72%
	4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	For	No	99.27%	0.72%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	For	No	99.75%	0.24%
	6	Approve Remuneration Policy	For	No	86.44%	13.55%
	7	Approve Remuneration Report	For	No	86.50%	13.49%
	8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	No	95.29%	4.70%
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	For	No	96.43%	3.56%
Powszechny Zakład Ubezpieczeń SA 15.02.24	1	Open Meeting	Refer	No		
	2	Elect Meeting Chairman	For	No	99.99%	
	3	Acknowledge Proper Convening of Meeting	Refer	No		
	4	Approve Agenda of Meeting	For	No	99.99%	
	5.1	Recall Supervisory Board Member	Against	No	63.27%	29.99%
	5.2	Elect Supervisory Board Member	Against	No		
	6	Approve Collective Suitability of Supervisory Board Members	Against	No		
	7	Approve Decision on Covering Costs of Convocation of EGM	Against	No	72.89%	26.93%
	8	Close Meeting	Refer	No		
Infosys Limited 20.02.24	1	Elect Nitin Keshav Paranjpe as Director	For	No	97.38%	2.61%
	2	Reelect Chitra Nayak as Director	For	No	99.92%	0.07%
Infineon Technologies AG 23.02.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	No	99.80%	0.19%
	3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	For	No	97.26%	2.73%
	3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	For	No	97.28%	2.71%
	3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	For	No	97.26%	2.73%
	3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	For	No	97.26%	2.73%
	3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	For	No	97.26%	2.73%
	4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	For	No	96.75%	3.24%
	4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	For	No	97.30%	2.69%
	4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	For	No	97.28%	2.71%
	4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	For	No	97.28%	2.71%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	For	No	96.81%	3.18%
	4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	For	No	97.31%	2.68%
	4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	For	No	97.28%	2.71%
	4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	For	No	97.28%	2.71%
	4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	For	No	97.28%	2.71%
	4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	For	No	97.31%	2.68%
	4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	For	No	97.31%	2.68%
	4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	For	No	97.28%	2.71%
	4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	For	No	97.31%	2.68%
	4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	For	No	97.28%	2.71%
	4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	For	No	97.28%	2.71%
	4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	No	97.30%	2.69%
	4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	For	No	97.28%	2.71%
	4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	For	No	97.31%	2.68%
	4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	For	No	97.30%	2.69%
	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	For	No	98.97%	1.02%
	6.1	Elect Ute Wolf to the Supervisory Board	For	No	89.33%	10.66%
	6.2	Elect Hermann Eul to the Supervisory Board	For	No	99.36%	0.63%
	7	Approve Remuneration Policy for the Supervisory Board	For	No	98.98%	1.01%
	8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No	94.90%	5.09%
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	For	No	95.13%	4.86%
	10	Approve Remuneration Report	For	No	93.58%	6.41%
Apple Inc. 28.02.24	1a	Elect Director Wanda Austin	For	No	99.54%	0.45%
	1b	Elect Director Tim Cook	For	No	98.48%	1.51%
	1c	Elect Director Alex Gorsky	For	No	98.23%	1.76%
	1d	Elect Director Andrea Jung	For	No	94.68%	5.31%
	1e	Elect Director Art Levinson	For	No	93.83%	6.16%
	1f	Elect Director Monica Lozano	For	No	99.18%	0.81%
	1g	Elect Director Ron Sugar	For	No	96.42%	3.57%
	1h	Elect Director Sue Wagner	For	No	98.28%	1.71%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.67%	1.32%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.27%	7.72%
	4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No	1.29%	98.70%
	5	Report on Standards and Procedures to Curate App Content	Against	No	1.82%	98.17%
	6	Report on Median Gender/Racial Pay Gap	For	Yes	31.07%	68.92%
	7	Report on Use of Artificial Intelligence	For	Yes	37.52%	62.47%
	8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	No	1.63%	98.36%
Mueller Water Products, Inc. 28.02.24	1.1	Elect Director Shirley C. Franklin	For	No	89.51%	10.48%
	1.2	Elect Director Thomas J. Hansen	For	No	90.13%	9.86%
	1.3	Elect Director Brian C. Healy	For	No	99.77%	0.22%
	1.4	Elect Director Christine Ortiz	For	No	94.26%	5.73%
	1.5	Elect Director Jeffery S. Sharritts	For	No	93.58%	6.41%
	1.6	Elect Director Brian L. Slobodow	For	No	98.79%	1.20%
	1.7	Elect Director Lydia W. Thomas	For	No	80.80%	19.19%
	1.8	Elect Director Stephen C. Van Arsdell	For	No	93.30%	6.69%
	1.9	Elect Director Karl Niclas Ytterdahl	For	No	99.08%	0.91%
	1.10	Elect Director Marietta Edmunds Zakas	For	No	94.49%	5.50%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	86.84%	13.15%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.88%	4.11%
PT Bank Rakyat Indonesia (Persero) Tbk 01.03.24	1	Approve Annual Report, Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Directors and Commissioners	For	No	99.99%	0.00%
	2	Approve Allocation of Income	For	No	100.00%	0.00%
	3	Approve Remuneration and Tantiem of Directors and Commissioners	For	No	90.88%	9.11%
	4	Approve Auditors of the Company and the Micro and Small Enterprise Funding Program's Financial Statements and Implementation Report	For	No	99.97%	0.02%
	5	Accept Report on the Use of Proceeds	Refer	No		
	6	Amend Articles of Association	For	No	90.19%	9.80%
	7	Approve Changes in the Boards of the Company	Against	Yes	68.22%	31.77%
Hindustan Unilever Limited 05.03.24	1	Approve Hindustan Unilever Limited Performance Share Plan Scheme 2024	Against	Yes	83.88%	16.11%
	2	Approve Extension of Hindustan Unilever Limited Performance Share Plan Scheme 2024 to Employees of Subsidiary Company(ies)	Against	Yes	83.84%	16.15%
QUALCOMM Incorporated 05.03.24	1a	Elect Director Sylvia Acevedo	For	No	98.81%	1.18%
	1b	Elect Director Cristiano R. Amon	For	No	99.54%	0.45%
	1c	Elect Director Mark Fields	For	No	99.52%	0.47%
	1d	Elect Director Jeffrey W. Henderson	For	No	93.83%	6.16%
	1e	Elect Director Gregory N. Johnson	For	No	99.02%	0.97%
	1f	Elect Director Ann M. Livermore	For	No	98.50%	1.49%
	1g	Elect Director Mark D. McLaughlin	For	No	99.55%	0.44%
	1h	Elect Director Jamie S. Miller	For	No	99.66%	0.33%
	1i	Elect Director Irene B. Rosenfeld	For	No	98.05%	1.94%
	1j	Elect Director Kornelis (Neil) Smit	For	No	99.03%	0.96%
	1k	Elect Director Jean-Pascal Tricoire	For	No	98.57%	1.42%
	1l	Elect Director Anthony J. Vinciguerra	For	No	98.87%	1.12%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.66%	6.33%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.64%	8.35%
	4	Amend Omnibus Stock Plan	For	No	94.63%	5.36%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	60.66%	8.25%
	6	Amend Bylaws to Add Federal Forum Selection Provision	For	No	60.13%	8.56%
Novartis AG 05.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.03%	0.15%
	1.2	Approve Non-Financial Report	For	No	98.43%	0.20%
	2	Approve Discharge of Board and Senior Management	For	No	97.09%	1.60%
	3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	No	99.73%	0.10%
	4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	No	99.50%	0.23%
	5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For	No	92.29%	7.25%
	5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	For	No	89.99%	9.57%
	5.3	Approve Remuneration Report	For	No	84.39%	15.13%
	6.1	Reelect Joerg Reinhardt as Director and Board Chair	For	No	96.07%	3.49%
	6.2	Reelect Nancy Andrews as Director	For	No	99.50%	0.22%
	6.3	Reelect Ton Buechner as Director	For	No	87.51%	12.21%
	6.4	Reelect Patrice Bula as Director	For	No	87.35%	11.46%
	6.5	Reelect Elizabeth Doherty as Director	For	No	95.76%	3.91%
	6.6	Reelect Bridgette Heller as Director	For	No	97.14%	2.53%
	6.7	Reelect Daniel Hochstrasser as Director	For	No	96.57%	3.12%
	6.8	Reelect Frans van Houten as Director	For	No	97.24%	2.44%
	6.9	Reelect Simon Moroney as Director	For	No	98.20%	1.43%
	6.10	Reelect Ana de Pro Gonzalo as Director	For	No	99.44%	0.21%
	6.11	Reelect Charles Sawyers as Director	For	No	95.45%	4.20%
	6.12	Reelect William Winters as Director	For	No	96.33%	3.32%
	6.13	Reelect John Young as Director	For	No	98.58%	1.07%
	7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	No	85.87%	13.64%
	7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	No	94.43%	5.22%
	7.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	No	94.94%	4.71%
	7.4	Reappoint William Winters as Member of the Compensation Committee	For	No	93.62%	6.05%
	8	Ratify KPMG AG as Auditors	For	No	99.35%	0.22%
	9	Designate Peter Zahn as Independent Proxy	For	No	99.33%	0.44%
	10	Transact Other Business (Voting)	Against	Yes		
Applied Materials, Inc. 07.03.24	1a	Elect Director Rani Borkar	For	No	98.60%	1.39%
	1b	Elect Director Judy Bruner	For	No	94.49%	5.50%
	1c	Elect Director Xun (Eric) Chen	For	No	98.34%	1.65%
	1d	Elect Director Aart J. de Geus	For	No	97.59%	2.40%
	1e	Elect Director Gary E. Dickerson	For	No	98.36%	1.63%
	1f	Elect Director Thomas J. Iannotti	For	No	91.44%	8.55%
	1g	Elect Director Alexander A. Karsner	For	No	92.84%	7.15%
	1h	Elect Director Kevin P. March	For	No	99.59%	0.40%
	1i	Elect Director Yvonne McGill	For	No	98.02%	1.97%
	1j	Elect Director Scott A. McGregor	For	No	99.59%	0.40%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.16%	8.43%
	3	Ratify KPMG LLP as Auditors	Against	Yes	95.26%	4.52%
	4	Report on Lobbying Payments and Policy	For	Yes	16.54%	82.03%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	21.13%	77.89%
PT Bank Mandiri (Persero) Tbk 07.03.24	1	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	For	No	98.99%	0.17%
	2	Approve Allocation of Income	For	No	99.11%	0.10%
	3	Approve Remuneration and Tantiem of Directors and Commissioners	For	No	88.51%	10.69%
	4	Appoint Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Against	Yes	86.34%	10.74%
	5	Accept Report on the Use of Proceeds from the Shelf Public Offering of Shelf Green Bonds I Tranche I of Bank Mandiri of 2023	Refer	No		
	6	Approve Company's Recovery Plan Update	For	No	99.15%	0.10%
	7	Amend Articles of Association	Against	Yes	72.32%	26.53%
	8	Approve Changes in the Boards of the Company	Against	Yes	69.33%	27.81%
Abu Dhabi Commercial Bank 07.03.24	1	Approve Board Report on Company Operations and Financial Position for FY 2023	For	No		
	2	Approve Auditors' Report on Company Financial Statements for FY 2023	For	No		
	3	Approve Internal Shariah Supervisory Committee Report for FY 2023	For	No		
	4	Approve Reappointment of Internal Shariah Supervisory Committee Members for a Period of Three Years	For	No		
	5	Accept Financial Statements and Statutory Reports for FY 2023	For	No		
	6	Approve Dividends of AED 0.56 per Share for FY 2023	For	No		
	7	Approve Remuneration of Directors Including Board Committees' Sitting Fees for FY 2023	For	No		
	8	Approve Discharge of Directors for FY 2023	For	No		
	9	Approve Discharge of Auditors for FY 2023	For	No		
	10	Ratify Auditors and Fix Their Remuneration for FY 2024	For	No		
	1	Amend First Paragraph of Article 28.1 of Bylaws Re: Board Remuneration	For	No		
	2.1	Authorize Renewal of the Bank's Debt Issuance Program and Create New Programs on Issuing Non-Convertible Securities into Shares Up to USD 8,000,000,000	For	No		
	2.2	Authorize Issuance of Debt Instrument on a Standalone Basis up to USD 2,000,000,000	For	No		
	2.3	Authorize Issuance of Debt Tier Capital instruments Including Additional Tier 1 Capital or Subordinated Tier 2 Capital with an Aggregate Face Amount of up to USD 2,000,000,000	For	No		
	2.4	Authorize Board, Committee Members, Officer or any Authorized Person to Issue Any Type of Sukuk/Non-Convertible Securities into Shares Up to USD 8,000,000,000	For	No		
Agilent Technologies, Inc. 14.03.24	1.1	Elect Director Mala Anand	For	No	86.09%	13.90%
	1.2	Elect Director Koh Boon Hwee	For	No	77.70%	22.29%
	1.3	Elect Director Michael R. McMullen	For	No	99.42%	0.57%
	1.4	Elect Director Daniel K. Podolsky	For	No	90.35%	9.64%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.27%	10.54%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.97%	7.91%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Adopt Simple Majority Vote	For	No	94.47%	3.55%
Pandora AS 14.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Remuneration Report (Advisory Vote)	For	No		
	4	Approve Remuneration of Directors	For	No		
	5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	For	No		
	6.1	Reelect Peter A. Ruzicka as Director	For	No		
	6.2	Reelect Christian Frigast as Director	For	No		
	6.3	Reelect Lilian Fossum Biner as Director	For	No		
	6.4	Reelect Birgitta Stymne Goransson as Director	For	No		
	6.5	Reelect Marianne Kirkegaard as Director	For	No		
	6.6	Reelect Catherine Spindler as Director	For	No		
	6.7	Reelect Jan Zijdeveld as Director	For	No		
	7	Ratify Ernst & Young as Auditor	Abstain	Yes		
	8	Approve Discharge of Management and Board	For	No		
	9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	No		
	9.2	Amend Remuneration Policy (Indemnification Scheme)	For	No		
	9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	For	No		
	9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	For	No		
	9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	For	No		
	9.4	Authorize Share Repurchase Program	For	No		
	9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No		
	10	Other Business	Refer	No		
Banco Bilbao Vizcaya Argentaria SA 14.03.24	1.1	Approve Consolidated and Standalone Financial Statements	For	No	99.67%	0.13%
	1.2	Approve Non-Financial Information Statement	For	No	99.60%	0.14%
	1.3	Approve Allocation of Income and Dividends	For	No	99.53%	0.32%
	1.4	Approve Discharge of Board	For	No	98.09%	0.66%
	2.1	Reelect Jose Miguel Andres Torrecillas as Director	For	No	98.56%	1.16%
	2.2	Reelect Jaime Felix Caruana Lacorte as Director	For	No	98.81%	0.86%
	2.3	Reelect Belen Garijo Lopez as Director	For	No	94.37%	5.36%
	2.4	Reelect Ana Cristina Peralta Moreno as Director	For	No	97.22%	2.50%
	2.5	Reelect Jan Paul Marie Francis Verplancke as Director	For	No	99.05%	0.67%
	2.6	Elect Enrique Casanueva Nardiz as Director	For	No	99.34%	0.37%
	2.7	Elect Cristina de Parias Halcon as Director	For	No	99.26%	0.48%
	3	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	No	99.55%	0.29%
	4	Fix Maximum Variable Compensation Ratio	For	No	98.73%	1.05%
	5	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.58%	0.23%
	6	Advisory Vote on Remuneration Report	For	No	94.99%	4.79%
Hyundai Mobis Co., Ltd. 20.03.24	1	Approve Financial Statements	For	No		
	2	Approve Appropriation of Income	For	No		
	3.1	Elect Keith Witek as Outside Director	Against	Yes		
	3.2	Elect Park Gi-tae as Inside Director	Against	Yes		
	4	Elect Keith Witek as a Member of Audit Committee	Against	Yes		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Elect Kang Jin-ah as Outside Director to Serve as an Audit Committee Member	For	No		
	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	No		
	7	Amend Articles of Incorporation	For	No		
Samsung Electronics Co., Ltd. 20.03.24	1	Approve Financial Statements and Allocation of Income	For	No	99.10%	
	2	Elect Shin Je-yoon as Outside Director	For	No	87.51%	
	3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	For	No	98.86%	
	4	Elect Yoo Myeong-hui as a Member of Audit Committee	For	No	92.81%	
	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	No	99.41%	
	6	Amend Articles of Incorporation	For	No	99.82%	
Keysight Technologies, Inc. 21.03.24	1.1	Elect Director Charles J. Dockendorff	For	No	79.30%	20.69%
	1.2	Elect Director Ronald S. Nersesian	For	No	94.54%	5.45%
	1.3	Elect Director Robert A. Rango	For	No	90.09%	9.90%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.43%	1.44%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.19%	8.55%
	4	Amend Omnibus Stock Plan	For	No	93.04%	6.81%
	5	Amend Employee Stock Purchase Plan	For	No	98.19%	1.69%
	6	Eliminate Supermajority Vote Requirement	For	No	80.63%	0.21%
	7	Adopt Simple Majority Vote	For	Yes	68.07%	31.71%
ABB Ltd. 21.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.80%	0.01%
	2	Approve Remuneration Report (Non-Binding)	For	No	90.47%	9.19%
	3	Approve Sustainability Report (Non-Binding)	For	No	99.31%	0.19%
	4	Approve Discharge of Board and Senior Management	For	No	98.67%	0.77%
	5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	For	No	99.80%	0.05%
	6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	No	98.59%	1.08%
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For	No	93.58%	6.09%
	7.1	Reelect David Constable as Director	For	No	99.54%	0.29%
	7.2	Reelect Frederico Curado as Director	For	No	99.42%	0.41%
	7.3	Reelect Lars Foerberg as Director	For	No	98.67%	1.17%
	7.4	Elect Johan Forssell as Director	For	No	90.02%	9.79%
	7.5	Reelect Denise Johnson as Director	For	No	99.69%	0.15%
	7.6	Reelect Jennifer Xin-Zhe Li as Director	For	No	98.60%	1.21%
	7.7	Reelect Geraldine Matchett as Director	For	No	99.66%	0.16%
	7.8	Reelect David Meline as Director	For	No	99.61%	0.21%
	7.9	Elect Mats Rahmstrom as Director	For	No	92.06%	7.75%
	7.10	Reelect Peter Voser as Director and Board Chair	For	No	91.75%	7.70%
	8.1	Reappoint David Constable as Member of the Compensation Committee	For	No	99.13%	0.66%
	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	No	97.48%	2.31%
	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	No	98.45%	1.34%
	9	Designate Zehnder Bolliger & Partner as Independent Proxy	For	No	98.15%	1.72%
	10	Ratify KPMG AG as Auditors	For	No	99.41%	0.41%
	11	Transact Other Business (Voting)	Against	Yes		
Givaudan SA 21.03.24	1	Accept Financial Statements and Statutory Reports	For	No	98.69%	0.12%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Non-Financial Report	For	No	98.07%	0.05%
	3	Approve Remuneration Report	For	No	90.71%	7.80%
	4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	For	No	98.80%	0.09%
	5	Approve Discharge of Board of Directors	For	No	97.35%	1.21%
	6.1.1	Reelect Victor Balli as Director	For	No	96.28%	2.57%
	6.1.2	Reelect Ingrid Deltenre as Director	For	No	95.60%	1.95%
	6.1.3	Reelect Olivier Filliol as Director	For	No	97.87%	0.97%
	6.1.4	Reelect Sophie Gasperment as Director	For	No	97.26%	1.58%
	6.1.5	Reelect Calvin Grieder as Director and Board Chair	For	No	83.55%	15.21%
	6.1.6	Reelect Roberto Guidetti as Director	For	No	75.27%	23.56%
	6.1.7	Reelect Tom Knutzen as Director	Against	Yes	58.62%	40.20%
	6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	For	No	95.89%	2.90%
	6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No	93.91%	3.61%
	6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	For	No	97.44%	1.35%
	6.3	Designate Manuel Isler as Independent Proxy	For	No	97.43%	1.48%
	6.4	Ratify KPMG AG as Auditors	For	No	98.46%	0.38%
	7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No	97.20%	1.50%
	7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	No	96.16%	2.52%
	7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	For	No	91.26%	7.35%
	8	Transact Other Business (Voting)	Against	Yes		
Novo Nordisk A/S 21.03.24	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No		
	3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For	No		
	4	Approve Remuneration Report (Advisory Vote)	For	No		
	5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	For	No		
	5.2a	Approve Indemnification of Board of Directors	For	No		
	5.2b	Approve Indemnification of Executive Management	For	No		
	5.2c	Amend Articles Re: Indemnification Scheme	For	No		
	5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	No		
	6.1	Reelect Helge Lund (Chair) as Director	Abstain	Yes		
	6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain	Yes		
	6.3a	Reelect Laurence Debroux as Director	For	No		
	6.3b	Reelect Andreas Fibig as Director	For	No		
	6.3c	Reelect Sylvie Gregoire as Director	Abstain	Yes		
	6.3d	Reelect Kasim Kutay as Director	Abstain	Yes		
	6.3e	Reelect Christina Law as Director	For	No		
	6.3f	Reelect Martin Mackay as Director	For	No		
	7	Ratify Deloitte as Auditor	For	No		
	8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	No		
	8.2	Authorize Share Repurchase Program	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	For	No		
	9	Other Business	Refer	No		
DB Insurance Co., Ltd. 22.03.24	1	Approve Financial Statements and Allocation of Income	For	No	91.82%	8.17%
	2.1	Amend Articles of Incorporation (Number of Directors)	For	No	99.88%	0.11%
	2.2	Amend Articles of Incorporation (Directors' Term of Office)	Against	Yes	51.27%	48.72%
	3.1	Elect Choi Jeong-ho as Inside Director	For	No	96.87%	3.12%
	3.2	Elect Jeon Seon-ae as Outside Director	For	No	97.44%	2.55%
	3.3	Elect Yoon Yong-roh as Outside Director	For	No	99.70%	0.29%
	3.4	Elect Kim Cheol-ho as Outside Director	For	No	99.71%	0.28%
	3.5	Elect Kim Jeong-nam as Inside Director	For	No	97.94%	2.05%
	3.6	Elect Jeong Jong-pyo as Inside Director	Against	Yes	89.92%	10.07%
	3.7	Elect Park Gi-hyeon as Inside Director	For	No	97.16%	2.83%
	4	Elect Jeong Chae-woong as Outside Director to Serve as an Audit Committee Member	For	No	79.89%	20.10%
	5.1	Elect Choi Jeong-ho as a Member of Audit Committee	For	No	95.20%	4.79%
	5.2	Elect Jeon Seon-ae as a Member of Audit Committee	For	No	96.08%	3.91%
	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	No	87.47%	12.52%
KB Financial Group, Inc. 22.03.24	1	Approve Financial Statements and Allocation of Income	For	No	98.48%	1.51%
	2.1	Elect Lee Jae-geun as Non-Independent Non-Executive Director	For	No	97.67%	2.32%
	2.2	Elect Oh Gyu-taek as Outside Director	For	No	98.04%	1.95%
	2.3	Elect Choi Jae-hong as Outside Director	For	No	98.39%	1.60%
	2.4	Elect Lee Myeong-hwal as Outside Director	For	No	98.76%	1.23%
	3	Elect Kwon Seon-ju as Outside Director to Serve as an Audit Committee Member	For	No	97.70%	2.29%
	4.1	Elect Cho Hwa-jun as a Member of Audit Committee	For	No	97.88%	2.11%
	4.2	Elect Oh Gyu-taek as a Member of Audit Committee	For	No	97.86%	2.13%
	4.3	Elect Kim Seong-yong as a Member of Audit Committee	For	No	97.88%	2.11%
	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	No	97.93%	2.06%
BELIMO Holding AG 25.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.75%	0.01%
	2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	For	No	99.60%	0.34%
	3	Approve Non-Financial Report	For	No	97.42%	0.46%
	4	Approve Remuneration Report	For	No	93.57%	5.61%
	5	Approve Discharge of Board of Directors	For	No	98.22%	1.12%
	6.1	Amend Articles Re: General Meetings	For	No	92.87%	7.06%
	6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	For	No	97.13%	2.73%
	6.3	Amend Articles Re: Remuneration of Board and Senior Management	For	No	92.25%	7.51%
	6.4	Amend Articles of Association	For	No	99.05%	0.64%

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 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	For	No	98.75%	1.01%
	7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	For	No	98.48%	1.06%
	7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	For	No		
	8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	For	No	98.10%	1.37%
	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	For	No	98.01%	1.48%
	9.1.1	Reelect Adrian Altenburger as Director	For	No	99.14%	0.40%
	9.1.2	Reelect Patrick Burkhalter as Director	Against	Yes	80.20%	19.43%
	9.1.3	Reelect Sandra Emme as Director	For	No	95.30%	4.61%
	9.1.4	Reelect Urban Linsi as Director	For	No	95.99%	1.94%
	9.1.5	Reelect Ines Poeschel as Director	For	No	98.63%	1.27%
	9.1.6	Reelect Stefan Ranstrand as Director	For	No	98.28%	1.63%
	9.1.7	Reelect Martin Zwyszig as Director	Against	Yes	73.45%	26.40%
	9.2.1	Reelect Patrick Burkhalter as Board Chair	Against	Yes	79.15%	20.48%
	9.2.2	Reelect Martin Zwyszig as Deputy Chair	Against	Yes	85.98%	13.70%
	9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	For	No	84.01%	15.90%
	9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	For	No	89.00%	10.57%
	9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	For	No	92.26%	7.64%
	9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	For	No	91.78%	8.12%
	9.4	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	98.15%	0.13%
	9.5	Ratify Ernst & Young AG as Auditors	For	No	99.54%	0.37%
	10	Transact Other Business (Voting)	Against	Yes		
SGS SA 26.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Non-Financial Report	For	No		
	1.3	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Discharge of Board and Senior Management	For	No		
	3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For	No		
	3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For	No		
	3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	For	No		
	4.1.1	Reelect Calvin Grieder as Director	For	No		
	4.1.2	Reelect Sami Atiya as Director	For	No		
	4.1.3	Reelect Phyllis Cheung as Director	For	No		
	4.1.4	Reelect Ian Gallienne as Director	For	No		
	4.1.5	Reelect Tobias Hartmann as Director	For	No		
	4.1.6	Reelect Jens Riedl as Director	For	No		
	4.1.7	Reelect Kory Sorenson as Director	For	No		
	4.1.8	Reelect Janet Vergis as Director	For	No		
	4.2	Reelect Calvin Grieder as Board Chair	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	For	No		
	4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	For	No		
	4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	For	No		
	4.4	Ratify PricewaterhouseCoopers SA as Auditors	For	No		
	4.5	Designate Notaires Carouge as Independent Proxy	For	No		
	5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	No		
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	For	No		
	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	For	No		
	5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	For	No		
	6.1	Amend Articles Re: Remuneration of Executive Committee	For	No		
	6.2	Amend Articles of Association	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Sika AG 26.03.24	1	Accept Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	No	99.87%	0.12%
	3	Approve Discharge of Board of Directors	For	No	99.04%	0.95%
	4.1.1	Reelect Viktor Balli as Director	For	No	95.08%	4.91%
	4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	For	No	99.90%	0.09%
	4.1.3	Reelect Justin Howell as Director	For	No	94.47%	5.52%
	4.1.4	Reelect Gordana Landen as Director	For	No	98.98%	1.01%
	4.1.5	Reelect Monika Ribar as Director	For	No	91.44%	8.55%
	4.1.6	Reelect Paul Schuler as Director	For	No	96.24%	3.75%
	4.1.7	Reelect Thierry Vanlancker as Director	For	No	99.48%	0.51%
	4.2	Elect Thomas Aebischer as Director	For	No	98.24%	1.75%
	4.3	Elect Thierry Vanlancker as Board Chair	For	No	99.51%	0.48%
	4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	No	91.11%	8.88%
	4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	No	98.87%	1.12%
	4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	For	No	93.49%	6.50%
	4.5	Ratify KPMG AG as Auditors	For	No	99.91%	0.08%
	4.6	Designate Jost Windlin as Independent Proxy	For	No	99.90%	0.09%
	5	Approve Sustainability Report	For	No	99.95%	0.04%
	6.1	Approve Remuneration Report	For	No	95.44%	4.55%
	6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	No	97.44%	2.55%
	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	For	No	98.04%	1.95%
	7	Transact Other Business (Voting)	Against	Yes		
Kuraray Co., Ltd. 27.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	No		
	2.1	Elect Director Kawahara, Hitoshi	For	No		
	2.2	Elect Director Taga, Keiji	For	No		
	2.3	Elect Director Ito, Masaaki	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.4	Elect Director Sano, Yoshimasa	For	No		
	2.5	Elect Director Matthias Gutweiler	For	No		
	2.6	Elect Director Takai, Nobuhiko	For	No		
	2.7	Elect Director Watanabe, Tomoyuki	For	No		
	2.8	Elect Director Murata, Keiko	For	No		
	2.9	Elect Director Tanaka, Satoshi	For	No		
	2.10	Elect Director Ido, Kiyoto	For	No		
	2.11	Elect Director Mikami, Naoko	For	No		
	3	Appoint Statutory Auditor Hayase, Hiroaya	For	No		
SK hynix, Inc. 27.03.24	1	Approve Financial Statements and Allocation of Income	For	No		
	2	Amend Articles of Incorporation	For	No		
	3	Elect Ahn Hyeon as Inside Director	For	No		
	4	Elect Son Hyeon-cheol as Outside Director	For	No		
	5	Elect Jang Yong-ho as Non-Independent Non-Executive Director	For	No		
	6	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against	Yes		
	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	No		
	8	Approve Terms of Retirement Pay	For	No		
Shimano, Inc. 27.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	For	No		
	2.1	Elect Director Shimano, Yoza	For	No		
	2.2	Elect Director Shimano, Taizo	For	No		
	2.3	Elect Director Toyoshima, Takashi	For	No		
	2.4	Elect Director Tsuzaki, Masahiro	For	No		
	3	Appoint Statutory Auditor Yoshimoto, Masayoshi	For	No		
	4	Appoint Alternate Statutory Auditor Kondo, Yukihiko	For	No		
Swisscom AG 27.03.24	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes		
	1.3	Approve Non-Financial Report	For	No		
	2	Approve Allocation of Income and Dividends of CHF 22 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1	Reelect Michael Rechsteiner as Director and Board Chair	For	No		
	4.2	Reelect Roland Abt as Director	For	No		
	4.3	Reelect Monique Bourquin as Director	For	No		
	4.4	Reelect Guus Dekkers as Director	For	No		
	4.5	Reelect Frank Esser as Director	For	No		
	4.6	Reelect Sandra Lathion-Zweifel as Director	For	No		
	4.7	Reelect Anna Mossberg as Director	For	No		
	4.8	Elect Daniel Muenger as Director	For	No		
	5.1	Reappoint Roland Abt as Member of the Compensation Committee	For	No		
	5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	For	No		
	5.3	Reappoint Frank Esser as Member of the Compensation Committee	For	No		
	5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	No		
	5.5	Appoint Fritz Zurbrugg as Member of the Compensation Committee	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	For	No		
	7	Designate Reber Rechtsanwaelte as Independent Proxy	For	No		
	8	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	9	Transact Other Business (Voting)	Against	Yes		
Credicorp Ltd. 27.03.24	1	Present Board Chairman Report of the Annual and Sustainability Report	Refer	No		
	2	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2023, Including External Auditors' Report	Refer	No		
	3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	For	No		
ICICI Bank Limited 27.03.24	1	Approve Scheme of Arrangement	For	No		
Volvo AB 27.03.24	1	Open Meeting	Refer	No		
	2	Elect Chairman of Meeting	For	No		
	3	Prepare and Approve List of Shareholders	Refer	No		
	4	Approve Agenda of Meeting	For	No		
	5	Designate Inspector(s) of Minutes of Meeting	Refer	No		
	6	Acknowledge Proper Convening of Meeting	For	No		
	7	Receive President's Report	Refer	No		
	8	Receive Financial Statements and Statutory Reports	Refer	No		
	9	Accept Financial Statements and Statutory Reports	For	No		
	10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	For	No		
	11.1	Approve Discharge of Matti Alahuhta	For	No		
	11.2	Approve Discharge of Bo Annvik	For	No		
	11.3	Approve Discharge of Jan Carlson	For	No		
	11.4	Approve Discharge of Eric Elzvik	For	No		
	11.5	Approve Discharge of Martha Finn Brooks	For	No		
	11.6	Approve Discharge of Kurt Jofs	For	No		
	11.7	Approve Discharge of Martin Lundstedt (Board Member)	For	No		
	11.8	Approve Discharge of Kathryn V. Marinello	For	No		
	11.9	Approve Discharge of Martina Merz	For	No		
	11.10	Approve Discharge of Hanne de Mora	For	No		
	11.11	Approve Discharge of Helena Stjernholm	For	No		
	11.12	Approve Discharge of Carl-Henric Svanberg	For	No		
	11.13	Approve Discharge of Lars Ask (Employee Representative)	For	No		
	11.14	Approve Discharge of Mats Henning (Employee Representative)	For	No		
	11.15	Approve Discharge of Mari Larsson (Employee Representative)	For	No		
	11.16	Approve Discharge of Urban Spannar (Employee Representative)	For	No		
	11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	For	No		
	11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	For	No		
	11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	For	No		
	11.20	Approve Discharge of Martin Lundstedt (as CEO)	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12.1	Determine Number of Members (11) of Board of Directors	For	No		
	12.2	Determine Number Deputy Members (0) of Board of Directors	For	No		
	13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	For	No		
	14.1	Reelect Matti Alahuhta as Director	Against	Yes		
	14.2	Reelect Bo Annvik as Director	For	No		
	14.3	Elect Par Boman as New Director	Against	Yes		
	14.4	Reelect Jan Carlson as Director	Against	Yes		
	14.5	Reelect Eric Elzvik as Director	Against	Yes		
	14.6	Reelect Martha Finn Brooks as Director	Against	Yes		
	14.7	Reelect Kurt Jofs as Director	Against	Yes		
	14.8	Reelect Martin Lundstedt as Director	Against	Yes		
	14.9	Reelect Kathryn V. Marinello as Director	Against	Yes		
	14.10	Reelect Martina Merz as Director	Against	Yes		
	14.11	Reelect Helena Stjernholm as Director	Against	Yes		
	15	Elect Par Boman as Board Chair	Against	Yes		
	16	Approve Remuneration of Auditors	For	No		
	17	Ratify Deloitte AB as Auditors	For	No		
	18.1	Elect Fredrik Persson to Serve on Nominating Committee	For	No		
	18.2	Elect Anders Oscarsson to Serve on Nominating Committee	For	No		
	18.3	Elect Carina Silberg to Serve on Nominating Committee	For	No		
	18.4	Elect Anders Algotsson to Serve on Nominating Committee	For	No		
	18.5	Elect Chairman of the Board to Serve on Nominating Committee	For	No		
	19	Approve Remuneration Report	For	No		
KT&G Corp. 28.03.24	1	Approve Financial Statements and Allocation of Income	For	No		
	2.1	Amend Articles of Incorporation (Business Objective)	For	No		
	2.2	Amend Articles of Incorporation (Amendments Relating to Changes in Legislation)	For	No		
	2.3	Amend Articles of Incorporation (Appointment of Inside Directors)	For	No		
	2.4	Amend Articles of Incorporation (CEO Nomination Committee)	For	No		
	2.5	Amend Articles of Incorporation (Board Committee)	For	No		
	2.6	Amend Articles of Incorporation (Record Date for Dividends)	For	No		
	3.1	Elect Bang Gyeong-man as Inside Director	Against	Yes		
	3.2	Elect Lim Min-gyu as Outside Director	Against	Yes		
	3.3	Elect Son Dong-hwan as Outside Director (Shareholder Proposal)	For	Yes		
	4	Elect Gwak Sang-wook as Outside Director to Serve as an Audit Committee Member	Against	Yes		
	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	No		
TOKYO OHKA KOGYO CO., LTD. 28.03.24	1	Approve Allocation of Income, with a Final Dividend of JPY 86	For	No		
	2.1	Elect Director Taneichi, Noriaki	For	No		
	2.2	Elect Director Sato, Harutoshi	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2.3	Elect Director Narumi, Yusuke	For	No		
	2.4	Elect Director Doi, Kosuke	For	No		
	2.5	Elect Director Yamamoto, Hiroataka	For	No		
	2.6	Elect Director Ikeda, Ayako	For	No		

Data source: ISS

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