

Proxy Voting Report

4th Quarter 2021

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Credit Suisse Group AG 01.10.21	1.1	Elect Axel Lehmann as Director	For	No	98.87%	0.29%
	1.2	Elect Juan Colombas as Director	For	No	98.74%	0.38%
	1.3	Appoint Juan Colombas as Member of the Compensation Committee	For	No	98.59%	0.46%
	2	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No		
	3	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes		
PT Bank Rakyat Indonesia (Persero) Tbk 07.10.21	1	Approve Affirmation of the Enforcement of the Minister of BUMN Regulation	For	No	99.99%	0.00%
	2	Approve Changes in the Boards of the Company	For	No	99.96%	0.03%
Commonwealth Bank of Australia 13.10.21	2a	Elect Catherine Livingstone as Director	For	No	98.95%	1.04%
	2b	Elect Anne Templeman-Jones as Director	For	No	98.39%	1.60%
	2c	Elect Peter Harmer as Director	For	No	99.54%	0.45%
	2d	Elect Julie Galbo as Director	For	No	99.83%	0.16%
	3	Approve Remuneration Report	For	No	95.19%	4.80%
	4	Approve Grant of Restricted Share Units and Performance Rights to Matt Comyn	Against	Yes	80.73%	19.26%
	5a	Approve the Amendments to the Company's Constitution	Against	No	5.61%	94.38%
Yunnan Energy New Material Co., Ltd. 25.10.21	5b	Approve Transition Planning Disclosure	For	Yes		
	1	Approve Signing of Equity Transfer Agreement and Related Party Transaction	For	No	90.82%	0.37%
Zhuzhou CRRC Times Electric Co., Ltd. 09.11.21	1	Approve Estimations on Ordinary Related Party Transactions for 2021-2023	For	No	100.00%	0.00%
	2	Approve Interim Profit Distribution Plan	For	No	99.99%	0.00%
Banco do Brasil SA 12.11.21	1	Amend Article 2 Re: Corporate Purpose	For	No	98.53%	0.00%
	2	Amend Articles 18 and 21	For	No	98.10%	0.42%
	3	Amend Articles 26, 29 and 30	For	No	98.10%	0.42%
	4	Amend Article 33	For	No	98.53%	0.00%
	5	Amend Article 34	For	No	98.53%	0.00%
	6	Amend Article 35	For	No	98.53%	0.00%
	7	Amend Article 36	For	No	98.53%	0.00%
	8	Amend Article 37	For	No	22.98%	75.54%
	9	Amend Article 38	For	No	98.53%	0.00%
	10	Amend Article 40	For	No	98.53%	0.00%
	11	Amend Remuneration of Risk and Capital Committee Members in the Period from April 2021 to March 2022	For	No	98.51%	0.01%
	12	Approve Remuneration of Corporate Sustainability Committee Members in the Period from November 2021 to March 2022	For	No		
Grupo Financiero Banorte SAB de CV 19.11.21	1.1	Approve Cash Dividends of MXN 2.65 Per Share	For	No	99.99%	0.00%
	1.2	Approve Dividend to Be Paid on Nov. 30, 2021	For	No	99.99%	0.00%
	2	Authorize Board to Ratify and Execute Approved Resolutions	For	No		
Yunnan Energy New Material Co., Ltd.	1.1	Elect Ma Weihua as Director	For	No	98.79%	
HCL Technologies Limited 28.11.21	1	Approve 'HCL Technologies Limited - Restricted Stock Unit Plan 2021' and Grant of Restricted Stock Units to Eligible Employees of the Company	For	No	97.62%	2.37%
	2	Approve Grant of Restricted Stock Units to the Eligible Employees of Subsidiary(ies) and/or Associate Company(ies) of the Company Under 'HCL Technologies Limited - Restricted Stock Unit Plan 2021'	For	No	97.71%	2.28%

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	3	Approve Secondary Acquisition of Equity Shares of the Company by HCL Technologies Stock Options Trust for Implementation of 'HCL Technologies Limited - Restricted Stock Unit Plan 2021' and Providing Financial Assistance	For	No	98.56%	1.43%
Microsoft Corporation 30.11.21	1.1	Elect Director Reid G. Hoffman	For	No	99.41%	0.58%
	1.2	Elect Director Hugh F. Johnston	For	No	97.63%	2.36%
	1.3	Elect Director Teri L. List	For	No	98.89%	1.10%
	1.4	Elect Director Satya Nadella	Against	Yes	94.72%	5.27%
	1.5	Elect Director Sandra E. Peterson	For	No	98.89%	1.10%
	1.6	Elect Director Penny S. Pritzker	For	No	99.68%	0.31%
	1.7	Elect Director Carlos A. Rodriguez	For	No	99.78%	0.21%
	1.8	Elect Director Charles W. Scharf	For	No	99.10%	0.89%
	1.9	Elect Director John W. Stanton	For	No	99.75%	0.24%
	1.10	Elect Director John W. Thompson	For	No	91.38%	8.61%
	1.11	Elect Director Emma N. Walmsley	For	No	99.42%	0.57%
	1.12	Elect Director Padmasree Warrior	For	No	99.48%	0.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.45%	4.54%
	3	Approve Qualified Employee Stock Purchase Plan	For	No	99.65%	0.34%
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.36%	4.63%
	5	Report on Gender/Racial Pay Gap	For	Yes	40.04%	59.95%
	6	Report on Effectiveness of Workplace Sexual Harassment Policies	For	Yes	77.97%	22.02%
	7	Prohibit Sales of Facial Recognition Technology to All Government Entities	Against	No	4.05%	95.94%
	8	Report on Implementation of the Fair Chance Business Pledge	For	Yes	13.83%	86.16%
	9	Report on Lobbying Activities Alignment with Company Policies	For	Yes	38.04%	61.95%
Yunnan Energy New Material Co., Ltd.	1	Approve Provision of Guarantee	For	No	97.61%	2.38%
Baidu, Inc. 07.12.21	1	Approve Adoption of the Company's Dual Foreign Name	For	No	99.98%	0.01%
	2	Adopt Amended and Restated Memorandum and Articles of Association	For	No	99.98%	0.01%
	3	Authorize Board to Deal With All Matters in Relation to the Change of Company Name and the Proposed Amendments	For	No	99.98%	0.01%
	1	Approve Adoption of the Company's Dual Foreign Name	For	No	99.98%	0.01%
	2	Adopt Amended and Restated Memorandum and Articles of Association	For	No	99.98%	0.01%
	3	Authorize Board to Deal With All Matters in Relation to the Change of Company Name and the Proposed Amendments	For	No	99.98%	0.01%
Barry Callebaut AG 08.12.21	1.1	Accept Annual Report	For	No	99.98%	0.01%
	1.2	Approve Remuneration Report	For	No	88.02%	11.97%
	1.3	Accept Financial Statements and Consolidated Financial Statements	For	No	99.80%	0.19%
	2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For	No	99.99%	0.00%
	3	Approve Discharge of Board and Senior Management	For	No	99.72%	0.27%
	4.1.1	Reelect Patrick De Maeseneire as Director	For	No	99.02%	0.97%
	4.1.2	Reelect Markus Neuhaus as Director	For	No	98.30%	1.69%
	4.1.3	Reelect Fernando Aguirre as Director	For	No	98.91%	1.08%
	4.1.4	Reelect Angela Wei Dong as Director	For	No	99.59%	0.40%

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	4.1.5	Reelect Nicolas Jacobs as Director	For	No	95.69%	4.30%
	4.1.6	Reelect Elio Sceti as Director	For	No	99.03%	0.96%
	4.1.7	Reelect Tim Minges as Director	For	No	98.26%	1.73%
	4.1.8	Reelect Yen Tan as Director	For	No	89.96%	10.03%
	4.2	Elect Antoine de Saint-Affrique as Director	For	No	87.78%	12.21%
	4.3	Reelect Patrick De Maeseneire as Board Chairman	For	No	98.53%	1.46%
	4.4.1	Appoint Fernando Aguirre as Member of the Compensation Committee	For	No	98.16%	1.83%
	4.4.2	Appoint Elio Sceti as Member of the Compensation Committee	For	No	98.17%	1.82%
	4.4.3	Appoint Tim Minges as Member of the Compensation Committee	For	No	97.56%	2.43%
	4.4.4	Appoint Yen Tan as Member of the Compensation Committee	For	No	88.73%	11.26%
	4.5	Designate Keller KLG as Independent Proxy	For	No	99.94%	0.05%
	4.6	Ratify KPMG AG as Auditors	For	No	98.90%	1.09%
	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 2.2 Million and CHF 2.8 Million in the Form of Shares	For	No	94.76%	5.23%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	No	99.40%	0.59%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.9 Million	For	No	89.87%	10.12%
	6	Transact Other Business (Voting)	Against	Yes		
Fabrinet 09.12.21	1.1	Elect Director Frank H. Levinson	For	No	92.66%	7.33%
	1.2	Elect Director David T. (Tom) Mitchell	For	No	75.62%	24.37%
	2	Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors	Against	Yes	96.72%	3.25%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.94%	1.00%
Medtronic plc 09.12.21	1a	Elect Director Richard H. Anderson	For	No	92.74%	7.25%
	1b	Elect Director Craig Arnold	For	No	97.14%	2.85%
	1c	Elect Director Scott C. Donnelly	For	No	96.22%	3.77%
	1d	Elect Director Andrea J. Goldsmith	For	No	99.70%	0.29%
	1e	Elect Director Randall J. Hogan, III	For	No	97.77%	2.22%
	1f	Elect Director Kevin E. Lofton	For	No	98.61%	1.38%
	1g	Elect Director Geoffrey S. Martha	Against	Yes	94.47%	5.52%
	1h	Elect Director Elizabeth G. Nabel	For	No	98.20%	1.79%
	1i	Elect Director Denise M. O'Leary	For	No	93.76%	6.23%
	1j	Elect Director Kendall J. Powell	For	No	84.96%	15.03%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	93.36%	6.63%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.30%	9.69%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	86.87%	13.12%
	6	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	97.43%	2.56%
	7	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	No	99.16%	0.83%
	8	Authorize Overseas Market Purchases of Ordinary Shares	For	No	99.05%	0.94%
Royal Dutch Shell Plc 10.12.21	1	Adopt New Articles of Association	For	No	99.77%	0.22%
CyberAgent, Inc. 10.12.21	1	Approve Allocation of Income, with a Final Dividend of JPY 11	For	No	99.65%	
	2	Amend Articles to Amend Business Lines - Allow Virtual Only Shareholder Meetings	Against	Yes	79.16%	
	3.1	Elect Director Fujita, Susumu	For	No	95.23%	

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	3.2	Elect Director Hidaka, Yusuke	For	No	98.92%	
	3.3	Elect Director Nakayama, Go	For	No	98.92%	
	3.4	Elect Director Nakamura, Koichi	For	No	93.33%	
	3.5	Elect Director Takaoka, Kozo	For	No	99.04%	
	4.1	Elect Director and Audit Committee Member Shiotsuki, Toko	For	No	95.21%	
	4.2	Elect Director and Audit Committee Member Horiuchi, Masao	For	No	77.66%	
	4.3	Elect Director and Audit Committee Member Nakamura, Tomomi	For	No	99.79%	
	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	No	99.56%	
Sungrow Power Supply Co., Ltd. 20.12.21	1	Approve Capital Injection in Controlled Subsidiary, Implementation of Equity Incentive Plan and Related Party Transaction	Against	Yes	62.55%	37.44%
	2	Approve Amendments to Articles of Association	For	No	99.99%	0.00%
Sociedad Quimica y Minera de Chile SA 22.12.21	1	Approve Special Dividends of USD 1.4 per Share to be Charged to Company's Retained Earnings	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.