

Proxy Voting Report

4th Quarter 2022

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
The Procter & Gamble Company 11.10.22	1a	Elect Director B. Marc Allen	For	No	99.01%	0.98%
	1b	Elect Director Angela F. Braly	Against	Yes	91.49%	8.50%
	1c	Elect Director Amy L. Chang	For	No	98.69%	1.30%
	1d	Elect Director Joseph Jimenez	For	No	96.56%	3.43%
	1e	Elect Director Christopher Kempczinski	For	No	98.78%	1.21%
	1f	Elect Director Debra L. Lee	For	No	97.61%	2.38%
	1g	Elect Director Terry J. Lundgren	For	No	98.61%	1.38%
	1h	Elect Director Christine M. McCarthy	For	No	98.76%	1.23%
	1i	Elect Director Jon R. Moeller	Against	Yes	91.36%	8.63%
	1j	Elect Director Rajesh Subramaniam	For	No	99.22%	0.77%
	1k	Elect Director Patricia A. Woertz	Against	Yes	90.34%	9.65%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.53%	5.46%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.18%	7.81%
Meyer Burger Technology AG 28.10.22	1	Approve CHF 250 Million Ordinary Share Capital Increase with Preemptive Rights	For	No		
	2	Transact Other Business (Voting)	Against	Yes		
Samsung Electronics Co., Ltd. 03.11.22	1.1	Elect Heo Eun-nyeong as Outside Director	For	No	88.29%	
	1.2	Elect Yoo Myeong-hui as Outside Director	For	No	99.25%	
Power Grid Corporation of India Limited 03.11.22	1	Approve Appointment of Ravindra Kumar Tyagi as Director (Operations) (Whole Time Director)	Against	Yes	75.67%	24.32%
	2	Approve Appointment of G. Ravisankar as Director (Finance) (Whole Time Director)	Against	Yes	76.60%	23.39%
	3	Elect Mohammad Afzal as Government Nominee Director	Against	Yes	71.78%	28.21%
Contemporary AmpereX Technology Co., Ltd. 16.11.22	1	Approve Capital Increase and Share Expansion as well as Waiver of Rights and External Guarantees	For	No	98.47%	1.49%
	2	Approve Additional Guarantee Provision	For	No	98.48%	1.48%
	3	Approve Issuance of Medium-term Notes	For	No	99.95%	0.01%
	4	Elect Xin Rong (Katherine Rong XIN) as Non-independent Director	For	No	98.95%	1.01%
Grupo Financiero Banorte SAB de CV 29.11.22	1.1	Approve Cash Dividends of MXN 5.81 Per Share	For	No	99.99%	0.00%
	1.2	Approve Dividend to Be Paid on Dec. 8, 2022	For	No	99.99%	0.00%
	2	Set Aggregate Nominal Amount of Share Repurchase Reserve	For	No	98.61%	0.19%
	3	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%	0.00%
	1.1	Approve Incorporation of Banco Bineo S.A., Institucion de Banca Multiple, Grupo Financiero Banorte as Financial Entity Member of Grupo Financiero Banorte S.A.B. de C.V.	For	No	84.55%	0.00%
	1.2	Amend Article 2 Re: Incorporation of Banco Bineo S.A., Institucion de Banca Multiple, Grupo Financiero Banorte as Financial Entity Member of Grupo Financiero Banorte S.A.B. de C.V.	For	No	84.55%	0.00%
	1.3	Resolutions of Previous Item 1.1 of this Agenda will be Subject to Approval from Corresponding Regulatory Authorities	For	No	84.55%	0.00%
	2.1	Approve Modifications of Sole Responsibility Agreement	For	No	84.55%	0.00%
	2.2	Resolutions of Previous Item 2.1 of this Agenda will be Subject to Approval from Corresponding Regulatory Authorities	For	No	84.55%	0.00%
	3	Authorize Board to Ratify and Execute Approved Resolutions	For	No	84.55%	0.00%
Ferguson Plc 30.11.22	1	Accept Financial Statements and Statutory Reports	For	No	99.88%	0.11%
	2	Approve Final Dividend	For	No	99.99%	0.00%

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	3.1	Re-elect Kelly Baker as Director	For	No	98.96%	1.03%
	3.2	Re-elect Bill Brundage as Director	For	No	95.71%	4.28%
	3.3	Re-elect Geoff Drabble as Director	For	No	89.58%	10.41%
	3.4	Re-elect Catherine Halligan as Director	For	No	98.61%	1.38%
	3.5	Re-elect Brian May as Director	For	No	99.04%	0.95%
	3.6	Re-elect Kevin Murphy as Director	For	No	99.72%	0.27%
	3.7	Re-elect Alan Murray as Director	For	No	97.79%	2.20%
	3.8	Re-elect Tom Schmitt as Director	For	No	92.59%	7.40%
	3.9	Re-elect Nadia Shouraboura as Director	For	No	99.73%	0.26%
	3.10	Re-elect Suzanne Wood as Director	For	No	99.65%	0.34%
	4	Reappoint Deloitte LLP as Auditors	For	No	99.98%	0.01%
	5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	0.01%
	6	Authorise UK Political Donations and Expenditure	For	No	99.25%	0.74%
	7	Authorise Issue of Equity	For	No	93.13%	6.86%
	8	Approve Non-Employee Director Incentive Plan	For	No	97.33%	2.66%
	9	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.90%	0.09%
	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.94%	1.05%
	11	Authorise Market Purchase of Ordinary Shares	For	No	99.38%	0.61%
	12	Adopt New Articles of Association	For	No	97.31%	2.68%
Infosys Limited 02.12.22	1	Approve Buyback of Equity Shares	For	No	98.29%	1.70%
Cisco Systems, Inc. 08.12.22	1a	Elect Director M. Michele Burns	For	No	94.06%	5.93%
	1b	Elect Director Wesley G. Bush	For	No	99.67%	0.32%
	1c	Elect Director Michael D. Capellas	For	No	87.35%	12.64%
	1d	Elect Director Mark Garrett	For	No	97.14%	2.85%
	1e	Elect Director John D. Harris, II	For	No	99.67%	0.32%
	1f	Elect Director Kristina M. Johnson	For	No	99.39%	0.60%
	1g	Elect Director Roderick C. McGearry	For	No	92.01%	7.98%
	1h	Elect Director Sarah Rae Murphy	For	No	99.70%	0.29%
	1i	Elect Director Charles H. Robbins	Against	Yes	91.64%	8.35%
	1j	Elect Director Brenton L. Saunders	For	No	86.84%	13.15%
	1k	Elect Director Lisa T. Su	For	No	99.53%	0.46%
	1l	Elect Director Marianna Tessel	For	No	99.74%	0.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.80%	10.19%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.04%	5.95%
	4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	Yes	26.93%	73.06%
Fabrinet 08.12.22	1.1	Elect Director Homa Bahrami	For	No	94.32%	5.67%
	1.2	Elect Director Darlene S. Knight	For	No	99.49%	0.50%
	1.3	Elect Director Rollance E. Olson	For	No	95.08%	4.91%
	2	Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors	Against	Yes	96.27%	3.71%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	81.43%	16.53%
Microsoft Corporation 13.12.22	1.1	Elect Director Reid G. Hoffman	For	No	99.36%	0.63%
	1.2	Elect Director Hugh F. Johnston	For	No	97.22%	2.77%
	1.3	Elect Director Teri L. List	For	No	98.11%	1.88%
	1.4	Elect Director Satya Nadella	Against	Yes	94.81%	5.18%
	1.5	Elect Director Sandra E. Peterson	For	No	97.93%	2.06%
	1.6	Elect Director Penny S. Pritzker	For	No	99.62%	0.37%
	1.7	Elect Director Carlos A. Rodriguez	For	No	99.53%	0.46%
	1.8	Elect Director Charles W. Scharf	For	No	98.62%	1.37%
	1.9	Elect Director John W. Stanton	For	No	99.50%	0.49%

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	1.10	Elect Director John W. Thompson	For	No	98.77%	1.22%
	1.11	Elect Director Emma N. Walmsley	For	No	98.65%	1.34%
	1.12	Elect Director Padmasree Warrior	For	No	98.64%	1.35%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.84%	11.15%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.37%	4.62%
	4	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	No	1.26%	98.73%
	5	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes	10.93%	89.06%
	6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For	Yes	11.21%	88.78%
	7	Report on Government Use of Microsoft Technology	For	Yes	20.43%	79.56%
	8	Report on Development of Products for Military	For	Yes	10.52%	89.47%
	9	Report on Tax Transparency	For	Yes	22.97%	77.02%
Barry Callebaut AG 14.12.22	1.1	Accept Annual Report	For	No		
	1.2	Approve Remuneration Report	For	No		
	1.3	Accept Financial Statements and Consolidated Financial Statements	For	No		
	2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Patrick De Maeseneire as Director	For	No		
	4.1.2	Reelect Markus Neuhaus as Director	For	No		
	4.1.3	Reelect Fernando Aguirre as Director	For	No		
	4.1.4	Reelect Angela Wei Dong as Director	For	No		
	4.1.5	Reelect Nicolas Jacobs as Director	For	No		
	4.1.6	Reelect Elio Sceti as Director	For	No		
	4.1.7	Reelect Tim Minges as Director	For	No		
	4.1.8	Reelect Antoine de Saint-Affrique as Director	For	No		
	4.1.9	Reelect Yen Tan as Director	For	No		
	4.2	Elect Thomas Intrator as Director	For	No		
	4.3	Reelect Patrick De Maeseneire as Board Chair	For	No		
	4.4.1	Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee	For	No		
	4.4.2	Appoint Elio Sceti as Member of the Nomination and Compensation Committee	For	No		
	4.4.3	Appoint Tim Minges as Member of the Nomination and Compensation Committee	For	No		
	4.4.4	Appoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	For	No		
	4.4.5	Appoint Yen Tan as Member of the Nomination and Compensation Committee	For	No		
	4.5	Designate Keller KLG as Independent Proxy	For	No		
	4.6	Ratify KPMG AG as Auditors	For	No		
	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 6.2 Million	For	No		
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.6 Million	For	No		
	6	Transact Other Business (Voting)	Against	Yes		
Sinopharm Group Co. Ltd. 23.12.22	1	Elect Wang Kan as Director and Authorize Board to Enter into a Service Contract with Him	For	No	96.16%	3.83%
	2	Elect Wang Peng as Supervisor and Authorize Board to Enter into a Service Contract with Him	For	No	95.13%	4.86%

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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.