

# Proxy Voting Report

2nd Quarter 2023

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
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%
UBS Group AG 05.04.23	7	Approve Virtual-Only Shareholder Meetings Until 2025	Against	Yes	88.90%	11.09%
	8	Approve Remuneration Report	Against	Yes	84.46%	15.53%
	1	Accept Financial Statements and Statutory Reports	For	No	99.21%	0.36%
	2	Approve Remuneration Report	For	No	85.58%	11.90%
	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%	

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	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		
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 Ngairé 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%
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%

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	4.11	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		
A. O. Smith Corporation 11.04.23	1.1	Elect Director Ronald D. Brown	Withhold	Yes	33.75%	66.24%
	1.2	Elect Director Earl E. Exum	For	No	98.35%	1.64%
	1.3	Elect Director Michael M. Larsen	For	No	98.35%	1.64%
	1.4	Elect Director Idelle K. Wolf	For	No	81.15%	18.84%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.53%	5.42%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.06%	2.91%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Whether Company Policies Reinforce Racism in Company Culture	For	Yes	8.98%	90.83%
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%

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	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%
	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%

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	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%
	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		
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		
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 Fetzer 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%

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	7.1	Reappoint Myra Eskes as Member of the Compensation Committee	For	No	97.88%	2.03%
	7.2	Reappoint Oliver Fetzner 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%
	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		
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%	15.22%
	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%	28.97%
	5.1	Reelect Hubert Achermann as Director	For	No	99.39%	0.60%
	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		
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%



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	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%
	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		
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%
	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%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
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%

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 2.7 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%
	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		
L'Oreal SA 21.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.94%	0.05%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
Grupo Financiero Banorte SAB de CV 21.04.23	1.a	Approve CEO's Report on Financial Statements and Statutory Reports	For	No		
	1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	For	No		
	1.c	Approve Board's Report on Operations and Activities Undertaken by Board	For	No		
	1.d	Approve Report on Activities of Audit and Corporate Practices Committee	For	No		
	1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	For	No		
	2	Approve Allocation of Income	For	No		
	3	Receive Auditor's Report on Tax Position of Company	Refer	No		
	4.a1	Elect Carlos Hank Gonzalez as Board Chairman	For	No		
	4.a2	Elect Juan Antonio Gonzalez Moreno as Director	For	No		
	4.a3	Elect David Juan Villarreal Montemayor as Director	For	No		
	4.a4	Elect Jose Marcos Ramirez Miguel as Director	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.a5	Elect Carlos de la Isla Corry as Director	For	No		
	4.a6	Elect Everardo Elizondo Almaguer as Director	For	No		
	4.a7	Elect Alicia Alejandra Lebrija Hirschfeld as Director	For	No		
	4.a8	Elect Clemente Ismael Reyes Retana Valdes as Director	For	No		
	4.a9	Elect Mariana Banos Reynaud as Director	For	No		
	4.a10	Elect Federico Carlos Fernandez Senderos as Director	For	No		
	4.a11	Elect David Penalozza Alanis as Director	For	No		
	4.a12	Elect Jose Antonio Chedraui Eguia as Director	For	No		
	4.a13	Elect Alfonso de Angoitia Noriega as Director	For	No		
	4.a14	Elect Thomas Stanley Heather Rodriguez as Director	For	No		
	4.a15	Elect Graciela Gonzalez Moreno as Alternate Director	For	No		
	4.a16	Elect Juan Antonio Gonzalez Marcos as Alternate Director	For	No		
	4.a17	Elect Alberto Halabe Hamui as Alternate Director	For	No		
	4.a18	Elect Gerardo Salazar Viezca as Alternate Director	For	No		
	4.a19	Elect Alberto Perez-Jacome Friscione as Alternate Director	For	No		
	4.a20	Elect Diego Martinez Rueda-Chapital as Alternate Director	For	No		
	4.a21	Elect Roberto Kelleher Vales as Alternate Director	For	No		
	4.a22	Elect Cecilia Goya de Riviello Meade as Alternate Director	For	No		
	4.a23	Elect Jose Maria Garza Trevino as Alternate Director	For	No		
	4.a24	Elect Manuel Francisco Ruiz Camero as Alternate Director	For	No		
	4.a25	Elect Carlos Cesarman Koltenuk as Alternate Director	For	No		
	4.a26	Elect Humberto Tafolla Nunez as Alternate Director	For	No		
	4.a27	Elect Carlos Phillips Margain as Alternate Director	For	No		
	4.a28	Elect Ricardo Maldonado Yanez as Alternate Director	For	No		
	4.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	For	No		
	4.c	Approve Directors Liability and Indemnification	For	No		
	5	Approve Remuneration of Directors	For	No		
	6	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	For	No		
	7.1	Approve Report on Share Repurchase	For	No		
	7.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	For	No		
	8	Approve Certification of Company's Bylaws	For	No		
	9	Authorize Board to Ratify and Execute Approved Resolutions	For	No		
Valmont Industries, Inc. 24.04.23	1.1	Elect Director Mogens C. Bay	For	No	92.57%	7.42%
	1.2	Elect Director Ritu Favre	For	No	95.78%	4.21%
	1.3	Elect Director Richard A. Lanoha	For	No	91.22%	8.77%



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	96.92%	2.84%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.70%	3.06%
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%	31.29%
	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%
WEG SA 25.04.23	1	Amend Articles 17 and 36	For	No	99.99%	0.00%
	2	Consolidate Bylaws	For	No	99.99%	0.00%
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%
Bank of America Corporation	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
25.04.23	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%
Wells Fargo & Company 25.04.23	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%	30.92%
	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%	73.70%
	7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	7.67%	92.32%
	8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	For	Yes	11.47%	88.52%
	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%
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%
Wells Fargo & Company 25.04.23	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%
	6	Report on Political Expenditures Congruence	For	Yes	28.24%	70.79%
	7	Report on Climate Lobbying	For	Yes	32.03%	67.01%
	8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For	Yes	30.79%	68.24%
	9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For	Yes	8.50%	89.81%
	10	Report on Prevention of Workplace Harassment and Discrimination	For	Yes	52.27%	42.72%
11	Adopt Policy on Freedom of Association and Collective Bargaining	For	Yes	34.06%	61.51%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
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%
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			

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
	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		
Oversea-Chinese Banking Corporation Limited 25.04.23	1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	For	No	99.97%	0.02%
	2a	Elect Chua Kim Chiu as Director	For	No	98.74%	1.25%
	2b	Elect Lee Tih Shih as Director	For	No	97.64%	2.35%
	2c	Elect Tan Yen Yen as Director	For	No	92.48%	7.51%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Elect Helen Wong Pik Kuen as Director	For	No	98.55%	1.44%
	4	Approve Final Dividend	For	No	99.98%	0.01%
	5a	Approve Directors' Remuneration	For	No	99.70%	0.29%
	5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	For	No	99.14%	0.85%
	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	No	98.24%	1.75%
	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	No	91.90%	8.09%
	8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against	Yes	78.98%	21.01%
	9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	For	No	98.80%	1.19%
	10	Authorize Share Repurchase Program	For	No	99.87%	0.12%
	11	Approve Extension and Alterations of OCBC Employee Share Purchase Plan	For	No	99.74%	0.25%
WEG SA 25.04.23	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	No	97.30%	0.04%
	2	Approve Capital Budget, Allocation of Income and Dividends	For	No	99.92%	0.00%
	3	Approve Remuneration of Company's Management	For	No	99.01%	0.95%
	4	Elect Fiscal Council Members	Abstain	Yes	85.37%	0.52%
	5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	No		
	6	Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Silvia Maura Rodrigues Pereira as Alternate Appointed by Minority Shareholder	For	No	99.39%	0.60%
	7	Approve Remuneration of Fiscal Council Members	For	No	99.84%	0.03%
	8	Approve Newspapers to Publish Company's Legal Announcements	For	No	99.97%	0.00%
Alfa Laval AB 25.04.23	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 CEO's Report	Refer	No		
	8	Receive Financial Statements and Statutory Reports	Refer	No		
	9.a	Accept Financial Statements and Statutory Reports	For	No		
	9.b	Approve Allocation of Income and Dividends of SEK 6 Per Share	For	No		
	9.c1	Approve Discharge of CEO Tom Erixon	For	No		
	9.c2	Approve Discharge of Dennis Jonsson	For	No		
	9.c3	Approve Discharge of Finn Rausing	For	No		
	9.c4	Approve Discharge of Henrik Lange	For	No		
	9.c5	Approve Discharge of Jorn Rausing	For	No		
	9.c6	Approve Discharge of Lilian Fossum Biner	For	No		
	9.c7	Approve Discharge of Maria Moraeus Hanssen	For	No		
	9.c8	Approve Discharge of Ray Mauritsson	For	No		
	9.c9	Approve Discharge of Ulf Wiinberg	For	No		

Company / Meeting Date	Item Proposal No.	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9.c10 Approve Discharge of Helene Mellquist	For	No		
	9.c11 Approve Discharge of Bror Garcia Lant	For	No		
	9.c12 Approve Discharge of Henrik Nielsen	For	No		
	9.c13 Approve Discharge of Johan Ranhog	For	No		
	9.c14 Approve Discharge of Johnny Hulthen	For	No		
	9.c15 Approve Discharge of Stefan Sandell	For	No		
	9.c16 Approve Discharge of Leif Norkvist	For	No		
	10 Approve Remuneration Report	For	No		
	11.1 Determine Number of Directors (9) and Deputy Directors (0) of Board	For	No		
	11.2 Fix Number of Auditors (2) and Deputy Auditors (2)	For	No		
	12.1 Approve Remuneration of Directors in the Amount of SEK 1.95 Million to the Chair and SEK 650,000 to Other Directors	For	No		
	12.2 Approve Remuneration of Committee Work	For	No		
	12.3 Approve Remuneration of Auditors	For	No		
	13.1 Reelect Dennis Jonsson as Director	For	No		
	13.2 Reelect Finn Rausing as Director	For	No		
	13.3 Reelect Henrik Lange as Director	For	No		
	13.4 Reelect Jorn Rausing as Director	Against	Yes		
	13.5 Reelect Lilian Fossum Biner as Director	For	No		
	13.6 Reelect Ray Mauritsson as Director	For	No		
	13.7 Reelect Ulf Wiinberg as Director	For	No		
	13.8 Elect Anna Muller as New Director	For	No		
	13.9 Elect Nadine Crauwels as New Director	For	No		
	13.10 Elect Dennis Jonsson as Board Chair	For	No		
	13.11 Ratify Karoline Tedevall as Auditor	For	No		
	13.12 Ratify Andreas Troberg as Auditor	For	No		
	13.13 Ratify Henrik Jonzen as Deputy Auditor	For	No		
	13.14 Ratify Andreas Mast as Deputy Auditor	For	No		
	14 Approve SEK 1.49 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 1.49 Million for a Bonus Issue	For	No		
	15 Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
	16 Close Meeting	Refer	No		
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
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%
	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 S/ANV 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%	
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%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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		
Banco do Brasil SA 27.04.23	1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 7 Accordingly	For	No	98.60%	0.00%
	2	Amend Articles 36 and 37	For	No		
	3	Approve Remuneration of Technology and Innovation Committee Members	For	No		
	4	Approve Remuneration of Corporate Sustainability Committee Members	For	No		
	5	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For	No		
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%
	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>

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Report on Political Expenditures Congruence	For	Yes	14.13%	85.86%
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%
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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%
Danone SA 27.04.23	1	Approve Financial Statements and Statutory Reports	For	No	99.44%	0.55%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%	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%
	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%
Banco do Brasil SA 27.04.23	1.1	Elect Kelly Tatiane Martins Quirino as Director (Employee Representative)	Against	Yes	77.83%	13.18%
	1.2	Elect Tarciana Paula Gomes Medeiros as Director (Company's President)	Against	Yes	79.34%	11.66%
	1.3	Elect Elisa Vieira Leonel as Director	Against	Yes	77.27%	13.74%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.4	Elect Marcelo Gasparino da Silva as Independent Director as Minority Representative Under Majority Board Election	For	No	50.27%	49.72%
	1.5	Elect Robert Juenemann as Independent Director as Minority Representative Under Majority Board Election	For	No	98.67%	1.32%
	1.6	Elect Analize Lenzi Ruas de Almeida as Director	Against	Yes	90.25%	0.72%
	1.7	Elect Director	Abstain	Yes	88.24%	0.80%
	1.8	Elect Director	Abstain	Yes		
	2	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	No		
	3.1	Percentage of Votes to Be Assigned - Elect Kelly Tatiane Martins Quirino as Director (Employee Representative)	Abstain	No		
	3.2	Percentage of Votes to Be Assigned - Elect Tarciana Paula Gomes Medeiros as Director (Company's President)	Abstain	No		
	3.3	Percentage of Votes to Be Assigned - Elect Elisa Vieira Leonel as Director	Abstain	No		
	3.4	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director as Minority Representative Under Majority Board Election	Abstain	No		
	3.5	Percentage of Votes to Be Assigned - Elect Robert Juenemann as Director as Independent Minority Representative Under Majority Board Election	Abstain	No		
	3.6	Percentage of Votes to Be Assigned - Elect Analize Lenzi Ruas de Almeida as Director	Abstain	No		
	3.7	Percentage of Votes to Be Assigned - Elect Director	Abstain	No		
	3.8	Percentage of Votes to Be Assigned - Elect Director	Abstain	No		
	4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No		
	5	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No		
	6.1	Elect Gileno Gurgeao Barreto as Fiscal Council Member and Antonio Emilio Bastos Freire as Alternate as Minority Representative Under Majority Fiscal Council Election	For	No	99.17%	0.82%
	6.2	Elect Fernando Florencio Campos as Fiscal Council Member and Andriei Jose Beber as Alternate as Minority Representative Under Majority Fiscal Council Election	For	No	99.12%	0.87%
	6.3	Elect Fiscal Council Member and Alternate	Abstain	Yes	85.15%	0.00%
	6.4	Elect Fiscal Council Member and Alternate	Abstain	Yes		
	6.5	Elect Fiscal Council Member and Alternate	Abstain	Yes		
	7	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	No	96.73%	0.45%
	8	Approve Allocation of Income and Dividends	For	No	98.41%	0.00%
	9	Approve Remuneration of Company's Management	For	No	96.14%	1.33%
	10	Approve Remuneration of Fiscal Council Members	For	No	97.37%	0.07%
	11	Approve Remuneration of Audit Committee Members	For	No	97.36%	0.08%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12	Approve Remuneration of Risk and Capital Committee Members	For	No	97.36%	0.08%
	13	Approve Remuneration of People, Remuneration, and Eligibility Committee Members	For	No	97.37%	0.07%
	14	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	For	No		
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%
	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%
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP 28.04.23	1	Elect Directors	Against	Yes	76.72%	23.03%
	2	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	No		
	3	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4.1	Percentage of Votes to Be Assigned - Elect Karla Bertocco Trindade as Board Chairman	Abstain	No		
	4.2	Percentage of Votes to Be Assigned - Elect Nerylson Lima da Silva as Director	Abstain	No		
	4.3	Percentage of Votes to Be Assigned - Elect Ines Maria dos Santos Coimbra de Almeida Prado as Director	Abstain	No		
	4.4	Percentage of Votes to Be Assigned - Elect Jonatas Souza da Trindade as Director	Abstain	No		
	4.5	Percentage of Votes to Be Assigned - Elect Anderson Marcio de Oliveira as Director	Abstain	No		
	4.6	Percentage of Votes to Be Assigned - Elect Eduardo Person Pardini as Independent Director	Abstain	No		
	4.7	Percentage of Votes to Be Assigned - Elect Mario Engler Pinto Junior as Independent Director	Abstain	No		
	4.8	Percentage of Votes to Be Assigned - Elect Karolina Fonseca Lima as Independent Director	Abstain	No		
	4.9	Percentage of Votes to Be Assigned - Elect Andre Gustavo Salcedo Teixeira Mendes as Director	Abstain	No		
	5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No		
	6	Approve Classification of Eduardo Person Pardini as Independent Director	For	No	99.81%	0.03%
	7	Approve Classification of Mario Engler Pinto Junior as Independent Director	For	No	99.79%	0.04%
	8	Approve Classification of Karolina Fonseca Lima as Independent Director	For	No	99.81%	0.01%
	9	Approve Remuneration of Company's Management, Fiscal Council, and Audit Committee	For	No	93.68%	6.03%
	10	Amend Articles	For	No	99.91%	0.01%
	11	Consolidate Bylaws	For	No	99.94%	0.01%
	12	Elect Eduardo Person Pardini, Mario Engler Pinto Junior, and Karolina Fonseca Lima as Audit Committee Members	For	No	94.11%	5.58%
Hypera SA 28.04.23	1	Amend Articles 13 and 24 and Consolidate Bylaws	For	No	99.48%	0.00%
Badger Meter, Inc. 28.04.23	1a	Elect Director Todd A. Adams	For	No	98.18%	1.81%
	1b	Elect Director Kenneth C. Bockhorst	Against	Yes	92.55%	7.44%
	1c	Elect Director Henry F. Brooks	For	No	98.72%	1.27%
	1d	Elect Director Melanie K. Cook	For	No	99.41%	0.58%
	1e	Elect Director Xia Liu	For	No	99.42%	0.57%
	1f	Elect Director James W. McGill	For	No	98.71%	1.28%
	1g	Elect Director Tessa M. Myers	For	No	98.96%	1.03%
	1h	Elect Director James F. Stern	For	No	98.80%	1.19%
	1i	Elect Director Glen E. Tellock	For	No	95.32%	4.67%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.50%	5.49%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.46%	5.53%
	5	Increase Authorized Common Stock	For	No	87.79%	2.64%
	6	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes	17.52%	82.47%
Companhia de Saneamento Basico do Estado de Sao	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	No	95.12%	0.04%
	2	Approve Allocation of Income and Dividends	For	No	99.40%	0.58%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Paulo SABESP 28.04.23	3	Fix Number of Fiscal Council Members at Four	For	No	99.97%	0.00%
	4	Elect Fiscal Council Members	For	No	90.46%	9.50%
	5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	No		
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%
Hypera SA 28.04.23	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	No	93.82%	0.28%
	2	Approve Allocation of Income and Dividends	For	No	99.42%	0.00%
	3	Fix Number of Directors at Nine	For	No	99.49%	0.01%
	4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No		
	5	Elect Directors	Against	Yes	74.84%	25.12%
	6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	No		
	7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	No		
	8.1	Percentage of Votes to Be Assigned - Elect Alvaro Stainfeld Link as Board Chairman	Abstain	No		
	8.2	Percentage of Votes to Be Assigned - Elect Bernardo Malpica Hernandez as Director	Abstain	No		
	8.3	Percentage of Votes to Be Assigned - Elect Esteban Malpica Fomperosa as Director	Abstain	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8.4	Percentage of Votes to Be Assigned - Elect Hugo Barreto Sodre Leal as Director	Abstain	No		
	8.5	Percentage of Votes to Be Assigned - Elect Luciana Cavalheiro Fleischner Alves de Queiroz as Director	Abstain	No		
	8.6	Percentage of Votes to Be Assigned - Elect Flair Jose Carrilho as Independent Director	Abstain	No		
	8.7	Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Independent Director	Abstain	No		
	8.8	Percentage of Votes to Be Assigned - Elect Mauro Gentile Rodrigues da Cunha as Independent Director	Abstain	No		
	8.9	Percentage of Votes to Be Assigned - Elect Eliana Helena de Gregorio Ambrosio Chimenti as Independent Director	Abstain	No		
	9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No		
	10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain	No		
	11	Approve Remuneration of Company's Management	Against	Yes	90.51%	8.98%
Swiss Life Holding AG 28.04.23	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%
	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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
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%
	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%
Albemarle Corporation 02.05.23	1a	Elect Director M. Lauren Brlas	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%
Essential Utilities,	1.1	Elect Director Elizabeth B. Amato	For	No	97.24%	2.75%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Inc. 03.05.23	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		
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%	
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%	
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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	Against	Yes	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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
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		
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%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
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%
	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 Goaer for Fiscal Year 2022	For	No	99.16%	0.83%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
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%
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		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
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%	46.26%
	6	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	14.94%	83.72%
Alcon Inc. 05.05.23	7	Report on Lobbying Payments and Policy	For	Yes	35.72%	62.64%
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	28.94%	69.00%
	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%	14.58%
	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%	19.37%
	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%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
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		
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
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	1a	Elect Director Randall C. Stuewe	Against	Yes	92.84%	7.15%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Inc. 09.05.23	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%
	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 Enderson 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		
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%
	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			
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%	11.60%
	1d	Elect Director Teri List	Against	Yes	71.83%	28.16%
	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%	25.17%
	1k	Elect Director John T. Schwieters	Against	Yes	69.16%	30.83%
	1l	Elect Director Alan G. Spoon	For	No	86.33%	13.66%
	1m	Elect Director Raymond C. Stevens	Against	Yes	75.17%	24.82%
	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%	



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	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>
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		
	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>
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>
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%
	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%	<b>10.58%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%	<b>63.77%</b>
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%	<b>14.74%</b>
	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%	<b>14.70%</b>
	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%
Stantec Inc. 11.05.23	1.1	Elect Director Douglas K. Ammerman	For	No	94.86%	5.13%
	1.2	Elect Director Martin A. a Porta	For	No	99.64%	0.35%
	1.3	Elect Director Shelley A. M. Brown	For	No	99.71%	0.28%
	1.4	Elect Director Angeline G. Chen	For	No	99.68%	0.31%
	1.5	Elect Director Patricia D. Galloway	For	No	99.41%	0.58%
	1.6	Elect Director Robert (Bob) J. Gomes	For	No	99.08%	0.91%
	1.7	Elect Director Gordon (Gord) A. Johnston	For	No	99.44%	0.55%
	1.8	Elect Director Donald (Don) J. Lowry	For	No	99.39%	0.60%
	1.9	Elect Director Marie-Lucie Morin	For	No	99.10%	0.89%
	1.10	Elect Director Celina J. Wang Doka	For	No	99.61%	0.38%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.80%	0.19%
	3	Advisory Vote on Executive Compensation Approach	For	No	96.13%	3.86%
Evoqua Water Technologies Corp. 11.05.23	1	Approve Merger Agreement	For	No	83.61%	0.03%
	2	Advisory Vote on Golden Parachutes	For	No	97.42%	1.86%
	3	Adjourn Meeting	For	No	93.67%	5.69%
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%
	1.5	Elect Director Suzanne Rancourt	For	No	99.06%	0.93%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
Saudi Telecom Co. 11.05.23	1	Approve Board Report on Company Operations for FY 2022	For	No		
	2	Accept Financial Statements and Statutory Reports for FY 2022	For	No		
	3	Approve Auditors' Report on Company Financial Statements for FY 2022	For	No		
	4	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2023 and Q1, Q2, Q3 and Annual Statement of FY 2024	For	No		
	5	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	No		
	6	Approve Remuneration of Directors of SAR 6,345,000 for FY 2022	For	No		
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%
Ping An Insurance (Group) Company of China, Ltd. 12.05.23	1	Approve Report of the Board of Directors	For	No	98.72%	0.68%
	2	Approve Report of the Supervisory Committee	For	No	98.72%	0.68%
	3	Approve Annual Report and Its Summary	For	No	98.72%	0.68%
	4	Approve Financial Statements and Statutory Reports	For	No	98.72%	0.68%
	5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	No	99.91%	0.00%
	6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	No	99.02%	0.89%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	7	Elect Wang Guangqian as Director	For	No	99.71%	0.18%
	8	Approve Issuance of Debt Financing Instruments	For	No	99.83%	0.05%
	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	For	No	95.98%	3.84%
Sensirion Holding AG 15.05.23	1.1	Accept Financial Statements and Statutory Reports	For	No	99.61%	0.01%
	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%
	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		
MasTec, Inc. 16.05.23	1.1	Elect Director Ernst N. Csiszar	For	No	94.47%	5.52%
	1.2	Elect Director Julia L. Johnson	For	No	87.75%	12.24%
	1.3	Elect Director Jorge Mas	For	No	94.29%	5.70%
	2	Ratify BDO USA, LLP as Auditors	For	No	99.19%	0.80%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.99%	16.00%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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 Bonnafe, 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%
	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%
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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		
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		
	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		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
Vertex Pharmaceuticals Incorporated 17.05.23	1.1	Elect Director Sangeeta Bhatia	For	No	98.90%	1.09%
	1.2	Elect Director Lloyd Carney	For	No	93.08%	6.91%
	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		
Watts Water Technologies, Inc. 17.05.23	1.1	Elect Director Christopher L. Conway	Withhold	Yes	89.31%	10.68%
	1.2	Elect Director Michael J. Dubose	Withhold	Yes	89.28%	10.71%
	1.3	Elect Director David A. Dunbar	Withhold	Yes	89.54%	10.45%
	1.4	Elect Director Louise K. Goeser	Withhold	Yes	89.32%	10.67%
	1.5	Elect Director W. Craig Kissel	For	No	84.07%	15.92%
	1.6	Elect Director Joseph T. Noonan	For	No	99.34%	0.65%
	1.7	Elect Director Robert J. Pagano, Jr.	Withhold	Yes	98.40%	1.59%
	1.8	Elect Director Merilee Raines	For	No	88.62%	11.37%
	1.9	Elect Director Joseph W. Reitmeier	Withhold	Yes	89.50%	10.49%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.22%	1.73%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Against	Yes	79.04%	17.23%
	5	Ratify KPMG LLP as Auditors	Against	Yes	97.74%	2.23%
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%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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		
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%
	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%
Tencent Holdings Limited 17.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.55%	0.44%
	2	Approve Final Dividend	For	No	99.59%	0.40%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3a	Elect Jacobus Petrus (Koos) Bekker as Director	For	No	88.43%	11.56%
	3b	Elect Zhang Xiulan as Director	For	No	99.16%	0.83%
	3c	Authorize Board to Fix Remuneration of Directors	For	No	97.57%	2.42%
	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.18%	1.81%
	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	69.26%	30.73%
	6	Authorize Repurchase of Issued Share Capital	For	No	99.75%	0.24%
	1a	Adopt 2023 Share Option Scheme	Against	Yes	70.96%	29.03%
	1b	Approve Transfer of Share Options	Against	Yes	71.10%	28.89%
	1c	Approve Termination of the Existing Share Option Scheme	Against	Yes	73.90%	26.09%
	2	Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against	Yes	71.10%	28.89%
	3	Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against	Yes	71.10%	28.89%
	4a	Adopt 2023 Share Award Scheme	Against	Yes	71.61%	28.38%
	4b	Approve Transfer of Share Awards	Against	Yes	71.74%	28.25%
	4c	Approve Termination of the Existing Share Award Schemes	Against	Yes	74.53%	25.46%
	5	Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against	Yes	71.72%	28.27%
	6	Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against	Yes	71.73%	28.26%
	7	Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against	Yes	71.73%	28.26%
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 Traechsel 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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
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%
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%	12.71%
	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%	16.88%
	4	Require Independent Board Chair	For	Yes	38.75%	61.24%
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%
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
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%
	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%
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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
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%
	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%
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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	For	Yes	10.24%	<b>87.35%</b>
	9	Report on Government Take Down Requests	Against	No	1.59%	<b>97.35%</b>
	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	Yes	26.98%	<b>69.62%</b>
	11	Publish a Tax Transparency Report	For	Yes	17.55%	<b>81.62%</b>
	12	Report on Climate Lobbying	For	Yes	23.54%	<b>75.09%</b>
	13	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	29.02%	<b>70.23%</b>
	14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against	No	0.82%	<b>98.48%</b>
	15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	11.45%	<b>87.85%</b>
	16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For	Yes	34.62%	<b>64.56%</b>
	17	Consider Pay Disparity Between Executives and Other Employees	For	Yes	6.46%	<b>92.26%</b>
	18	Report on Animal Welfare Standards	Against	No	5.56%	<b>93.34%</b>
	19	Establish a Public Policy Committee	For	Yes	6.27%	<b>92.54%</b>
	20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Yes	18.32%	<b>81.00%</b>
	21	Commission a Third Party Audit on Working Conditions	For	Yes	35.15%	<b>64.09%</b>
	22	Report on Efforts to Reduce Plastic Use	For	Yes	31.83%	<b>66.79%</b>
	23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	For	Yes	37.18%	<b>62.01%</b>
Thermo Fisher Scientific Inc. 24.05.23	1a	Elect Director Marc N. Casper	Against	Yes	90.62%	9.37%
	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%	<b>21.03%</b>
	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%
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%	<b>14.22%</b>
	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%	<b>10.97%</b>



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
IDEX Corporation 25.05.23	1a	Elect Director Katrina L. Helmkamp	For	No	88.76%	11.23%
	1b	Elect Director Mark A. Beck	For	No	78.23%	21.76%
	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%	80.22%
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		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
Aalberts NV 25.05.23	1	Open Meeting	Refer	No		
	2	Receive Annual Report	Refer	No		
	3.a	Approve Remuneration Report	For	No	91.36%	8.63%
	3.b	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%	0.01%
	4.a	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No		
	4.b	Approve Dividends	For	No	99.99%	0.00%
	5	Approve Discharge of Management Board	For	No	99.09%	0.90%
	6	Approve Discharge of Supervisory Board	For	No	99.08%	0.91%
	7	Reelect J. Van Der Zouw to Supervisory Board	Against	Yes	87.22%	12.77%
	8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	96.90%	3.09%
	9	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	95.50%	4.49%
	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.94%	0.05%
	11	Reappoint Deloitte Accountants B.V. as Auditors	For	No	99.85%	0.14%
	12	Other Business (Non-Voting)	Refer	No		
	13	Close Meeting	Refer	No		
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%
	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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
China Resources Gas Group Limited 25.05.23	1	Accept Financial Statements and Statutory Reports	For	No	99.92%	0.07%
	2	Approve Final Dividend	For	No	100.00%	0.00%
	3.1	Elect Wang Chuandong as Director	Against	Yes	83.81%	16.18%
	3.2	Elect Ge Bin as Director	Against	Yes	78.21%	21.78%
	3.3	Elect He Youdong as Director	For	No	96.36%	3.63%
	3.4	Elect Wong Tak Shing as Director	For	No	86.21%	13.78%
	3.5	Elect Yang Yuchuan as Director	For	No	97.71%	2.28%
	3.6	Authorize Board to Fix Remuneration of Directors	For	No	99.60%	0.39%
	4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	For	No	99.99%	0.00%
	5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	75.22%	24.77%
	5B	Authorize Repurchase of Issued Share Capital	For	No	99.67%	0.32%
	5C	Authorize Reissuance of Repurchased Shares	Against	Yes	75.78%	24.21%
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
	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%
NARI Technology Co., Ltd. 26.05.23	1	Approve Financial Statements	For	No	97.54%	1.13%
	2	Approve Profit Distribution and Capitalization of Capital Reserves	For	No	98.74%	0.00%
	3	Approve Report of the Independent Directors	For	No	98.42%	0.25%
	4	Approve Report of the Board of Directors	For	No	98.42%	0.25%
	5	Approve Report of the Board of Supervisors	For	No	98.42%	0.25%
	6	Approve Financial Budget Report	For	No	98.73%	0.01%
	7	Approve Related Party Transaction	For	No	95.84%	0.00%
	8	Approve Financial Business Services Agreement	Against	Yes	60.10%	39.53%
	9	Approve Appointment of Financial Auditor and Internal Control Auditor	For	No	96.88%	0.92%
	10	Approve Amendments to Articles of Association	For	No	98.74%	0.00%
	11	Approve Formulation of Measures for the Administration of External Guarantees	For	No	98.73%	0.00%
	12	Approve Formulation of Measures for the Administration of External Donations	For	No	98.73%	0.00%
	13	Amend Administrative Measures for Decision-Making of Related Party Transactions	Against	Yes	86.67%	12.02%
	14	Approve Annual Report and Summary	For	No	98.37%	0.25%
	15.1	Elect Hua Dingzhong as Director	For	No	96.04%	
PT Telkom Indonesia (Persero) Tbk 30.05.23	1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	No		
	2	Approve Allocation of Income	For	No		
	3	Approve Remuneration of Directors and Commissioners for the Financial Year 2023 and Bonus for the Financial Year 2022	For	No		
	4	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Approve Company's Proposed Business Spin-Off in Relation to Affiliated Transaction and Material Transaction	For	No		
	6	Approve Company's Proposed Business Spin-Off for the Fulfillment of Law No. 40 of 2007 on Limited Liability Companies	For	No		
	7	Approval of Special Assignment to the Company by the President of the Republic of Indonesia	Against	Yes		
	8	Approve Ratification of State-Owned Enterprises Regulations	For	No		
	9	Approve Changes in the Boards of the Company	Against	Yes		
Elite Material Co., Ltd. 31.05.23	1	Approve Financial Statements	For	No	92.60%	0.00%
	2	Approve Plan on Profit Distribution	For	No	93.39%	0.00%
California Water Service Group 31.05.23	1a	Elect Director Gregory E. Aliff	For	No	99.15%	0.84%
	1b	Elect Director Shelly M. Esque	For	No	99.02%	0.97%
	1c	Elect Director Martin A. Kropelnicki	For	No	98.04%	1.95%
	1d	Elect Director Thomas M. Krummel	For	No	96.12%	3.87%
	1e	Elect Director Yvonne (Bonnie) A. Maldonado	For	No	98.97%	1.02%
	1f	Elect Director Scott L. Morris	For	No	97.11%	2.88%
	1g	Elect Director Carol M. Pottenger	For	No	98.96%	1.03%
	1h	Elect Director Lester A. Snow	For	No	96.72%	3.27%
	1i	Elect Director Patricia K. Wagner	For	No	99.65%	0.34%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.12%	3.45%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	98.91%	0.83%
	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	66.90%	15.28%
	6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes	32.53%	66.60%
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%	98.41%
	6	Reduce Executive Stock Holding Period	Against	No	2.20%	97.79%
	7	Report on Carbon Capture and Storage	For	Yes	5.23%	94.76%
	8	Report on Methane Emission Disclosure Reliability	For	Yes	36.37%	63.62%
	9	Adopt Medium-Term Scope 3 GHG Reduction Target	For	Yes	10.48%	89.51%
	10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	For	Yes	13.29%	86.70%
	11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	For	Yes	18.38%	81.61%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
SolarEdge Technologies, Inc. 01.06.23	1a	Elect Director Marcel Gani	For	No	91.28%	8.71%
	1b	Elect Director Tal Payne	For	No	93.16%	6.83%
	2	Ratify Ernst & Young LLP as Auditors	For	No	97.56%	2.38%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	85.69%	<b>12.40%</b>
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Declassify the Board of Directors	For	No	74.99%	0.08%
	6	Eliminate Supermajority Vote Requirement	For	No	73.36%	1.71%
	7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	No	64.67%	<b>10.40%</b>
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%	<b>15.74%</b>
	1e	Elect Director Frances H. Arnold	Against	Yes	89.38%	<b>10.43%</b>
	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%
	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%	<b>15.32%</b>
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	75.52%	<b>24.29%</b>
	5	Advisory Vote on Say on Pay Frequency	One Year	Yes		
	6	Report on Lobbying Payments and Policy	For	Yes	17.73%	<b>81.62%</b>
	7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against	No	0.43%	<b>99.15%</b>
	8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	Yes	14.13%	<b>85.47%</b>
	9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	7.02%	<b>92.97%</b>
	10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For	Yes	13.01%	<b>86.28%</b>
	11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For	Yes	17.77%	<b>80.89%</b>
	12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For	Yes	17.01%	<b>82.98%</b>
	13	Report on Alignment of YouTube Policies With Online Safety Regulations	For	Yes	17.93%	<b>81.79%</b>
	14	Report on Content Governance and Censorship	Against	No	0.62%	<b>98.93%</b>
	15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For	Yes	8.33%	<b>91.35%</b>

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No	4.94%	<b>94.83%</b>
	17	Adopt Share Retention Policy For Senior Executives	For	Yes	9.71%	<b>90.01%</b>
	18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	30.72%	<b>69.10%</b>
Grupo Financiero Banorte SAB de CV 02.06.23	1.1	Approve Cash Dividends of MXN 7.87 Per Share	For	No	99.99%	
	1.2	Approve Dividend to Be Paid on June 12, 2023	For	No	99.99%	
	2	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%	
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>
Taiwan Semiconductor Manufacturing Co., Ltd. 06.06.23	1	Approve Business Operations Report and Financial Statements	For	No	89.63%	0.11%
	2	Approve Issuance of Restricted Stocks	For	No	88.87%	1.04%
	3	Amend Procedures for Endorsement and Guarantees	Against	Yes	77.23%	<b>11.69%</b>
	4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	For	No	89.94%	0.00%
Booking Holdings Inc. 06.06.23	1.1	Elect Director Glenn D. Fogel	For	No	99.84%	0.15%
	1.2	Elect Director Mirian 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%	<b>12.13%</b>
	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%	<b>92.35%</b>
Powszechny Zakład Ubezpieczen SA 07.06.23	1	Open Meeting	Refer	No		
	2	Elect Meeting Chairman	For	No	100.00%	
	3	Acknowledge Proper Convening of Meeting	Refer	No		



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Approve Agenda of Meeting	For	No	100.00%	
	5	Receive Financial Statements	Refer	No		
	6	Receive Consolidated Financial Statements	Refer	No		
	7	Receive Management Board Report on Company's, Group's Operations, and Non-Financial Information	Refer	No		
	8	Receive Supervisory Board Report on Its Review of Financial Statements, Management Board Report, and Management Board Proposal on Allocation of Income	Refer	No		
	9	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	For	No	92.16%	0.02%
	10	Approve Financial Statements	For	No	99.47%	0.02%
	11	Approve Consolidated Financial Statements	For	No	99.47%	0.02%
	12	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	For	No	99.47%	0.02%
	13	Approve Supervisory Board Report	For	No	99.47%	0.02%
	14	Approve Allocation of Income and Dividends of PLN 2.40 per Share	For	No	99.99%	
	15.1	Approve Discharge of Ernest Bejda (Management Board Member)	For	No	99.42%	0.00%
	15.2	Approve Discharge of Malgorzata Kot (Management Board Member)	For	No	99.43%	0.00%
	15.3	Approve Discharge of Beata Kozlowska-Chyla (CEO)	For	No	99.43%	0.00%
	15.4	Approve Discharge of Krzysztof Kozlowski (Management Board Member)	For	No	99.43%	0.00%
	15.5	Approve Discharge of Tomasz Kulik (Management Board Member)	For	No	99.43%	0.00%
	15.6	Approve Discharge of Piotr Nowak (Management Board Member)	For	No	99.43%	0.00%
	15.7	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	For	No	99.43%	0.00%
	15.8	Approve Discharge of Malgorzata Sadurska (Management Board Member)	For	No	99.42%	0.00%
	15.9	Approve Discharge of Krzysztof Szypula (Management Board Member)	For	No	99.43%	0.00%
	16.1	Approve Discharge of Marcin Chludzinski (Supervisory Board Member)	For	No	94.30%	5.12%
	16.2	Approve Discharge of Pawel Gorecki (Supervisory Board Deputy Chairman)	For	No	94.27%	5.15%
	16.3	Approve Discharge of Agata Gornicka (Supervisory Board Member)	For	No	94.27%	5.16%
	16.4	Approve Discharge of Robert Jastrzebski (Supervisory Board Chairman)	For	No	94.27%	5.16%
	16.5	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	For	No	94.27%	5.15%
	16.6	Approve Discharge of Pawel Mucha (Supervisory Board Member and Chairman)	For	No	94.27%	5.16%
	16.7	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	For	No	94.30%	5.13%
	16.8	Approve Discharge of Radoslaw Sierpinski (Supervisory Board Member)	For	No	94.27%	5.16%
	16.9	Approve Discharge of Robert Snitko (Supervisory Board Member and Secretary)	For	No	94.30%	5.13%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	16.10	Approve Discharge of Piotr Wachowiak (Supervisory Board Member)	For	No	94.30%	5.13%
	16.11	Approve Discharge of Jozef Wierzbicki (Supervisory Board Member)	For	No	94.30%	5.13%
	16.12	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	For	No	94.30%	5.13%
	17.1	Approve Individual Suitability of Marcin Chludzinski (Supervisory Board Member)	For	No	99.88%	0.11%
	17.2	Approve Individual Suitability of Pawel Gorecki (Supervisory Board Deputy Chairman)	For	No	99.88%	0.11%
	17.3	Approve Individual Suitability of Agata Gornicka (Supervisory Board Member)	For	No	99.88%	0.11%
	17.4	Approve Individual Suitability of Robert Jastrzebski (Supervisory Board Chairman)	For	No	99.88%	0.11%
	17.5	Approve Individual Suitability of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	For	No	99.88%	0.11%
	17.6	Approve Individual Suitability of Pawel Mucha (Supervisory Board Chairman)	For	No	99.88%	0.11%
	17.7	Approve Individual Suitability of Krzysztof Opolski (Supervisory Board Member)	For	No	99.88%	0.11%
	17.8	Approve Individual Suitability of Radoslaw Sierpinski (Supervisory Board Member)	For	No	99.88%	0.11%
	17.9	Approve Individual Suitability of Robert Snitko (Supervisory Board Secretary)	For	No	99.88%	0.11%
	17.10	Approve Individual Suitability of Piotr Wachowiak (Supervisory Board Member)	For	No	99.88%	0.11%
	17.11	Approve Individual Suitability of Jozef Wierzbowski (Supervisory Board Member)	For	No	99.88%	0.11%
	17.12	Approve Individual Suitability of Maciej Zaborowski (Supervisory Board Member)	For	No	99.88%	0.11%
	18	Amend Policy of Suitability of Supervisory Board and Audit Committee Members	For	No	92.22%	0.11%
	19	Approve Individual Suitability of Supervisory Board Candidate	Against	Yes	68.09%	31.79%
	20	Approve Collective Suitability of Supervisory Board	Against	Yes	68.09%	31.79%
	21	Elect Supervisory Board Member	Against	Yes	68.09%	31.79%
	22.1	Amend Statute	For	No	92.66%	7.33%
	22.2	Amend Statute	For	No	92.67%	7.32%
	23	Amend Remuneration Policy	Against	Yes	80.77%	19.11%
	24	Approve Remuneration Report	Against	Yes	68.68%	30.94%
	25	Close Meeting	Refer	No		
CRH Plc 08.06.23	1	Approve Scheme of Arrangement	For	No	95.56%	4.43%
	1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	For	No	95.58%	4.41%
	2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	No	95.58%	4.41%
	3	Adopt New Articles of Association	For	No	95.79%	4.20%
	4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	For	No	94.73%	5.26%
	5	Authorise Reissuance of Treasury Shares	For	No	95.32%	4.67%
	6	Amend Articles of Association Re: Article 4A	For	No	88.57%	11.42%
Voltronic Power Technology Corp. 09.06.23	1	Approve Business Report and Financial Statements	For	No	92.83%	0.06%
	2	Approve Plan on Profit Distribution	For	No	92.33%	0.75%
	3	Approve Amendments to Articles of Association	For	No	92.59%	0.00%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
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%
	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			
Delta Electronics, Inc. 13.06.23	1	Approve Business Operations Report and Financial Statements	For	No	92.16%	0.04%
	2	Approve Plan on Profit Distribution	For	No	92.31%	0.01%
	3	Approve Amendments to Articles of Association	For	No	91.32%	0.01%
	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	No	88.17%	3.03%
	5	Approve Amendment to Rules and Procedures for Election of Directors	For	No	91.33%	0.00%
	6	Approve Release of Restrictions of Competitive Activities of Directors	For	No	83.74%	0.63%
Roper Technologies,	1.1	Elect Director Shellye L. Archambeau	For	No	97.00%	2.99%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Inc. 13.06.23	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%	
Accton Technology Corp. 15.06.23	1	Approve Business Report and Financial Statements	For	No	91.30%	0.01%
	2	Approve Plan on Profit Distribution	For	No	91.36%	0.00%
	3	Approve Amendments to Articles of Association	For	No	91.35%	0.00%
	4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Against	Yes	59.74%	28.62%
Micro-Star International Co., Ltd. 15.06.23	1	Approve Financial Statements	For	No	93.78%	0.00%
	2	Approve Plan on Profit Distribution	For	No	93.97%	0.00%
Sinopharm Group Co. Ltd. 15.06.23	1	Approve Report of the Board of Directors	For	No	99.72%	0.27%
	2	Approve Report of the Supervisory Committee	For	No	99.72%	0.27%
	3	Approve Audited Financial Statements and the Auditors' Report of the Company and Its Subsidiaries	For	No	99.69%	0.30%
	4	Approve Profit Distribution Plan and Payment of Final Dividend	For	No	99.99%	0.00%
	5	Authorize Board to Fix Remuneration of Directors	For	No	94.94%	5.05%
	6	Authorize Supervisory Committee to Fix Remuneration of Supervisors	For	No	94.94%	5.05%
	7	Approve PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditors and PricewaterhouseCoopers as International Auditors and Authorize Audit Committee of the Board to Fix Their Remuneration	For	No	99.95%	0.04%
	8	Approve Provision of Guarantees	Against	Yes	68.18%	31.81%
	9	Elect Shi Shenghao as Director, Authorize Board to Fix His Remuneration, and Enter Into Service Contract with Him	For	No	93.38%	6.61%
	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	Against	Yes	69.95%	30.04%
	11	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	No	99.73%	0.26%
	12	Approve Issuance of Corporate Bonds and Related Transactions	For	No	99.15%	0.84%
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
Sinopharm Group Co. Ltd. 15.06.23	1	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	No	99.29%	0.70%
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%
CTBC Financial Holding Co., Ltd. 16.06.23	1	Approve Financial Statements	For	No	91.82%	0.02%
	2	Approve Plan on Profit Distribution	For	No	92.20%	0.00%
	3	Approve Amendments to Articles of Association	For	No	90.00%	1.80%
	4	Approve Issuance of Restricted Stocks	Against	Yes	81.65%	9.80%
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%
	6	Approve Remuneration Report	Against	Yes	72.19%	27.80%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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	For	No	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%
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%	
	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%	
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%



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	89.53%	9.76%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Saudi Telecom Co. 21.06.23	1	Amend Articles of Bylaws According to the New Companies' Law	Against	Yes		
	2	Amend Audit Committee Charter	Against	Yes		
	3	Amend Nomination and Remuneration Committee Charter	For	No		
	4	Amend Nomination and Remuneration of Board Members, Committees and Remuneration of the Executive Management Policy	Against	Yes		
	5	Approve the Transfer of SAR 11,217,053,716 form Statutory Reserve to Retained Earnings	For	No		
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%	
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%
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		
	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		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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		
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%
	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%
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%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Appoint Statutory Auditor Shimizu, Junko	For	No	98.25%	
Haier Smart Home Co., Ltd. 26.06.23	1	Approve Financial Statements	For	No	98.72%	0.86%
	2	Approve Annual Report and Annual Report Summary	For	No	99.48%	0.00%
	3	Approve Report on the Work of the Board of Directors	For	No	99.48%	0.00%
	4	Approve Report on the Work of the Board of Supervisors	For	No	99.48%	0.00%
	5	Approve Audit Report on Internal Control	For	No	99.48%	0.00%
	6	Approve Profit Distribution Plan	For	No	99.69%	0.00%
	7	Approve Appointment of PRC Accounting Standards Auditors	For	No	96.18%	3.51%
	8	Approve Appointment of International Accounting Standards Auditors	For	No	99.07%	0.62%
	9	Approve Renewal of the Financial Services Framework Agreement and Its Expected Related-Party Transaction Limit with Haier Group Corporation and Haier Group Finance Co., Ltd.	Against	Yes	54.72%	44.65%
	10	Approve Anticipated Guarantees' Amounts for the Company and Its Subsidiaries	For	No	99.69%	0.00%
	11	Approve Conduct of Foreign Exchange Fund Derivatives Business	For	No	99.69%	0.00%
	12	Approve Purchase of Liability Insurance for Directors, Supervisors, and Senior Management	For	No	98.56%	0.91%
	13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of A Shares	For	No	97.60%	2.09%
	14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of H Shares	For	No	97.60%	2.09%
	15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of D Shares	For	No	97.57%	2.11%
	16	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	No	99.54%	0.12%
	17	Approve Grant of General Mandate to the Board to Repurchase D Shares	For	No	99.57%	0.09%
	18	Approve 2023 A Share Core Employee Stock Ownership Plan (Draft) and Its Summary	For	No	93.38%	5.94%
	19	Approve 2023 H Share Core Employee Stock Ownership Plan (Draft) and Its Summary	For	No	93.37%	5.94%
	1	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	No	99.89%	0.04%
	2	Approve Grant of General Mandate to the Board to Repurchase D Shares	For	No	99.89%	0.04%
Hindustan Unilever Limited 26.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Confirm Interim Dividend and Declare Final Dividend	For	No	99.82%	0.17%
	3	Reelect Nitin Paranjpe as Director	Against	Yes	95.39%	4.60%
	4	Reelect Dev Bajpai as Director	Against	Yes	95.24%	4.75%
	5	Reelect Ritesh Tiwari as Director	Against	Yes	96.16%	3.83%
	6	Elect Ranjay Gulati as Director	For	No	99.90%	0.09%
	7	Elect Rohit Jawa as and Approve Appointment and Remuneration of Rohit Jawa as Whole-time Director	For	No	99.68%	0.31%
	8	Approve Appointment and Remuneration of Rohit Jawa as Managing Director & Chief Executive Officer	For	No	99.37%	0.62%
	9	Approve Material Related Party Transactions	Against	Yes	66.91%	33.08%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10	Approve Remuneration of Cost Auditors	For	No	99.99%	0.00%
BizLink Holding, Inc. 27.06.23	1	Approve Financial Statements	For	No	98.59%	0.01%
	2	Approve Profit Distribution	For	No	98.57%	0.02%
	3	Amend Company's Memorandum and Articles of Association	For	No	98.56%	0.01%
	4	Approve the Issuance of New Shares by Capitalization of Profit	For	No	98.55%	0.02%
Baidu, Inc. 27.06.23	1	Amend Memorandum of Association and Articles of Association	For	No	99.77%	0.22%
Shimadzu Corp. 28.06.23	1	Approve Allocation of Income, With a Final Dividend of JPY 32	For	No	98.29%	
	2.1	Elect Director Ueda, Teruhisa	For	No	95.22%	
	2.2	Elect Director Yamamoto, Yasunori	For	No	97.19%	
	2.3	Elect Director Watanabe, Akira	For	No	99.05%	
	2.4	Elect Director Maruyama, Shuzo	For	No	99.27%	
	2.5	Elect Director Wada, Hiroko	For	No	99.51%	
	2.6	Elect Director Hanai, Nobuo	For	No	99.47%	
	2.7	Elect Director Nakanishi, Yoshiyuki	For	No	99.47%	
	2.8	Elect Director Hamada, Nami	For	No	99.53%	
	3.1	Appoint Statutory Auditor Koyazaki, Makoto	For	No	94.56%	
	3.2	Appoint Statutory Auditor Hayashi, Yuka	For	No	99.70%	
Infosys Limited 28.06.23	1	Accept Financial Statements and Statutory Reports	For	No	98.65%	1.34%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3	Reelect Salil Parekh as Director	For	No	99.67%	0.32%
	4	Elect Helene Auriol Potier as Director	For	No	99.71%	0.28%
	5	Reelect Bobby Parikh as Director	For	No	96.83%	3.16%
Kurita Water Industries Ltd. 29.06.23	1	Approve Allocation of Income, with a Final Dividend of JPY 39	For	No	99.44%	
	2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Indemnify Directors	For	No	99.44%	
	3.1	Elect Director Kadota, Michiya	For	No	91.18%	
	3.2	Elect Director Ejiri, Hirohiko	For	No	91.47%	
	3.3	Elect Director Shirode, Shuji	For	No	98.43%	
	3.4	Elect Director Muto, Yukihiko	For	No	92.55%	
	3.5	Elect Director Kobayashi, Kenjiro	For	No	98.49%	
	3.6	Elect Director Tanaka, Keiko	For	No	98.49%	
	3.7	Elect Director Miyazaki, Masahiro	For	No	98.81%	
	3.8	Elect Director Takayama, Yoshiko	For	No	99.02%	
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%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	For	Yes	20.68%	
China Construction Bank Corporation 29.06.23	1	Approve Report of the Board of Directors	For	No	99.70%	0.09%
	2	Approve Report of the Board of Supervisors	For	No	99.74%	0.04%
	3	Approve Final Financial Accounts	For	No	99.74%	0.04%
	4	Approve Profit Distribution Plan	For	No	99.94%	0.00%
	5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	No	99.93%	0.01%
	6	Approve Fixed Assets Investment Budget	For	No	99.94%	0.00%
	7	Elect Tian Guoli as Director	For	No	97.46%	2.48%
	8	Elect Shao Min as Director	For	No	96.96%	2.98%
	9	Elect Liu Fang as Director	For	No	94.88%	5.05%
	10	Elect Lord Sassoon as Director	For	No	99.83%	0.11%
	11	Elect Liu Huan as Supervisor	For	No	99.89%	0.01%
	12	Elect Ben Shenglin as Supervisor	For	No	99.89%	0.01%
	13	Approve Capital Planning for the Period from 2024 to 2026	For	No	99.92%	0.00%
	14	Approve Issuance of Qualified Write-down Tier-2 Capital Instruments	For	No	99.94%	0.00%
	1	Approve Report of the Board of Directors	For	No	99.70%	0.09%
	2	Approve Report of the Board of Supervisors	For	No	99.74%	0.04%
	3	Approve Final Financial Accounts	For	No	99.74%	0.04%
	4	Approve Profit Distribution Plan	For	No	99.94%	0.00%
	5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	No	99.93%	0.01%
	6	Approve Fixed Assets Investment Budget	For	No	99.94%	0.00%
	7	Elect Tian Guoli as Director	For	No	97.46%	2.48%
	8	Elect Shao Min as Director	For	No	96.96%	2.98%
	9	Elect Liu Fang as Director	For	No	94.88%	5.05%
	10	Elect Lord Sassoon as Director	For	No	99.83%	0.11%
	11	Elect Liu Huan as Supervisor	For	No	99.89%	0.01%
	12	Elect Ben Shenglin as Supervisor	For	No	99.89%	0.01%
	13	Approve Capital Planning for the Period from 2024 to 2026	For	No	99.92%	0.00%
	14	Approve Issuance of Qualified Write-down Tier-2 Capital Instruments	For	No	99.94%	0.00%
DSM-Firmenich AG 29.06.23	1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	For	No		
	2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	For	No		
	3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	For	No		
	3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	For	No		
	4.1	Amend Articles Re: Consultative Vote for High Value Transactions	For	No		
	4.2	Amend Articles Re: Information on the Identity of Shareholders	For	No		
	5	Transact Other Business (Voting)	Against	Yes		
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		
Meituan 30.06.23	1	Accept Financial Statements and Statutory Reports	For	No	99.82%	0.17%
	2	Elect Marjorie Mun Tak Yang as Director	For	No	99.93%	0.06%
	3	Elect Wang Huiwen as Director	Against	Yes		
	4	Elect Orr Gordon Robert Halyburton as Director	For	No	81.06%	18.93%
	5	Elect Leng Xuesong as Director	For	No	88.88%	11.11%
	6	Authorize Board to Fix Remuneration of Directors	For	No	99.09%	0.90%
	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	Against	Yes	81.83%	18.16%
	8	Authorize Repurchase of Issued Share Capital	For	No	99.84%	0.15%
	9	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.22%	1.77%
	10	Approve Amendments to the Post-IPO Share Option Scheme and Related Transactions	Against	Yes	84.83%	15.16%
	11	Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Against	Yes	84.92%	15.07%
	12	Approve the Scheme Limit	Against	Yes	85.15%	14.84%
	13	Approve the Service Provider Sublimit	Against	Yes	85.18%	14.81%



Company / Meeting Date	Item Proposal No.	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14 Approve Issuance of Class B Shares to Orr Gordon Robert Halyburton Under the Post-IPO Share Award Scheme and Related Transactions	Against	Yes	85.14%	14.85%
	15 Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Against	Yes	85.17%	14.82%
	16 Approve Issuance of Class B Shares to Shum Heung Yeung Harry Under the Post-IPO Share Award Scheme and Related Transactions	Against	Yes	85.17%	14.82%
	17 Approve Amendments to the Existing Articles of Association and Adopt Seventh Amended and Restated Memorandum and Articles of Association and Related Transactions	For	No	94.30%	5.69%

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.