

Proxy Voting Report

3rd Quarter 2023

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against	
Burckhardt Compression Holding AG 01.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.67%	0.02%	
	2	Approve Allocation of Income and Dividends of CHF 12.00 per Share	For	No	99.94%	0.02%	
	3	Approve Discharge of Board and Senior Management	For	No	99.33%	0.32%	
	4.1	Amend Articles of Association	For	No	98.84%	1.11%	
	4.2	Approve Virtual-Only Shareholder Meetings	Against	Yes	82.56%	16.75%	
	4.3	Approve Creation of Capital Band within the Upper Limit of CHF 9.4 Million and the Lower Limit of CHF 8.1 Million with or without Exclusion of Preemptive Rights	For	No	98.27%	1.63%	
	4.4	Amend Articles of Association	For	No	99.80%	0.06%	
	5.1.1	Reelect Ton Buechner as Director	For	No	93.19%	6.77%	
	5.1.2	Reelect Monika Kruesi as Director	For	No	96.09%	3.87%	
	5.1.3	Reelect Stephan Bross as Director	For	No	93.75%	6.19%	
	5.1.4	Reelect David Dean as Director	For	No	98.82%	1.11%	
	5.1.5	Reelect Maria Vacalli as Director	For	No	94.76%	4.91%	
	5.1.6	Elect Kaspar Kelterborn as Director	For	No	99.80%	0.10%	
	5.2	Reelect Ton Buechner as Board Chair	For	No	93.16%	6.79%	
	5.3.1	Reappoint Stephan Bross as Member of the Nomination and Compensation Committee	For	No	93.62%	6.33%	
	5.3.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	For	No	95.58%	4.12%	
	5.3.3	Appoint Maria Vacalli as Member of the Nomination and Compensation Committee	For	No	94.79%	4.89%	
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	88.83%	11.11%	
	5.5	Designate Keller AG as Independent Proxy	For	No	99.80%	0.05%	
	6.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2022	For	No	98.49%	1.26%	
	6.2	Approve Remuneration Report (Non-Binding)	For	No	97.02%	2.64%	
	6.3	Approve Fixed Remuneration of Directors in the Amount of CHF 890,000	For	No	99.31%	0.39%	
	6.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2024	For	No	99.15%	0.55%	
	7	Transact Other Business (Voting)	Against	Yes			
	Snowflake Inc. 05.07.23	1a	Elect Director Teresa Briggs	Withhold	Yes	83.11%	16.88%
		1b	Elect Director Jeremy Burton	Withhold	Yes	83.22%	16.77%
1c		Elect Director Mark D. McLaughlin	For	No	99.07%	0.92%	
2		Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	78.14%	21.22%	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.81%	0.08%		
Koninklijke Ahold Delhaize NV 05.07.23	1	Open Meeting	Refer	No			
	2	Elect Jolanda Poots-Bijl to Management Board	For	No	99.96%	0.03%	
	3	Close Meeting	Refer	No			
Dottikon ES Holding AG 07.07.23	1	Accept Financial Statements and Statutory Reports	For	No	100.00%	0.00%	
	2	Approve Remuneration Report	Against	Yes	95.50%	4.40%	
	3	Approve Discharge of Board and Senior Management	For	No	99.50%	0.40%	
	4	Approve Allocation of Income and Omission of Dividends	For	No	99.90%	0.10%	
	5.1	Reelect Markus Blocher as Director and Board Chair	For	No	95.90%	4.10%	
	5.2	Reelect Alfred Scheidegger as Director	For	No	98.10%	1.90%	
5.3	Reelect Bernhard Urwyler as Director	For	No	98.60%	1.40%		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	6.1	Reappoint Markus Blocher as Member of the Compensation Committee	Against	Yes	94.90%	5.00%
	6.2	Reappoint Alfred Scheidegger as Member of the Compensation Committee	Against	Yes	96.30%	3.60%
	6.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	For	No	97.60%	2.30%
	7	Approve Remuneration of Directors in the Amount of CHF 200,000	For	No	99.40%	0.50%
	8	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	For	No	98.90%	0.90%
	9	Ratify KPMG AG as Auditors	For	No	99.80%	0.10%
	10	Designate Michael Wicki as Independent Proxy	For	No	99.90%	0.10%
	11	Transact Other Business (Voting)	Against	Yes		
National Grid Plc 10.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.49%	0.50%
	2	Approve Final Dividend	For	No	98.74%	1.25%
	3	Re-elect Paula Reynolds as Director	For	No	95.87%	4.12%
	4	Re-elect John Pettigrew as Director	For	No	99.13%	0.86%
	5	Re-elect Andy Agg as Director	For	No	99.37%	0.62%
	6	Re-elect Therese Esperdy as Director	For	No	97.39%	2.60%
	7	Re-elect Liz Hewitt as Director	For	No	99.43%	0.56%
	8	Re-elect Ian Livingston as Director	For	No	96.58%	3.41%
	9	Re-elect Iain Mackay as Director	For	No	99.17%	0.82%
	10	Re-elect Anne Robinson as Director	For	No	99.16%	0.83%
	11	Re-elect Earl Shipp as Director	For	No	97.46%	2.53%
	12	Re-elect Jonathan Silver as Director	For	No	88.45%	11.54%
	13	Re-elect Tony Wood as Director	For	No	98.17%	1.82%
	14	Re-elect Martha Wyrsh as Director	For	No	99.20%	0.79%
	15	Reappoint Deloitte LLP as Auditors	For	No	99.89%	0.10%
	16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	No	99.88%	0.11%
	17	Approve Remuneration Report	Against	Yes	93.62%	6.37%
	18	Authorise UK Political Donations and Expenditure	For	No	97.76%	2.23%
	19	Authorise Issue of Equity	For	No	97.08%	2.91%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.81%	1.18%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.29%	1.70%
	22	Authorise Market Purchase of Ordinary Shares	For	No	98.95%	1.04%
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	92.71%	7.28%
Industria de Diseno Textil SA 11.07.23	1.a	Approve Standalone Financial Statements	For	No	99.73%	0.00%
	1.b	Approve Discharge of Board	For	No	99.21%	0.41%
	2	Approve Consolidated Financial Statements	For	No	99.73%	0.00%
	3	Approve Non-Financial Information Statement	For	No	99.95%	0.00%
	4	Approve Allocation of Income and Dividends	For	No	99.94%	0.05%
	5.a	Fix Number of Directors at 10	For	No	99.94%	0.05%
	5.b	Reelect Amancio Ortega Gaona as Director	For	No	98.07%	1.83%
	5.c	Reelect Jose Luis Duran Schulz as Director	For	No	99.24%	0.66%
	6	Approve Remuneration Policy	For	No	98.27%	1.62%
	7	Approve Long-Term Incentive Plan	For	No	98.88%	1.06%
	8	Authorize Share Repurchase Program	For	No	99.21%	0.74%
	9	Advisory Vote on Remuneration Report	For	No	97.35%	2.35%
	10	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%	0.00%
	11	Receive Amendments to Board of Directors Regulations	Refer	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Bonhote-Immobilier SICAV 12.07.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 3.25 per Share	For	No		
	3	Approve Discharge of Board of Directors	For	No		
	4.1.1	Reelect Yves de Coulon as Director	For	No		
	4.1.2	Reelect Jean-Paul Jeckelmann as Director	For	No		
	4.1.3	Reelect Geraldine Brodard as Director	For	No		
	4.1.4	Elect Laurent Staffelbach as Director	For	No		
	4.2	Ratify KPMG SA as Auditors	For	No		
	5	Designate Christian Blandenier as Independent Proxy	For	No		
	6	Transact Other Business (Voting)	Against	Yes		
Burberry Group Plc 12.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Remuneration Policy	For	No	91.02%	8.97%
	3	Approve Remuneration Report	For	No	95.59%	4.40%
	4	Approve Final Dividend	For	No	99.99%	0.00%
	5	Re-elect Gerry Murphy as Director	For	No	97.66%	2.33%
	6	Re-elect Jonathan Akeroyd as Director	For	No	99.95%	0.04%
	7	Re-elect Orna NiChionna as Director	For	No	99.05%	0.94%
	8	Re-elect Fabiola Arredondo as Director	For	No	99.05%	0.94%
	9	Re-elect Sam Fischer as Director	For	No	99.05%	0.94%
	10	Re-elect Ron Fresch as Director	For	No	98.94%	1.05%
	11	Re-elect Danuta Gray as Director	For	No	98.94%	1.05%
	12	Re-elect Debra Lee as Director	For	No	98.82%	1.17%
	13	Re-elect Antoine de Saint-Affrique as Director	For	No	73.93%	26.06%
	14	Elect Alan Stewart as Director	For	No	99.03%	0.96%
	15	Reappoint Ernst & Young LLP as Auditors	For	No	99.26%	0.73%
	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.94%	0.05%
	17	Authorise UK Political Donations and Expenditure	For	No	98.89%	1.10%
	18	Authorise Issue of Equity	For	No	98.11%	1.88%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.41%	0.58%
	20	Authorise Market Purchase of Ordinary Shares	For	No	99.20%	0.79%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	95.73%	4.26%
VMware, Inc. 13.07.23	1a	Elect Director Anthony Bates	For	No	95.98%	4.01%
	1b	Elect Director Michael Dell	For	No	94.42%	5.57%
	1c	Elect Director Egon Durban	Against	Yes	86.32%	13.67%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.25%	8.44%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	98.29%	1.45%
Liberty Global Plc 13.07.23	1	Approve Scheme of Arrangement	For	No	88.74%	11.25%
	2	Adjourn Meeting	For	No	85.60%	14.39%
	1	Approve Scheme of Arrangement	For	No	95.40%	4.59%
	2	Adjourn Meeting	For	No	92.13%	7.86%
	1	Approve Scheme of Arrangement	For	No	93.93%	6.06%
	2	Approve Capital Reduction by Cancellation and Extinguishment of the Scheme Shares	For	No	94.06%	5.93%
	3	Issue Shares in Connection with Acquisition	For	No	94.06%	5.93%
	4	Amend Articles of Association	For	No	94.06%	5.93%
	5	Adjourn Meeting	For	No	92.22%	7.77%
	1	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	2	Eliminate Supermajority Vote Requirement for Certain Business Combination	For	No		
	3	Adjourn Meeting	For	No	92.02%	7.97%
Extra Space Storage Inc. 18.07.23	1	Issue Shares in Connection with Merger	For	No	99.96%	0.03%
	2	Adjourn Meeting	For	No	91.76%	8.23%
Constellation Brands, Inc. 18.07.23	1a	Elect Director Christy Clark	For	No	96.81%	3.18%
	1b	Elect Director Jennifer M. Daniels	For	No	90.81%	9.18%
	1c	Elect Director Nicholas I. Fink	For	No	97.97%	2.02%
	1d	Elect Director Ernesto M. Hernandez	For	No	93.34%	6.65%
	1e	Elect Director Susan Somersille Johnson	For	No	96.44%	3.55%
	1f	Elect Director Jose Manuel Madero Garza	For	No	95.18%	4.81%
	1g	Elect Director Daniel J. McCarthy	For	No	95.15%	4.84%
	1h	Elect Director William A. Newlands	For	No	98.79%	1.20%
	1i	Elect Director Richard Sands	For	No	83.77%	16.22%
	1j	Elect Director Robert Sands	For	No	81.49%	18.50%
	1k	Elect Director Judy A. Schmeling	For	No	95.25%	4.74%
	2	Ratify KPMG LLP as Auditors	Against	Yes	97.78%	2.14%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	88.42%	11.38%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Disclose GHG Emissions Reductions Targets	For	Yes	30.97%	68.28%
	6	Report on Support for a Circular Economy for Packaging	For	Yes	25.10%	74.10%
Experian Plc 19.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve Remuneration Report	Against	Yes	95.31%	4.68%
	3	Approve Remuneration Policy	For	No	94.30%	5.69%
	4	Elect Craig Boundy as Director	For	No	99.85%	0.14%
	5	Elect Kathleen DeRose as Director	For	No	99.27%	0.72%
	6	Elect Esther Lee as Director	For	No	99.98%	0.01%
	7	Elect Louise Pentland as Director	For	No	99.99%	0.00%
	8	Re-elect Alison Brittain as Director	For	No	95.96%	4.03%
	9	Re-elect Brian Cassin as Director	For	No	99.70%	0.29%
	10	Re-elect Caroline Donahue as Director	For	No	98.01%	1.98%
	11	Re-elect Luiz Fleury as Director	For	No	98.01%	1.98%
	12	Re-elect Jonathan Howell as Director	For	No	98.16%	1.83%
	13	Re-elect Lloyd Pitchford as Director	For	No	99.42%	0.57%
	14	Re-elect Mike Rogers as Director	For	No	92.41%	7.58%
	15	Reappoint KPMG LLP as Auditors	For	No	99.41%	0.58%
	16	Authorise Board to Fix Remuneration of Auditors	For	No	99.93%	0.06%
	17	Authorise Issue of Equity	For	No	95.10%	4.89%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	91.60%	8.39%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	88.72%	11.27%
	20	Authorise Market Purchase of Ordinary Shares	For	No	99.04%	0.95%
Link Real Estate Investment Trust 19.07.23	3.1	Elect Nicholas Charles Allen as Director	For	No	87.71%	12.28%
	3.2	Elect Christopher John Brooke as Director	For	No	92.12%	7.87%
	3.3	Elect Poh Lee Tan as Director	For	No	96.35%	3.64%
	4	Elect Melissa Wu Mao Chin as Director	For	No	99.42%	0.57%
	5	Authorize Repurchase of Issued Units	For	No	99.78%	0.21%
Edmond de Rothschild Real Estate - Swiss 19.07.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 3.80 per Share	For	No		
	3	Approve Discharge of Board of Directors	For	No		
	4.1.1	Reelect Laure Carrard as Director	For	No		

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	4.1.2	Reelect Pierre Jacquot as Director	For	No		
	4.1.3	Reelect Michel Lusa as Director	For	No		
	4.1.4	Reelect Jean-Christophe Pernollet as Director	For	No		
	4.1.5	Reelect Francois Rayroux as Director	For	No		
	4.1.6	Reelect Rene Zagolin as Director	For	No		
	4.2	Ratify KPMG SA as Auditors	For	No		
	5	Transact Other Business (Voting)	Against	Yes		
SSE Plc 20.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	2	Approve Remuneration Report	For	No	94.92%	5.07%
	3	Approve Final Dividend	For	No	99.28%	0.71%
	4	Re-elect Gregor Alexander as Director	For	No	99.86%	0.13%
	5	Re-elect Lady Elish Angiolini as Director	For	No	98.11%	1.88%
	6	Re-elect John Bason as Director	For	No	98.12%	1.87%
	7	Re-elect Tony Cocker as Director	For	No	98.13%	1.86%
	8	Re-elect Debbie Crosbie as Director	For	No	98.07%	1.92%
	9	Re-elect Helen Mahy as Director	For	No	98.12%	1.87%
	10	Re-elect Sir John Manzoni as Director	For	No	95.20%	4.79%
	11	Re-elect Alistair Phillips-Davies as Director	For	No	99.91%	0.08%
	12	Re-elect Martin Pibworth as Director	For	No	99.65%	0.34%
	13	Re-elect Melanie Smith as Director	For	No	96.58%	3.41%
	14	Re-elect Dame Angela Strank as Director	For	No	97.13%	2.86%
	15	Reappoint Ernst & Young LLP as Auditors	For	No	99.41%	0.58%
	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.94%	0.05%
	17	Approve Net Zero Transition Report	For	No	97.63%	2.36%
	18	Authorise Issue of Equity	For	No	96.16%	3.83%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.73%	1.26%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.08%	1.91%
	21	Authorise Market Purchase of Ordinary Shares	For	No	98.20%	1.79%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.20%	3.79%
McKesson Corporation 21.07.23	1a	Elect Director Richard H. Carmona	For	No	98.85%	1.14%
	1b	Elect Director Dominic J. Caruso	For	No	98.42%	1.57%
	1c	Elect Director W. Roy Dunbar	For	No	97.45%	2.54%
	1d	Elect Director James H. Hinton	For	No	99.20%	0.79%
	1e	Elect Director Donald R. Knauss	For	No	97.13%	2.86%
	1f	Elect Director Bradley E. Lerman	For	No	98.81%	1.18%
	1g	Elect Director Linda P. Mantia	For	No	96.51%	3.48%
	1h	Elect Director Maria Martinez	For	No	96.49%	3.50%
	1i	Elect Director Susan R. Salka	For	No	98.62%	1.37%
	1j	Elect Director Brian S. Tyler	For	No	99.20%	0.79%
	1k	Elect Director Kathleen Wilson-Thompson	For	No	95.43%	4.56%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	93.71%	6.13%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.87%	10.90%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	10.82%	88.87%
Linde Plc 24.07.23	1a	Elect Director Stephen F. Angel	For	No	96.85%	3.14%
	1b	Elect Director Sanjiv Lamba	For	No	98.73%	1.26%
	1c	Elect Director Ann-Kristin Achleitner	For	No	94.61%	5.38%
	1d	Elect Director Thomas Enders	For	No	98.46%	1.53%
	1e	Elect Director Hugh Grant	For	No	96.99%	3.00%
	1f	Elect Director Joe Kaeser	For	No	78.09%	21.90%
	1g	Elect Director Victoria E. Ossadnik	For	No	95.27%	4.72%

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	1h	Elect Director Martin H. Richenhagen	For	No	94.92%	5.07%
	1i	Elect Director Alberto Weisser	For	No	98.49%	1.50%
	1j	Elect Director Robert L. Wood	For	No	98.11%	1.88%
	2a	Ratify PricewaterhouseCoopers as Auditors	Against	Yes	94.95%	4.98%
	2b	Authorise Board to Fix Remuneration of Auditors	For	No	98.22%	1.67%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.38%	4.46%
	4	Reduce Supermajority Vote Requirement	For	No	99.62%	0.28%
Vodafone Group Plc 25.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.93%	0.06%
	2	Re-elect Jean-Francois van Boxmeer as Director	For	No	96.26%	3.73%
	3	Re-elect Margherita Della Valle as Director	For	No	99.53%	0.46%
	4	Re-elect Stephen Carter as Director	For	No	98.18%	1.81%
	5	Re-elect Michel Demare as Director	For	No	97.28%	2.71%
	6	Re-elect Delphine Ernotte Cunci as Director	For	No	99.41%	0.58%
	7	Re-elect Deborah Kerr as Director	For	No	99.73%	0.26%
	8	Re-elect Maria Amparo Moraleda Martinez as Director	For	No	98.44%	1.55%
	9	Re-elect David Nish as Director	For	No	98.23%	1.76%
	10	Elect Christine Ramon as Director	For	No	99.73%	0.26%
	11	Re-elect Simon Segars as Director	For	No	99.73%	0.26%
	12	Approve Final Dividend	For	No	99.88%	0.11%
	13	Approve Remuneration Policy	For	No	95.17%	4.82%
	14	Approve Remuneration Report	For	No	90.74%	9.25%
	15	Reappoint Ernst & Young LLP as Auditors	For	No	99.46%	0.53%
	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No	99.90%	0.09%
	17	Authorise Issue of Equity	For	No	95.52%	4.47%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	97.99%	2.00%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.52%	2.47%
	20	Authorise Market Purchase of Ordinary Shares	For	No	98.97%	1.02%
	21	Authorise UK Political Donations and Expenditure	For	No	98.64%	1.35%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.96%	5.03%
	23	Approve Global Incentive Plan	For	No	97.09%	2.90%
Carlo Gavazzi Holding AG 25.07.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Allocation of Income and Dividends of CHF 2.40 per Registered Share and CHF 12.00 per Bearer Share	For	No	98.10%	1.89%
	3	Approve Discharge of Board of Directors	For	No	99.99%	0.00%
	4.1.1	Reelect Daniel Hirschi as Director	For	No	97.21%	2.78%
	4.1.2	Reelect Federico Foglia as Director	Against	Yes	97.02%	2.97%
	4.1.3	Reelect Stefano Trovati as Director	For	No	97.17%	2.82%
	4.1.4	Elect Vittorio Rossi as Director	Against	Yes	96.96%	3.03%
	4.2	Elect Daniel Hirschi as Board Chair	For	No	97.23%	2.76%
	4.3.1	Elect Yolanta de Cacqueray as Representative of Bearer Shareholders	For	No	92.56%	7.43%
	4.3.2	Elect Yolanta de Cacqueray as Director	For	No	99.68%	0.31%
	4.4.1	Reappoint Stefano Trovati as Member of the Compensation Committee	Against	Yes	96.93%	3.06%
	4.4.2	Reappoint Federico Foglia as Member of the Compensation Committee	Against	Yes	97.02%	2.97%
	4.4.3	Appoint Yolanta de Cacqueray as Member of the Compensation Committee	Against	Yes	99.40%	0.59%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	No	99.52%	0.47%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	For	No	96.91%	3.08%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 782,000	For	No	96.77%	3.22%
	6	Designate LEXACT AG as Independent Proxy	For	No	99.98%	0.01%
	7	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	94.57%	5.42%
	8.1	Amend Articles Re: Mandatory Changes to Reflect Corporate Law Reform	For	No	99.99%	0.00%
	8.2	Amend Articles Re: Editorial Changes	For	No	99.92%	0.07%
	8.3	Approve Conversion of Bearer Shares into Registered Shares	For	No	99.92%	0.07%
	8.4	Amend Articles Re: Nominee Provision	For	No	97.75%	0.00%
	8.5	Approve Virtual-Only Shareholder Meetings	Against	Yes	96.79%	3.20%
	8.6	Amend Articles Re: Electronic Communication	For	No	99.99%	0.00%
	9	Transact Other Business (Voting)	Against	Yes		
VF Corporation 25.07.23	1a	Elect Director Richard T. Carucci	For	No	96.72%	3.27%
	1b	Elect Director Alex Cho	For	No	98.30%	1.69%
	1c	Elect Director Juliana L. Chugg	For	No	96.75%	3.24%
	1d	Elect Director Benno Dorer	For	No	98.34%	1.65%
	1e	Elect Director Mark S. Hoplamagian	For	No	96.89%	3.10%
	1f	Elect Director Laura W. Lang	For	No	98.45%	1.54%
	1g	Elect Director W. Rodney McMullen	For	No	98.25%	1.74%
	1h	Elect Director Clarence Otis, Jr.	For	No	95.44%	4.55%
	1i	Elect Director Carol L. Roberts	For	No	98.82%	1.17%
	1j	Elect Director Matthew J. Shattock	For	No	98.48%	1.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	88.80%	11.19%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.06%	7.93%
Booz Allen Hamilton Holding Corporation 26.07.23	1a	Elect Director Ralph W. Shrader	For	No	95.82%	4.17%
	1b	Elect Director Horacio D. Rozanski	For	No	99.25%	0.74%
	1c	Elect Director Joan Lordi C. Amble	For	No	98.30%	1.69%
	1d	Elect Director Melody C. Barnes	For	No	99.41%	0.58%
	1e	Elect Director Michele A. Flournoy	For	No	98.55%	1.44%
	1f	Elect Director Mark E. Gaumond	For	No	96.87%	3.12%
	1g	Elect Director Ellen Jewett	For	No	99.82%	0.17%
	1h	Elect Director Arthur E. Johnson	For	No	97.43%	2.56%
	1i	Elect Director Gretchen W. McClain	For	No	98.95%	1.04%
	1j	Elect Director Rory P. Read	For	No	99.91%	0.08%
	1k	Elect Director Charles O. Rossotti	For	No	96.59%	3.40%
	2	Ratify Ernst & Young LLP as Auditors	For	No	97.81%	2.15%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.98%	2.92%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	67.89%	14.63%
	6	Approve Omnibus Stock Plan	For	No	97.46%	2.44%
Horizon Therapeutics Public Limited Company 27.07.23	1a	Elect Director Gino Santini	For	No	96.55%	3.44%
	1b	Elect Director James Shannon	For	No	83.81%	16.18%
	1c	Elect Director Timothy P. Walbert	Against	Yes	90.81%	9.18%
	2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	No	98.13%	1.86%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	58.13%	41.86%
STERIS plc 27.07.23	1a	Elect Director Esther M. Alegria	For	No	99.81%	0.18%
	1b	Elect Director Richard C. Breeden	For	No	94.69%	5.30%
	1c	Elect Director Daniel A. Carestio	For	No	98.52%	1.47%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1d	Elect Director Cynthia L. Feldmann	For	No	92.97%	7.02%
	1e	Elect Director Christopher S. Holland	For	No	98.94%	1.05%
	1f	Elect Director Jacqueline B. Kosecoff	For	No	90.24%	9.75%
	1g	Elect Director Paul E. Martin	For	No	97.97%	2.02%
	1h	Elect Director Nirav R. Shah	For	No	98.85%	1.14%
	1i	Elect Director Mohsen M. Sohi	For	No	95.11%	4.88%
	1j	Elect Director Richard M. Steeves	For	No	98.82%	1.17%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	90.58%	9.41%
	3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Against	Yes	90.60%	9.39%
	4	Authorise Board to Fix Remuneration of Auditors	For	No	98.67%	1.32%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.23%	7.76%
	6	Advisory Vote on Say on Pay Frequency	One Year	No		
	7	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	98.07%	1.92%
	8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	For	No	93.49%	6.50%
Macquarie Group Limited 27.07.23	2a	Elect Nicola M Wakefield Evans as Director	For	No	95.90%	4.09%
	2b	Elect Susan Lloyd-Hurwitz as Director	For	No	99.73%	0.26%
	3	Adopt Remuneration Report	Against	Yes	80.82%	19.17%
	4	Approve Termination Benefits	For	No	99.47%	0.52%
	5	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	For	No	98.58%	1.41%
Ralph Lauren Corporation 03.08.23	1.1	Elect Director Linda Findley	For	No	95.87%	4.12%
	1.2	Elect Director Michael A. George	For	No	94.24%	5.75%
	1.3	Elect Director Hubert Joly	For	No	88.40%	11.59%
	1.4	Elect Director Darren Walker	Withhold	Yes	54.61%	45.38%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.53%	0.46%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.08%	1.91%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Jazz Pharmaceuticals plc 03.08.23	1a	Elect Director Bruce C. Cozadd	Against	Yes	92.62%	7.37%
	1b	Elect Director Heather Ann McSharry	For	No	92.49%	7.50%
	1c	Elect Director Anne O'Riordan	For	No	96.62%	3.37%
	1d	Elect Director Rick E. Winningham	For	No	95.28%	4.71%
	2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.13%	0.86%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.34%	7.65%
	4	Authorise Issue of Equity without Pre-emptive Rights	For	No	93.62%	6.37%
	5	Adjourn Meeting	For	No		
James Hardie Industries Plc 03.08.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2	Approve the Remuneration Report	For	No	88.91%	11.08%
	3a	Elect Renee Peterson as Director	For	No	99.93%	0.06%
	3b	Elect Nigel Stein as Director	Against	Yes	87.20%	12.79%
	3c	Elect Harold Wiens as Director	For	No	99.73%	0.26%
	4	Authorize Board to Fix Remuneration of Auditors	For	No	99.54%	0.45%
	5	Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter	For	No	89.68%	10.31%
	6	Approve Grant of Relative Total Shareholder Return Restricted Stock Units to Aaron Erter	For	No	91.85%	8.14%
	7	Approve Renewal of the James Hardie 2020 Non-Executive Director Equity Plan and Issue of Shares Thereunder	For	No	96.98%	3.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	8	Approve Renewal of Authority for Directors to Allot and Issue Shares	For	No	93.86%	6.13%
	9	Approve Renewal of Authority for Director to Issues Shares without Pre-emptive Rights	For	No	93.11%	6.88%
Electronic Arts Inc. 10.08.23	1a	Elect Director Kofi A. Bruce	For	No	98.57%	1.42%
	1b	Elect Director Rachel A. Gonzalez	For	No	96.97%	3.02%
	1c	Elect Director Jeffrey T. Huber	For	No	95.23%	4.76%
	1d	Elect Director Talbott Roche	For	No	96.61%	3.38%
	1e	Elect Director Richard A. Simonson	For	No	94.91%	5.08%
	1f	Elect Director Luis A. Ubinas	For	No	94.45%	5.54%
	1g	Elect Director Heidi J. Ueberroth	For	No	98.68%	1.31%
	1h	Elect Director Andrew Wilson	Against	Yes	91.95%	8.04%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.34%	7.65%
	3	Ratify KPMG LLP as Auditors	Against	Yes	91.48%	8.51%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	9.11%	90.88%
EMS-Chemie Holding AG 12.08.23	1	Open Meeting	Refer	No		
	2	Acknowledge Proper Convening of Meeting	Refer	No		
	3.1	Accept Financial Statements and Statutory Reports	For	No	99.95%	0.02%
	3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 764,000	For	No	99.79%	0.14%
	3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against	Yes	91.44%	8.49%
	4	Approve Allocation of Income and Ordinary Dividends of CHF 15.75 per Share and a Special Dividend of CHF 4.25 per Share	For	No	99.97%	0.01%
	5	Approve Discharge of Board and Senior Management	For	No	99.75%	0.18%
	6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	For	No	94.69%	5.27%
	6.1.2	Elect Magdalena Martullo as Director	For	No	98.60%	1.37%
	6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	For	No	97.19%	2.78%
	6.1.4	Elect Rainer Roten as Director and Member of the Compensation Committee	For	No	99.88%	0.09%
	6.2	Ratify BDO AG as Auditors	For	No	99.91%	0.05%
	6.3	Designate Robert Daeppen as Independent Proxy	For	No	99.96%	0.01%
	7	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No	97.92%	1.87%
	8	Transact Other Business (Voting)	Against	Yes		
Qorvo, Inc. 15.08.23	1a	Elect Director Ralph G. Quinsey	For	No	78.75%	21.24%
	1b	Elect Director Robert A. Bruggeworth	For	No	97.06%	2.93%
	1c	Elect Director Judy Bruner	For	No	95.31%	4.68%
	1d	Elect Director Jeffery R. Gardner	For	No	96.55%	3.44%
	1e	Elect Director John R. Harding	For	No	99.43%	0.56%
	1f	Elect Director David H. Y. Ho	For	No	98.28%	1.71%
	1g	Elect Director Roderick D. Nelson	For	No	96.45%	3.54%
	1h	Elect Director Walden C. Rhines	For	No	95.18%	4.81%
	1i	Elect Director Susan L. Spradley	For	No	96.64%	3.35%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.68%	9.13%
	3	Ratify Ernst & Young LLP as Auditors	For	No	99.54%	0.32%
The J. M. Smucker Company 16.08.23	1a	Elect Director Mercedes Abramo	For	No	99.55%	0.44%
	1b	Elect Director Tarang P. Amin	For	No	99.27%	0.72%
	1c	Elect Director Susan E. Chapman-Hughes	For	No	98.97%	1.02%
	1d	Elect Director Jay L. Henderson	For	No	99.19%	0.80%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1e	Elect Director Jonathan E. Johnson, III	For	No	99.31%	0.68%
	1f	Elect Director Kirk L. Perry	For	No	99.35%	0.64%
	1g	Elect Director Alex Shumate	For	No	96.83%	3.16%
	1h	Elect Director Mark T. Smucker	Against	Yes	92.40%	7.59%
	1i	Elect Director Jodi L. Taylor	For	No	98.72%	1.27%
	1j	Elect Director Dawn C. Willoughby	For	No	98.70%	1.29%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.65%	5.34%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.98%	5.01%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Microchip Technology Incorporated 22.08.23	1.1	Elect Director Matthew W. Chapman	For	No	94.49%	5.50%
	1.2	Elect Director Karlton D. Johnson	For	No	98.96%	1.03%
	1.3	Elect Director Wade F. Meyercord	For	No	88.78%	11.21%
	1.4	Elect Director Ganesh Moorthy	For	No	98.65%	1.34%
	1.5	Elect Director Robert A. Rango	For	No	99.58%	0.41%
	1.6	Elect Director Karen M. Rapp	For	No	83.52%	16.47%
	1.7	Elect Director Steve Sanghi	For	No	93.30%	6.69%
	2	Amend Qualified Employee Stock Purchase Plan	For	No	92.24%	7.75%
	3	Approve Nonqualified Employee Stock Purchase Plan	For	No	92.60%	7.39%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.41%	4.58%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.53%	7.46%
	6	Advisory Vote on Say on Pay Frequency	One Year	No		
	7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	For	Yes	16.72%	83.27%
Klingelberg AG 22.08.23	1	Accept Financial Statements and Statutory Reports	For	No	99.99%	0.00%
	2.1	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	No	99.98%	0.01%
	2.2	Approve Dividends of CHF 0.20 per Share from Capital Contribution Reserves	For	No	99.96%	0.03%
	3	Approve Discharge of Board and Senior Management	For	No	99.72%	0.27%
	4	Approve Remuneration of Directors in the Amount of CHF 700,000	For	No	98.25%	1.74%
	5	Approve Remuneration of Executive Committee in the Amount of EUR 4.5 Million	For	No	96.10%	3.89%
	6	Approve Remuneration Report (Non-Binding)	Against	Yes	86.11%	13.88%
	7.1.1	Reelect Joerg Wolle as Director	For	No	94.90%	5.09%
	7.1.2	Reelect Philipp Buhofer as Director	For	No	99.72%	0.27%
	7.1.3	Reelect Michael Hilb as Director	For	No	99.87%	0.12%
	7.1.4	Reelect Hans-Martin Schneeberger as Director	For	No	97.86%	2.13%
	7.1.5	Reelect Kalina Scott as Director	For	No	99.71%	0.28%
	7.2	Elect Jan Klingelberg as Director	For	No	97.94%	2.05%
	8	Reelect Joerg Wolle as Board Chair	For	No	94.95%	5.04%
	9.1.1	Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee	For	No	94.77%	5.22%
	9.1.2	Reappoint Philipp Buhofer as Member of the Nomination and Compensation Committee	For	No	98.31%	1.68%
	9.1.3	Reappoint Hans-Martin Schneeberger as Member of the Nomination and Compensation Committee	For	No	96.83%	3.16%
	10	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.55%	0.44%
	11	Designate Ernst Widmer as Independent Proxy	For	No	99.94%	0.05%
	12.1	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	87.79%	12.20%
	12.2	Amend Articles Re: Duties of the Board of Directors; Board Composition and Term of Office	For	No	99.85%	0.14%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	12.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.70%	0.29%
	13	Transact Other Business (Voting)	Against	Yes		
Prosus NV 23.08.23	1	Receive Annual Report (Non-Voting)	Refer	No		
	2	Approve Remuneration Report	Against	Yes	84.89%	15.10%
	3	Adopt Financial Statements	For	No	99.99%	0.00%
	4	Approve Allocation of Income	For	No	99.96%	0.03%
	5	Approve Discharge of Executive Directors	For	No	97.88%	2.11%
	6	Approve Discharge of Non-Executive Directors	For	No	96.29%	3.70%
	7	Approve Remuneration of Non-Executive Directors	For	No	99.42%	0.57%
	8.1	Reelect Manisha Girotra as Non-Executive Director	For	No	99.79%	0.20%
	8.2	Reelect Rachel Jafta as Non-Executive Director	Against	Yes	97.40%	2.59%
	8.3	Reelect Mark Sorour as Non-Executive Director	For	No	99.01%	0.98%
	8.4	Reelect Ying Xu as Non-Executive Director	For	No	99.84%	0.15%
	9	Ratify Deloitte Accountants B.V. as Auditors	For	No	99.84%	0.15%
	10	Amend Articles of Association and Grant Board Authority to Issue Shares	For	No	99.90%	0.09%
	11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	No	96.65%	3.34%
	12	Authorize Repurchase of Shares	Against	Yes	91.48%	8.51%
	13	Approve Reduction in Share Capital Through Cancellation of Shares	For	No	99.80%	0.19%
	14	Discuss Voting Results	Refer	No		
	15	Close Meeting	Refer	No		
Evolve Holding SA 24.08.23	1	Approve Creation of CHF 2.5 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No	93.00%	6.55%
	2	Approve Increase in the Capital Band Upper Limit to CHF 7.8 Million	For	No	90.60%	8.73%
	3	Transact Other Business (Voting)	Against	Yes		
Compagnie Financiere Richemont SA 06.09.23	1	Accept Financial Statements and Statutory Reports	For	No	99.78%	0.00%
	2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	For	No	99.90%	0.07%
	3	Approve Discharge of Board and Senior Management	For	No	93.15%	5.84%
	4	Elect Wendy Luhabe as Representative of Category A Registered Shares	For	No	95.44%	1.95%
	5.1	Reelect Johann Rupert as Director and Board Chair	For	No	95.04%	4.80%
	5.2	Reelect Josua Malherbe as Director	For	No	84.70%	15.24%
	5.3	Reelect Nikesh Arora as Director	For	No	98.17%	1.76%
	5.4	Reelect Clay Brendish as Director	For	No	95.57%	4.39%
	5.5	Reelect Jean-Blaise Eckert as Director	Against	Yes	87.75%	12.19%
	5.6	Reelect Burkhardt Grund as Director	Against	Yes	97.05%	2.91%
	5.7	Reelect Keyu Jin as Director	For	No	97.25%	2.71%
	5.8	Reelect Jerome Lambert as Director	Against	Yes	97.18%	2.78%
	5.9	Reelect Wendy Luhabe as Director	For	No	94.18%	5.79%
	5.10	Reelect Jeff Moss as Director	For	No	99.91%	0.05%
	5.11	Reelect Vesna Nevistic as Director	For	No	99.89%	0.07%
	5.12	Reelect Guillaume Pictet as Director	Against	Yes	88.65%	11.29%
	5.13	Reelect Maria Ramos as Director	Against	Yes	97.34%	2.61%
	5.14	Reelect Anton Rupert as Director	For	No	98.93%	1.03%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5.15	Reelect Patrick Thomas as Director	For	No	97.08%	2.88%
	5.16	Reelect Jasmine Whitbread as Director	For	No	98.68%	1.21%
	5.17	Elect Fiona Druckenmiller as Director	For	No	98.61%	1.34%
	5.18	Elect Bram Schot as Director	For	No	99.59%	0.38%
	6.1	Reappoint Clay Brendish as Member of the Compensation Committee	For	No	90.80%	9.16%
	6.2	Reappoint Keyu Jin as Member of the Compensation Committee	For	No	93.95%	6.01%
	6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Against	Yes	84.76%	15.17%
	6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Against	Yes	92.27%	7.68%
	6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	For	No	98.99%	0.95%
	6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	For	No	98.52%	1.44%
	7	Ratify PricewaterhouseCoopers SA as Auditors	Against	Yes	82.79%	17.14%
	8	Designate Etude Gampert Demierre Moreno as Independent Proxy	For	No	99.45%	0.46%
	9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	For	No	98.47%	1.43%
	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	For	No	85.40%	14.48%
	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Against	Yes	76.73%	23.16%
	10.1	Amend Articles Re: Registration Threshold for Nominees	Against	Yes	98.25%	1.70%
	10.2	Amend Articles Re: Restriction on Empty Voting	For	No	99.01%	0.93%
	10.3	Amend Articles Re: General Meeting	Against	Yes	81.10%	18.85%
	10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Against	Yes	93.99%	5.75%
	10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.86%	0.09%
	10.6	Amend Articles Re: Editorial Changes	For	No	99.86%	0.09%
	11	Transact Other Business (Voting)	Against	Yes		
Ashtead Group Plc 06.09.23	1	Accept Financial Statements and Statutory Reports	For	No	99.96%	0.03%
	2	Approve Remuneration Report	For	No	96.60%	3.39%
	3	Approve Final Dividend	For	No	99.99%	0.00%
	4	Re-elect Paul Walker as Director	For	No	91.12%	8.87%
	5	Re-elect Brendan Horgan as Director	For	No	99.99%	0.00%
	6	Re-elect Michael Pratt as Director	For	No	99.71%	0.28%
	7	Re-elect Angus Cockburn as Director	For	No	98.02%	1.97%
	8	Re-elect Lucinda Riches as Director	For	No	95.48%	4.51%
	9	Re-elect Tanya Fratto as Director	For	No	97.67%	2.32%
	10	Re-elect Lindsley Ruth as Director	For	No	98.04%	1.95%
	11	Re-elect Jill Easterbrook as Director	For	No	97.34%	2.65%
	12	Re-elect Renata Ribeiro as Director	For	No	98.06%	1.93%
	13	Appoint PricewaterhouseCoopers LLP as Auditors	For	No	99.41%	0.58%
	14	Authorise Audit Committee to Fix Remuneration of Auditors	For	No	99.97%	0.02%
	15	Authorise Issue of Equity	For	No	95.66%	4.33%
	16	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.22%	0.77%
	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.40%	1.59%
	18	Authorise Market Purchase of Ordinary Shares	For	No	97.24%	2.75%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.54%	3.45%
Alimentation Couche-Tard Inc. 07.09.23	1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	98.61%	1.38%
	2.1	Elect Director Alain Bouchard	For	No	94.41%	5.58%
	2.2	Elect Director Louis Vachon	For	No	97.23%	2.76%
	2.3	Elect Director Jean Bernier	For	No	99.62%	0.37%
	2.4	Elect Director Karinne Bouchard	For	No	95.78%	4.21%
	2.5	Elect Director Eric Boyko	For	No	90.35%	9.64%
	2.6	Elect Director Marie-Eve D'Amours	For	No	95.78%	4.21%
	2.7	Elect Director Janice L. Fields	For	No	99.11%	0.88%
	2.8	Elect Director Eric Fortin	For	No	95.17%	4.82%
	2.9	Elect Director Richard Fortin	For	No	89.69%	10.30%
	2.10	Elect Director Brian Hannasch	For	No	98.80%	1.19%
	2.11	Elect Director Melanie Kau	For	No	85.60%	14.39%
	2.12	Elect Director Marie-Josée Lamothe	For	No	99.57%	0.42%
	2.13	Elect Director Monique F. Leroux	For	No	99.55%	0.44%
	2.14	Elect Director Real Plourde	For	No	89.62%	10.37%
	2.15	Elect Director Daniel Rabinowicz	For	No	98.88%	1.11%
	2.16	Elect Director Louis Tetu	For	No	99.00%	0.99%
	3	Advisory Vote on Executive Compensation Approach	For	No	91.70%	8.29%
Deckers Outdoor Corporation 11.09.23	1.1	Elect Director Michael F. Devine, III	For	No	99.43%	0.56%
	1.2	Elect Director David A. Burwick	For	No	99.77%	0.22%
	1.3	Elect Director Nelson C. Chan	For	No	98.06%	1.93%
	1.4	Elect Director Cynthia (Cindy) L. Davis	For	No	98.84%	1.15%
	1.5	Elect Director Juan R. Figuereo	For	No	99.77%	0.22%
	1.6	Elect Director Maha S. Ibrahim	For	No	99.78%	0.21%
	1.7	Elect Director Victor Luis	For	No	99.76%	0.23%
	1.8	Elect Director Dave Powers	For	No	99.93%	0.06%
	1.9	Elect Director Lauri M. Shanahan	For	No	97.42%	2.57%
	1.10	Elect Director Bonita C. Stewart	For	No	98.51%	1.48%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.33%	5.62%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.55%	4.30%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Gen Digital Inc. 12.09.23	1a	Elect Director Susan P. Barsamian	For	No	96.96%	3.03%
	1b	Elect Director Pavel Baudis	For	No	99.54%	0.45%
	1c	Elect Director Eric K. Brandt	For	No	90.76%	9.23%
	1d	Elect Director Frank E. Dangeard	For	No	93.79%	6.20%
	1e	Elect Director Nora M. Denzel	For	No	98.33%	1.66%
	1f	Elect Director Peter A. Feld	For	No	95.09%	4.90%
	1g	Elect Director Emily Heath	For	No	99.53%	0.46%
	1h	Elect Director Vincent Pilette	For	No	99.68%	0.31%
	1i	Elect Director Sherrese M. Smith	For	No	98.93%	1.06%
	1j	Elect Director Ondrej Vlcek	For	No	98.88%	1.11%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.57%	5.36%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.67%	8.18%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	8.25%	91.62%
NIKE, Inc. 12.09.23	1a	Elect Director Cathleen Benko	For	No	96.33%	3.66%
	1b	Elect Director Alan B. Graf, Jr.	For	No	94.35%	5.64%
	1c	Elect Director John Rogers, Jr.	Withhold	Yes	64.50%	35.49%
	1d	Elect Director Robert Swan	For	No	98.13%	1.86%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.97%	12.02%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.24%	3.75%
	5	Report on Median Gender/Racial Pay Gap	For	Yes	29.62%	70.37%
	6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	Yes	12.00%	87.99%
Von Roll Holding AG 13.09.23	1.1	Elect Ravindra Kumar as Director	For	No	99.69%	0.30%
	1.2	Elect Antonio Nastasi as Director	For	No	99.69%	0.30%
	1.3	Elect Holger Wiebelhaus as Director	For	No	99.69%	0.30%
	1.4	Elect Jan Bir as Director	For	No	99.88%	0.11%
	2	Approve Discharge of Board and Senior Management	For	No	99.60%	0.39%
	3	Elect Ravindra Kumar as Board Chair	For	No	99.69%	0.30%
	4.1	Appoint Ravindra Kumar as Member of the Compensation Committee	For	No	99.68%	0.31%
	4.2	Appoint Antonio Nastasi as Member of the Compensation Committee	For	No	99.68%	0.31%
	5	Approve Delisting of Shares from SIX Swiss Exchange	For	No	99.73%	0.26%
	6	Transact Other Business (Voting)	Against	Yes		
Logitech International S.A. 13.09.23	1	Accept Financial Statements and Statutory Reports	For	No	99.90%	0.09%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.38%	15.61%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Approve Remuneration Report	For	No	86.20%	13.79%
	5	Appropriation of Retained Earnings and Declaration of Dividend	For	No	99.93%	0.06%
	6A	Amend Articles Re: Shareholders Rights and General Meeting of Shareholders	For	No	99.81%	0.18%
	6B	Amend Articles Re: Compensation and Mandates	For	No	89.79%	10.20%
	6C	Amend Articles Re: Creation of a Capital Band	For	No	94.77%	5.22%
	6D	Amend Articles Re: Administrative amendments to the Articles of Incorporation	For	No	99.83%	0.16%
	7	Approve Discharge of Board and Senior Management	For	No	99.48%	0.51%
	8A	Elect Director Patrick Aebischer	For	No	96.41%	3.58%
	8B	Elect Director Wendy Becker	For	No	96.63%	3.36%
	8C	Elect Director Edouard Bugnion	For	No	99.57%	0.42%
	8D	Elect Director Guy Gecht	For	No	99.52%	0.47%
	8E	Elect Director Marjorie Lao	For	No	96.71%	3.28%
	8F	Elect Director Neela Montgomery	For	No	99.54%	0.45%
	8G	Elect Director Deborah Thomas	For	No	99.59%	0.40%
	8H	Elect Director Christopher Jones	For	No	99.40%	0.59%
	8I	Elect Director Kwok Wang Ng	For	No	99.22%	0.77%
	8J	Elect Director Sascha Zahn	For	No	99.44%	0.55%
	9	Elect Wendy Becker as Board Chairman	For	No	96.56%	3.43%
	10A	Appoint Neela Montgomery as Member of the Compensation Committee	For	No	95.22%	4.77%
	10B	Appoint Kwok Wang Ng as Member of the Compensation Committee	For	No	95.07%	4.92%
	10C	Appoint Deborah Thomas as Member of the Compensation Committee	For	No	99.39%	0.60%
	11	Approve Remuneration of Directors in the Amount of CHF 3,700,000	For	No	96.79%	3.20%
	12	Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000	For	No	83.69%	16.30%
	13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2024	For	No	99.54%	0.45%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	For	No	96.44%	3.55%
	A	Authorize Independent Representative to Vote on Any New or Amended Resolutions	Against	Yes		
Open Text Corporation 14.09.23	1.1	Elect Director P. Thomas Jenkins	For	No	89.57%	10.42%
	1.2	Elect Director Mark J. Barrenechea	For	No	96.81%	3.18%
	1.3	Elect Director Randy Fowlie	For	No	87.83%	12.16%
	1.4	Elect Director David Fraser	For	No	88.66%	11.33%
	1.5	Elect Director Gail E. Hamilton	For	No	68.96%	31.03%
	1.6	Elect Director Robert (Bob) Hau	For	No	99.34%	0.65%
	1.7	Elect Director Ann M. Powell	For	No	67.16%	32.83%
	1.8	Elect Director Stephen J. Sadler	For	No	93.57%	6.42%
	1.9	Elect Director Michael Slaunwhite	For	No	64.63%	35.36%
	1.10	Elect Director Katharine B. Stevenson	For	No	95.65%	4.34%
	1.11	Elect Director Deborah Weinstein	For	No	66.09%	33.90%
	2	Ratify KPMG LLP as Auditors	Withhold	Yes	89.51%	10.48%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	29.52%	70.47%
Conagra Brands, Inc. 14.09.23	1a	Elect Director Anil Arora	For	No	94.91%	5.08%
	1b	Elect Director Thomas "Tony" K. Brown	For	No	97.79%	2.20%
	1c	Elect Director Emanuel "Manny" Chirico	For	No	98.76%	1.23%
	1d	Elect Director Sean M. Connolly	For	No	99.28%	0.71%
	1e	Elect Director George Dowdie	For	No	99.57%	0.42%
	1f	Elect Director Francisco J. Fraga	For	No	99.52%	0.47%
	1g	Elect Director Fran Horowitz	For	No	95.90%	4.09%
	1h	Elect Director Richard H. Lenny	For	No	91.53%	8.46%
	1i	Elect Director Melissa Lora	For	No	98.04%	1.95%
	1j	Elect Director Ruth Ann Marshall	For	No	90.14%	9.85%
	1k	Elect Director Denise A. Paulonis	For	No	99.54%	0.45%
	2	Advisory Vote on Say on Pay Frequency	One Year	No		
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	69.76%	30.23%
	4	Approve Omnibus Stock Plan	For	No	92.08%	7.91%
	5	Ratify KPMG LLP as Auditors	For	No	98.65%	1.34%
	6	Provide Right to Call a Special Meeting	For	Yes	78.80%	21.19%
Sinopharm Group Co. Ltd. 15.09.23	1	Elect Yu Qingming as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	84.59%	15.40%
	2	Elect Liu Yong as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	98.06%	1.93%
	3	Elect Chen Qiyu as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	88.97%	11.02%
	4	Elect Hu Jianwei as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	90.43%	9.56%
	5	Elect Deng Jindong as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	97.08%	2.91%
	6	Elect Wang Kan as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	98.02%	1.97%
	7	Elect Wang Peng as Director, Authorize Board to Fix His Remuneration and Enter into Service Contract with Him	For	No	98.02%	1.97%
	8	Elect Wen Deyong as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	90.65%	9.34%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Elect Li Dongjiu as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	92.17%	7.82%
	10	Elect Feng Rongli as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Her	For	No	94.70%	5.29%
	11	Elect Chen Fangruo as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	92.19%	7.80%
	12	Elect Li Peiyu as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	99.16%	0.83%
	13	Elect Wu Tak Lung as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	91.05%	8.94%
	14	Elect Yu Weifeng as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	92.33%	7.66%
	15	Elect Shi Shenghao as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	93.81%	6.18%
	16	Elect Guan Xiaohui as Supervisor and Authorize Board or Any Executive Director to Enter into Service Contract with Her	For	No	95.47%	4.52%
	17	Elect Liu Zhengdong as Supervisor and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	No	99.99%	0.00%
	18	Elect Guo Jinhong as Supervisor, Authorize Board to Fix His Remuneration and Enter into Service Contract with Him	For	No	95.47%	4.52%
Novartis AG 15.09.23	1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	For	No	99.65%	0.13%
	2	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	For	No	99.60%	0.13%
	3	Transact Other Business (Voting)	Against	Yes		
BYD Company Limited 19.09.23	1a	Elect Wang Chuan-fu as Director	Against	Yes	89.95%	
	1b	Elect Lv Xiang-yang as Director	For	No	90.23%	
	1c	Elect Xia Zuo-quan as Director	For	No	94.05%	
	1d	Elect Cai Hong-ping as Director	For	No	95.81%	
	1e	Elect Zhang Min as Director	For	No	95.64%	
	1f	Elect Yu Ling as Director	For	No	99.54%	
	2a	Elect Li Yong-zhao as Supervisor	For	No	99.37%	
	2b	Elect Zhu Ai-yun as Supervisor	For	No	99.36%	
	2c	Elect Huang Jiang-feng as Supervisor	For	No	99.26%	
	3	Approve Remuneration of Directors	For	No	99.92%	0.06%
	4	Approve Remuneration of Supervisors	For	No	99.95%	0.03%
Darden Restaurants, Inc. 20.09.23	1.1	Elect Director Margaret Shan Atkins	For	No	98.16%	1.83%
	1.2	Elect Director Ricardo (Rick) Cardena	For	No	99.08%	0.91%
	1.3	Elect Director Juliana L. Chugg	For	No	98.18%	1.81%
	1.4	Elect Director James P. Fogarty	For	No	98.18%	1.81%
	1.5	Elect Director Cynthia T. Jamison	For	No	97.82%	2.17%
	1.6	Elect Director Nana Mensah	For	No	98.79%	1.20%
	1.7	Elect Director William S. Simon	For	No	95.88%	4.11%
	1.8	Elect Director Charles M. Sonstebly	For	No	95.29%	4.70%
	1.9	Elect Director Timothy J. Wilmott	For	No	98.88%	1.11%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.55%	3.44%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	96.48%	3.51%
	5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes	23.49%	76.50%
	6	Report on Risks Due to Restrictions on Reproductive Rights	For	Yes	9.27%	90.72%
FedEx Corporation 21.09.23	1a	Elect Director Marvin R. Ellison	For	No	95.77%	4.22%
	1b	Elect Director Stephen E. Gorman	For	No	97.73%	2.26%
	1c	Elect Director Susan Patricia Griffith	For	No	97.35%	2.64%
	1d	Elect Director Amy B. Lane	For	No	98.12%	1.87%
	1e	Elect Director R. Brad Martin	For	No	94.73%	5.26%
	1f	Elect Director Nancy A. Norton	For	No	98.31%	1.68%
	1g	Elect Director Frederick P. Perpall	For	No	97.35%	2.64%
	1h	Elect Director Joshua Cooper Ramo	For	No	95.67%	4.32%
	1i	Elect Director Susan C. Schwab	For	No	95.19%	4.80%
	1j	Elect Director Frederick W. Smith	For	No	94.07%	5.92%
	1k	Elect Director David P. Steiner	For	No	92.56%	7.43%
	1l	Elect Director Rajesh Subramaniam	For	No	97.25%	2.74%
	1m	Elect Director Paul S. Walsh	For	No	93.21%	6.78%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.73%	10.06%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.74%	5.16%
	5	Amend Clawback Policy	For	Yes	26.32%	73.23%
	6	Report on Just Transition	For	Yes	29.71%	68.54%
	7	Adopt a Paid Sick Leave Policy	For	Yes	10.52%	88.68%
	8	Report on Climate Risk in Retirement Plan Options	For	Yes	7.54%	87.72%
ONEOK, Inc. 21.09.23	1	Issue Shares in Connection with the Merger	For	No	95.61%	4.38%
	2	Adjourn Meeting	For	No		
General Mills, Inc. 26.09.23	1a	Elect Director R. Kerry Clark	For	No	96.01%	3.98%
	1b	Elect Director C. Kim Goodwin	For	No	98.05%	1.94%
	1c	Elect Director Jeffrey L. Harmening	Against	Yes	90.56%	9.43%
	1d	Elect Director Maria G. Henry	For	No	97.23%	2.76%
	1e	Elect Director Jo Ann Jenkins	For	No	99.18%	0.81%
	1f	Elect Director Elizabeth C. Lempres	For	No	97.71%	2.28%
	1g	Elect Director Diane L. Neal	For	No	99.29%	0.70%
	1h	Elect Director Steve Odland	For	No	96.45%	3.54%
	1i	Elect Director Maria A. Sastre	For	No	97.09%	2.90%
	1j	Elect Director Eric D. Sprunk	For	No	99.21%	0.78%
	1k	Elect Director Jorge A. Uribe	For	No	98.39%	1.60%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.51%	7.48%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify KPMG LLP as Auditors	Against	Yes	93.60%	6.39%
	5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Against	Yes	71.48%	28.51%
	6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes	60.27%	39.72%
Suncorp Group Limited 26.09.23	1	Approve Remuneration Report	For	No	91.86%	8.13%
	2	Approve Grant of Performance Rights to Steven Johnston	For	No	98.51%	1.48%
	3a	Elect Elmer Funke Kupper as Director	For	No	95.54%	4.45%
	3b	Elect Simon Machell as Director	For	No	94.70%	5.29%
GAM Holding AG 27.09.23	1.1	Elect Antoine Spillmann as Director and Board Chair	For	No	99.53%	0.41%
	1.2	Elect Carlos Esteve as Director	For	No	99.57%	0.37%
	1.3	Elect Anthony Maarek as Director	For	No	99.52%	0.41%
	1.4	Elect Fabien Pictet as Director	For	No	99.54%	0.39%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Jeremy Smouha as Director	For	No	99.54%	0.40%
	2.1	Appoint Anthony Maarek as Member of the Compensation Committee	For	No	99.25%	0.66%
	2.2	Appoint Fabien Pictet as Member of the Compensation Committee	For	No	99.28%	0.64%
	2.3	Appoint Jeremy Smouha as Member of the Compensation Committee	For	No	98.55%	1.36%
	3	Approve Creation of CHF 4 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	No	62.99%	36.89%
	4	Approve Increase in the Capital Band Upper Limit to CHF 12.0 Million	For	No	65.74%	34.12%
	5	Transact Other Business (Voting)	Against	Yes		
Pan Pacific International Holdings Corp. 27.09.23	1	Approve Allocation of Income, with a Final Dividend of JPY 16	For	No		
	2.1	Elect Director Yoshida, Naoki	For	No		
	2.2	Elect Director Sekiguchi, Kenji	For	No		
	2.3	Elect Director Matsumoto, Kazuhiro	For	No		
	2.4	Elect Director Moriya, Hideki	For	No		
	2.5	Elect Director Ishii, Yuji	For	No		
	2.6	Elect Director Ninomiya, Hitomi	For	No		
	2.7	Elect Director Kubo, Isao	For	No		
	2.8	Elect Director Yasuda, Takao	For	No		
	3	Elect Director and Audit Committee Member Nishitani, Jumpei	For	No		
Asahi Intecc Co., Ltd. 28.09.23	1	Approve Allocation of Income, with a Final Dividend of JPY 14.48	For	No		
	2	Amend Articles to Amend Business Lines	For	No		
	3.1	Elect Director Miyata, Masahiko	For	No		
	3.2	Elect Director Miyata, Kenji	For	No		
	3.3	Elect Director Kato, Tadakazu	For	No		
	3.4	Elect Director Matsumoto, Munechika	For	No		
	3.5	Elect Director Terai, Yoshinori	For	No		
	3.6	Elect Director Ito, Mizuho	For	No		
	3.7	Elect Director Nishiuchi, Makoto	For	No		
	3.8	Elect Director Ito, Kiyomichi	For	No		
	3.9	Elect Director Kusakari, Takahiro	For	No		
	3.10	Elect Director Taguchi, Akihiro	For	No		
Diageo Plc 28.09.23	1	Accept Financial Statements and Statutory Reports	For	No	99.73%	0.26%
	2	Approve Remuneration Report	For	No	95.51%	4.48%
	3	Approve Remuneration Policy	For	No	95.40%	4.59%
	4	Approve Long Term Incentive Plan	For	No	97.68%	2.31%
	5	Approve Final Dividend	For	No	99.94%	0.05%
	6	Elect Debra Crew as Director	For	No	99.94%	0.05%
	7	Re-elect Javier Ferran as Director	For	No	98.88%	1.11%
	8	Re-elect Lavanya Chandrashekar as Director	For	No	99.81%	0.18%
	9	Re-elect Susan Kilsby as Director	For	No	99.67%	0.32%
	10	Re-elect Melissa Bethell as Director	For	No	99.83%	0.16%
	11	Re-elect Karen Blackett as Director	For	No	99.74%	0.25%
	12	Re-elect Valerie Chapoulaud-Floquet as Director	For	No	99.82%	0.17%
	13	Re-elect Sir John Manzoni as Director	For	No	99.87%	0.12%
	14	Re-elect Alan Stewart as Director	For	No	99.28%	0.71%
	15	Re-elect Ireena Vittal as Director	For	No	96.63%	3.36%
	16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.75%	0.24%
	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.91%	0.08%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	18	Authorise UK Political Donations and Expenditure	For	No	98.22%	1.77%
	19	Authorise Issue of Equity	For	No	97.36%	2.63%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.50%	1.49%
	21	Authorise Market Purchase of Ordinary Shares	For	No	99.24%	0.75%
	22	Adopt New Articles of Association	For	No	99.91%	0.08%
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	95.14%	4.85%
Alibaba Group Holding Limited	1.1	Elect Director Eddie Yongming Wu	For	No	98.85%	1.14%
28.09.23	1.2	Elect Director Maggie Wei Wu	For	No	98.47%	1.52%
	1.3	Elect Director Kabir Misra	For	No	95.99%	4.00%
	2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Against	Yes	94.98%	5.01%

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.