

Proxy Voting Report

4th Quarter 2023

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Bunge Limited 05.10.23	1	Change Country of Incorporation [Bermuda to Switzerland]	For	No	99.13%	0.86%
	2	Approve Acquisition of Viterra Limited	For	No	98.94%	1.05%
	3	Adjourn Meeting	For	No	91.25%	8.74%
RPM International Inc. 05.10.23	1.1	Elect Director Robert A. Livingston	For	No	93.64%	6.35%
	1.2	Elect Director Frederick R. Nance	For	No	84.04%	15.95%
	1.3	Elect Director William B. Summers, Jr.	For	No	92.06%	7.93%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	75.23%	24.16%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
dormakaba Holding AG 05.10.23	4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.65%	0.19%
	1.1	Accept Financial Statements and Statutory Reports	For	No	99.91%	0.08%
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	85.30%	14.69%
	2	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For	No	99.89%	0.10%
	3	Approve Discharge of Board and Senior Management	For	No	99.66%	0.33%
	4.1	Reelect Svein Brandtzaeg as Director and Board Chair	For	No	95.24%	4.75%
	4.2	Reelect Thomas Aebischer as Director	For	No	99.67%	0.32%
	4.3	Reelect Jens Birgersson as Director	For	No	99.08%	0.91%
	4.4	Reelect Stephanie Brecht-Bergen as Director	For	No	98.63%	1.36%
	4.5	Reelect Hans Gummert as Director	For	No	98.14%	1.85%
	4.6	Reelect John Liu as Director	For	No	99.67%	0.32%
	4.7	Reelect Kenneth Lochiatto as Director	For	No	99.27%	0.72%
	4.8	Reelect Michael Regelski as Director	For	No	99.10%	0.89%
	4.9	Elect Ines Poeschel as Director	For	No	99.52%	0.47%
	4.10	Elect Till Reuter as Director	For	No	99.03%	0.96%
	5.1	Reappoint Svein Brandtzaeg as Member of the Nomination and Compensation Committee	For	No	84.13%	15.86%
	5.2	Reappoint Stephanie Brecht-Bergen as Member of the Nomination and Compensation Committee	For	No	93.46%	6.53%
	5.3	Reappoint Kenneth Lochiatto as Member of the Nomination and Compensation Committee	For	No	95.60%	4.39%
	5.4	Appoint Ines Poeschel as Member of the Nomination and Compensation Committee	For	No	99.32%	0.67%
	6	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	92.67%	7.32%
7	Designate Keller KLG as Independent Proxy	For	No	99.92%	0.07%	
8.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	No	97.70%	2.29%	
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 15.5 Million	For	No	97.85%	2.14%	
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 462,002.60 and the Lower Limit of CHF 378,002.60 with or without Exclusion of Preemptive Rights	For	No	94.51%	5.13%	
9.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes	79.18%	20.42%	
9.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	96.22%	3.77%	
9.4	Amend Articles of Association	For	No	99.53%	0.46%	
10	Transact Other Business (Voting)	Against	Yes			
Apollo Global Management, Inc. 06.10.23	1.1	Elect Director Marc Beilinson	For	No	98.61%	1.38%
	1.2	Elect Director James Belardi	For	No	99.63%	0.36%
	1.3	Elect Director Jessica Bibliowicz	For	No	98.98%	1.01%
	1.4	Elect Director Walter (Jay) Clayton	For	No	99.07%	0.92%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.5	Elect Director Michael Ducey	For	No	98.27%	1.72%
	1.6	Elect Director Kerry Murphy Healey	For	No	99.68%	0.31%
	1.7	Elect Director Mitra Hormozi	For	No	99.22%	0.77%
	1.8	Elect Director Pamela Joyner	For	No	99.20%	0.79%
	1.9	Elect Director Scott Kleinman	For	No	99.30%	0.69%
	1.10	Elect Director A.B. Krongard	For	No	97.51%	2.48%
	1.11	Elect Director Pauline Richards	For	No	98.31%	1.68%
	1.12	Elect Director Marc Rowan	For	No	99.66%	0.33%
	1.13	Elect Director David Simon	For	No	90.63%	9.36%
	1.14	Elect Director Lynn Swann	For	No	98.93%	1.06%
	1.15	Elect Director Patrick Toomey	For	No	99.71%	0.28%
	1.16	Elect Director James Zelter	For	No	99.18%	0.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.57%	16.37%
	3	Ratify Deloitte & Touche LLP as Auditors	For	No	98.80%	1.17%
The Procter & Gamble Company 10.10.23	1a	Elect Director B. Marc Allen	For	No	98.84%	1.15%
	1b	Elect Director Brett Biggs	For	No	97.41%	2.58%
	1c	Elect Director Sheila Bonini	For	No	98.78%	1.21%
	1d	Elect Director Angela F. Braly	Against	Yes	89.85%	10.14%
	1e	Elect Director Amy L. Chang	For	No	97.68%	2.31%
	1f	Elect Director Joseph Jimenez	Against	Yes	91.75%	8.24%
	1g	Elect Director Christopher Kempczinski	For	No	98.22%	1.77%
	1h	Elect Director Debra L. Lee	For	No	96.78%	3.21%
	1i	Elect Director Terry J. Lundgren	For	No	96.32%	3.67%
	1j	Elect Director Christine M. McCarthy	For	No	97.86%	2.13%
	1k	Elect Director Jon R. Moeller	Against	Yes	90.58%	9.41%
	1l	Elect Director Robert J. Portman	For	No	98.67%	1.32%
	1m	Elect Director Rajesh Subramaniam	For	No	98.42%	1.57%
	1n	Elect Director Patricia A. Woertz	Against	Yes	87.66%	12.33%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.81%	5.18%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.98%	9.01%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against	No	4.07%	95.92%
	6	Report on Risks Related to Operations in China	Against	No	4.27%	95.72%
	7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	Yes	42.86%	57.13%
Newmont Corporation 11.10.23	1	Issue Shares in Connection with Transaction	For	No	96.27%	3.46%
	2	Increase Authorized Common Stock	For	No	77.29%	1.82%
	3	Adjourn Meeting	For	No	91.05%	8.58%
Commonwealth Bank of Australia 11.10.23	2a	Elect Rob Whitfield as Director	For	No	98.06%	1.93%
	2b	Elect Simon Moutter as Director	For	No	99.66%	0.33%
	3	Approve Remuneration Report	For	No	97.89%	2.10%
	4	Approve Grant of Restricted Share Units and Performance Rights to Matt Comyn	For	No	97.77%	2.22%
CSL Limited 11.10.23	2	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	For	No	99.75%	0.24%
	3	Elect Carolyn Hewson as Director	For	No	97.56%	2.43%
	4	Approve Remuneration Report	For	No	76.96%	23.03%
	5	Approve Grant of performance Share Units to Paul McKenzie	For	No	75.05%	24.94%
Paychex, Inc. 12.10.23	1a	Elect Director Martin Mucci	For	No	95.96%	4.03%
	1b	Elect Director Thomas F. Bonadio	For	No	95.46%	4.53%
	1c	Elect Director Joseph G. Doody	For	No	95.15%	4.84%
	1d	Elect Director David J.S. Flaschen	For	No	94.81%	5.18%
	1e	Elect Director John B. Gibson	For	No	98.77%	1.22%
	1f	Elect Director B. Thomas Golisano	For	No	97.49%	2.50%

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	1g	Elect Director Pamela A. Joseph	For	No	93.10%	6.89%
	1h	Elect Director Theresa M. Payton	For	No	99.79%	0.20%
	1i	Elect Director Kevin A. Price	For	No	95.84%	4.15%
	1j	Elect Director Joseph M. Tucci	For	No	91.75%	8.24%
	1k	Elect Director Joseph M. Velli	For	No	97.06%	2.93%
	1l	Elect Director Kara Wilson	For	No	98.72%	1.27%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.38%	5.20%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.43%	0.45%
Brambles Limited 12.10.23	2	Approve Remuneration Report	For	No	96.74%	3.25%
	3	Elect Priya Rajagopalan as Director	For	No	99.63%	0.36%
	4	Elect Ken McCall as Director	For	No	98.80%	1.19%
	5	Elect John Mullen as Director	For	No	98.49%	1.50%
	6	Elect Nora Scheinkestel as Director	For	No	96.13%	3.86%
	7	Approve Participation of Graham Chipchase in the Performance Share Plan	For	No	97.45%	2.54%
	8	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	For	No	98.61%	1.38%
	9	Approve Participation of Nessa O'Sullivan in the MyShare Plan	For	No	98.65%	1.34%
Newcrest Mining Ltd. 13.10.23	1	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Newmont Overseas Holdings Pty Ltd, A Wholly Owned Indirect Subsidiary of Newmont Corporation	For	No	92.63%	7.36%
Cochlear Limited 17.10.23	1.1	Approve Financial Statements and Reports of the Directors and Auditors	For	No	99.87%	0.12%
	2.1	Approve Remuneration Report	For	No	96.46%	3.53%
	3.1	Elect Bruce Robinson as Director	For	No	96.12%	3.87%
	3.2	Elect Michael Daniell as Director	For	No	93.38%	6.61%
	4.1	Approve Grant of Options and Performance Rights to Dig Howitt	For	No	97.93%	2.06%
	5.1	Approve Renewal of Proportional Takeover Provisions in the Constitution	For	No	99.89%	0.10%
Medtronic plc 19.10.23	1a	Elect Director Craig Arnold	For	No	97.54%	2.45%
	1b	Elect Director Scott C. Donnelly	For	No	97.88%	2.11%
	1c	Elect Director Lidia L. Fonseca	For	No	98.96%	1.03%
	1d	Elect Director Andrea J. Goldsmith	For	No	99.71%	0.28%
	1e	Elect Director Randall J. Hogan, III	For	No	99.34%	0.65%
	1f	Elect Director Gregory P. Lewis	For	No	99.76%	0.23%
	1g	Elect Director Kevin E. Lofton	For	No	99.70%	0.29%
	1h	Elect Director Geoffrey S. Martha	Against	Yes	94.58%	5.41%
	1i	Elect Director Elizabeth G. Nabel	For	No	96.90%	3.09%
	1j	Elect Director Denise M. O'Leary	For	No	89.69%	10.30%
	1k	Elect Director Kendall J. Powell	For	No	90.17%	9.82%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	91.25%	8.74%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.35%	6.64%
	4	Approve Employee Stock Purchase Plan	For	No	99.67%	0.32%
	5	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	98.60%	1.39%
	6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	No	93.94%	6.05%
	7	Authorize Overseas Market Purchases of Ordinary Shares	For	No	95.50%	4.49%
Transurban Group 19.10.23	2a	Elect Sarah Ryan as Director	For	No	99.94%	0.05%
	2b	Elect Mark Birrell as Director	For	No	95.91%	4.08%
	2c	Elect Patricia Cross as Director	For	No	96.37%	3.62%

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	3	Approve Remuneration Report	Against	Yes	94.81%	5.18%
	4	Approve Increase to the Non-Executive Director Fee Pool	For	No	99.66%	0.33%
	5	Approve Grant of Performance Awards to Michelle Jablko	For	No	99.64%	0.35%
Agricultural Bank of China Limited 20.10.23	1	Approve Remuneration of Directors	For	No	99.99%	0.00%
	2	Approve Remuneration of Supervisors	For	No	99.99%	0.00%
	3	Elect Zhang Xuguang as Director	For	No	98.97%	1.02%
	4	Approve Additional Budget for Donation	For	No	99.96%	0.03%
Cintas Corporation 24.10.23	1a	Elect Director Gerald S. Adolph	For	No	91.72%	8.27%
	1b	Elect Director John F. Barrett	For	No	95.93%	4.06%
	1c	Elect Director Melanie W. Barstad	For	No	95.61%	4.38%
	1d	Elect Director Karen L. Carnahan	For	No	95.90%	4.09%
	1e	Elect Director Robert E. Coletti	For	No	97.24%	2.75%
	1f	Elect Director Scott D. Farmer	For	No	96.18%	3.81%
	1g	Elect Director Martin Mucci	For	No	99.28%	0.71%
	1h	Elect Director Joseph Scaminace	For	No	85.54%	14.45%
	1i	Elect Director Todd M. Schneider	For	No	98.37%	1.62%
	1j	Elect Director Ronald W. Tysoe	For	No	94.41%	5.58%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.57%	2.42%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.59%	3.40%
	5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	27.68%	72.31%
	6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For	Yes	24.25%	75.74%
Parker-Hannifin Corporation 25.10.23	1a	Elect Director Lee C. Banks	For	No	95.40%	4.59%
	1b	Elect Director Jillian C. Evanko	For	No	98.76%	1.23%
	1c	Elect Director Denise Russell Fleming	For	No	99.34%	0.65%
	1d	Elect Director Lance M. Fritz	For	No	97.51%	2.48%
	1e	Elect Director Linda A. Harty	For	No	91.46%	8.53%
	1f	Elect Director Kevin A. Lobo	For	No	97.29%	2.70%
	1g	Elect Director Jennifer A. Parmentier	For	No	97.17%	2.82%
	1h	Elect Director Joseph Scaminace	For	No	92.27%	7.72%
	1i	Elect Director Ake Svensson	For	No	93.57%	6.42%
	1j	Elect Director Laura K. Thompson	For	No	97.64%	2.35%
	1k	Elect Director James R. Verrier	For	No	99.13%	0.86%
	1l	Elect Director James L. Wainscott	For	No	93.18%	6.81%
	1m	Elect Director Thomas L. Williams	For	No	92.92%	7.07%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.28%	7.71%
	3	Ratify Deloitte & Touche LLP as Auditors	For	No	97.49%	2.27%
	4	Approve Omnibus Stock Plan	For	No	92.07%	7.59%
	5	Amend Qualified Employee Stock Purchase Plan	For	No	99.02%	0.69%
	6	Advisory Vote on Say on Pay Frequency	One Year	No		
CREALOGIX Holding AG 25.10.23	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Treatment of Net Loss	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4.1.1	Reelect Bruno Richle as Director	For	No		
	4.1.2	Reelect Richard Dratva as Director	For	No		
	4.1.3	Reelect Ralph Mogenicato as Director	Against	Yes		
	4.1.4	Reelect Rudolf Noser as Director	For	No		
	4.1.5	Reelect Joerg Zulauf as Director	Against	Yes		
	4.2	Reelect Bruno Richle as Board Chair	For	No		

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	4.3.1	Reappoint Bruno Richle as Member of the Nomination and Compensation Committee	For	No		
	4.3.2	Reappoint Joerg Zulauf as Member of the Nomination and Compensation Committee	Against	Yes		
	4.4	Ratify PriceWaterhouseCoopers AG as Auditors	For	No		
	4.5	Designate Marc Russenberger as Independent Proxy	For	No		
	5.1	Approve Remuneration of Directors in the Amount of CHF 330,000	For	No		
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million	For	No		
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million	For	No		
	5.4	Approve Remuneration Report	For	No		
	6.1	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against	Yes		
	6.2	Approve Creation of Capital Band within the Upper Limit of CHF 15.2 and the Lower Limit of CHF 5.6 with or without Exclusion of Preemptive Rights	Against	Yes		
	7	Transact Other Business (Voting)	Against	Yes		
Woolworths Group Limited 26.10.23	2a	Elect Scott Perkins as Director	Against	Yes	92.42%	7.57%
	2b	Elect Tracey Fellows as Director	For	No	99.57%	0.42%
	2c	Elect Warwick Bray as Director	For	No	99.54%	0.45%
	3	Approve Remuneration Report	For	No	71.96%	28.03%
	4	Approve Grant of Performance Share Rights to Brad Banducci	For	No	97.11%	2.88%
	5	Approve Approach to Termination Benefits for Three Years	For	No	98.74%	1.25%
	6	Approve Non-Executive Directors' Equity Plans	For	No	98.33%	1.66%
Wesfarmers Limited 26.10.23	2a	Elect Michael Alfred Chaney as Director	For	No	95.19%	4.80%
	2b	Elect Simon William (Bill) English as Director	For	No	93.41%	6.58%
	2c	Elect Alan John Cransberg as Director	For	No	97.08%	2.91%
	3	Approve Remuneration Report	For	No	96.78%	3.21%
	4	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	For	No	97.11%	2.88%
UniCredit SpA 27.10.23	1	Authorize Share Repurchase Program	For	No	99.45%	0.40%
	1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	No	99.77%	0.22%
	2	Amend Company Bylaws	For	No	99.70%	0.00%
Endeavour Group Ltd. (Australia) 31.10.23	2a	Elect Bruce Mathieson Jr as Director	For	No	87.28%	12.71%
	2b	Elect Rod van Onselen as Director	For	No	97.84%	2.15%
	3	Elect William Wavish as Director	Against	No	27.75%	72.24%
	4	Approve Remuneration Report	Against	Yes	90.07%	9.92%
	5	Approve Grant of Performance Share Rights to Steve Donohue	For	No	65.28%	34.71%
	6	Approve Renewal of Proportional Takeover Provisions in the Constitution	For	No	99.18%	0.81%
BHP Group Limited 01.11.23	2	Elect Xiaoqun Clever as Director	For	No	98.86%	1.13%
	3	Elect Ian Cockerill as Director	For	No	98.87%	1.12%
	4	Elect Gary Goldberg as Director	For	No	99.28%	0.71%
	5	Elect Michelle Hinchliffe as Director	For	No	99.56%	0.43%
	6	Elect Ken MacKenzie as Director	Against	Yes	96.51%	3.48%
	7	Elect Christine O'Reilly as Director	For	No	99.01%	0.98%
	8	Elect Catherine Tanna as Director	For	No	99.49%	0.50%
	9	Elect Dion Weisler as Director	For	No	99.30%	0.69%
	10	Approve Remuneration Report	For	No	95.80%	4.19%
	11	Approve Grant of Awards to Mike Henry	For	No	98.12%	1.87%

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	12	Approve Renewal of Potential Leaving Entitlements	For	No	99.27%	0.72%
KLA Corporation 01.11.23	1.1	Elect Director Robert Calderoni	For	No	86.15%	13.84%
	1.2	Elect Director Jeneanne Hanley	For	No	98.61%	1.38%
	1.3	Elect Director Emiko Higashi	For	No	96.81%	3.18%
	1.4	Elect Director Kevin Kennedy	For	No	95.22%	4.77%
	1.5	Elect Director Michael McMullen	For	No	99.43%	0.56%
	1.6	Elect Director Gary Moore	For	No	96.25%	3.74%
	1.7	Elect Director Marie Myers	For	No	87.57%	12.42%
	1.8	Elect Director Victor Peng	For	No	98.66%	1.33%
	1.9	Elect Director Robert Rango	For	No	99.46%	0.53%
	1.10	Elect Director Richard Wallace	For	No	99.06%	0.93%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.21%	4.78%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.83%	7.16%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Approve Omnibus Stock Plan	For	No	95.26%	4.73%
Sun Hung Kai Properties Limited 02.11.23	1	Accept Financial Statements and Statutory Reports	For	No	99.93%	0.06%
	2	Approve Final Dividend	For	No	99.99%	0.00%
	3.1a	Elect Wong Chik-wing, Mike as Director	For	No	91.56%	8.43%
	3.1b	Elect Lui Ting, Victor as Director	For	No	95.03%	4.96%
	3.1c	Elect Li Ka-cheung, Eric as Director	For	No	85.94%	14.05%
	3.1d	Elect Leung Ko May-yee, Margaret as Director	For	No	98.32%	1.67%
	3.1e	Elect Kwok Kai-chun, Geoffrey as Director	For	No	93.23%	6.76%
	3.1f	Elect Fung Yuk-lun, Allen as Director	For	No	95.03%	4.96%
	3.2	Approve Directors' Fees	For	No	99.97%	0.02%
	4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.96%	1.03%
	5	Authorize Repurchase of Issued Share Capital	For	No	99.81%	0.18%
	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	78.39%	21.60%
	7	Authorize Reissuance of Repurchased Shares	Against	Yes	76.83%	23.16%
Dufry AG 03.11.23	1	Change Company Name to Avolta AG	For	No	99.77%	0.15%
	2	Transact Other Business (Voting)	Against	Yes		
Varia US Properties AG 03.11.23	1	Approve Extraordinary Dividends of CHF 3.00 per Share from Available Earnings and Statutory Capital Reserves	For	No	99.42%	0.57%
	2	Transact Other Business (Voting)	Against	Yes		
Coles Group Limited 03.11.23	2	Elect Wendy Stops as Director	For	No	97.59%	2.40%
	3	Approve Remuneration Report	For	No	85.23%	14.76%
	4	Approve Short-term Incentive Grant of STI Shares to Leah Weckert	For	No	89.04%	10.95%
	5	Approve Long-term Incentive Grant of Performance Rights to Leah Weckert	For	No	86.28%	13.71%
Lam Research Corporation 07.11.23	1a	Elect Director Sohail U. Ahmed	For	No	99.50%	0.49%
	1b	Elect Director Timothy M. Archer	For	No	99.39%	0.60%
	1c	Elect Director Eric K. Brandt	For	No	88.33%	11.66%
	1d	Elect Director Michael R. Cannon	For	No	89.43%	10.56%
	1e	Elect Director John M. Dineen	For	No	99.77%	0.22%
	1f	Elect Director Ho Kyu Kang	For	No	99.78%	0.21%
	1g	Elect Director Bethany J. Mayer	For	No	90.50%	9.49%
	1h	Elect Director Jyoti K. Mehra	For	No	99.20%	0.79%
	1i	Elect Director Abhijit Y. Talwalkar	For	No	83.73%	16.26%
	1j	Elect Director Lih Shyng (Rick L.) Tsai	For	No	99.17%	0.82%
	1k	Elect Director Leslie F. Varon	For	No	98.19%	1.80%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.87%	4.76%
	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 Ernst & Young LLP as Auditors	Against	Yes	95.50%	4.32%
Automatic Data Processing, Inc. 08.11.23	1a	Elect Director Peter Bisson	For	No	99.12%	0.76%
	1b	Elect Director Maria Black	For	No	99.69%	0.20%
	1c	Elect Director David V. Goeckeler	For	No	98.69%	1.19%
	1d	Elect Director Linnie M. Haynesworth	For	No	98.88%	0.99%
	1e	Elect Director John P. Jones	For	No	96.52%	3.35%
	1f	Elect Director Francine S. Katsoudas	For	No	98.89%	0.98%
	1g	Elect Director Nazzic S. Keene	For	No	99.41%	0.46%
	1h	Elect Director Thomas J. Lynch	For	No	98.47%	1.40%
	1i	Elect Director Scott F. Powers	For	No	98.58%	1.30%
	1j	Elect Director William J. Ready	For	No	68.75%	31.13%
	1k	Elect Director Carlos A. Rodriguez	For	No	96.53%	3.34%
	1l	Elect Director Sandra S. Wijnberg	For	No	94.80%	4.98%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.26%	8.44%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.68%	5.12%
Broadridge Financial Solutions, Inc. 09.11.23	1a	Elect Director Leslie A. Brun	For	No	97.85%	2.14%
	1b	Elect Director Pamela L. Carter	For	No	97.71%	2.28%
	1c	Elect Director Richard J. Daly	For	No	97.70%	2.29%
	1d	Elect Director Robert N. Duelks	For	No	97.22%	2.77%
	1e	Elect Director Melvin L. Flowers	For	No	99.76%	0.23%
	1f	Elect Director Timothy C. Gokey	For	No	99.40%	0.59%
	1g	Elect Director Brett A. Keller	For	No	99.73%	0.26%
	1h	Elect Director Maura A. Markus	For	No	96.59%	3.40%
	1i	Elect Director Eileen K. Murray	For	No	98.84%	1.15%
	1j	Elect Director Annette L. Nazareth	For	No	99.73%	0.26%
	1k	Elect Director Amit K. Zavery	For	No	99.80%	0.19%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.60%	8.39%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	99.02%	0.97%
Pernod Ricard SA 10.11.23	1	Approve Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.97%	0.02%
	3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For	No	99.99%	0.00%
	4	Reelect Kory Sorenson as Director	For	No	97.84%	2.15%
	5	Reelect Philippe Petitcolin as Director	For	No	99.19%	0.80%
	6	Elect Max Koeune as Director	For	No	96.91%	3.08%
	7	Renew Appointment of Deloitte & Associes as Auditor	For	No	95.11%	4.88%
	8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	For	No	99.57%	0.42%
	9	Approve Compensation of Alexandre Ricard, Chairman and CEO	For	No	90.22%	9.77%
	10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	For	No	88.02%	11.97%
	11	Approve Compensation Report of Corporate Officers	For	No	95.90%	4.09%
	12	Approve Remuneration Policy of Directors	For	No	99.55%	0.44%
	13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.99%	0.00%
	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.11%	0.88%
	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.98%	0.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	For	No	96.40%	3.59%
	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	For	No	97.31%	2.68%
	18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	For	No	92.94%	7.05%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	For	No	94.82%	5.17%
	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	98.70%	1.29%
	21	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	For	No	99.81%	0.18%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.72%	0.27%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	No	99.14%	0.85%
	24	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%	0.00%
Goodman Group 14.11.23	1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Against	Yes	94.16%	5.83%
	2a	Elect Stephen Johns as Director of Goodman Limited	For	No	93.02%	6.97%
	2b	Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	For	No	94.94%	5.05%
	3	Elect Mark Johnson as Director of Goodman Limited	For	No	95.94%	4.05%
	4	Elect Belinda Robson as Director of Goodman Limited	For	No	99.99%	0.00%
	5	Elect George Zoghbi as Director of Goodman Limited	For	No	97.86%	2.13%
	6	Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	For	No	99.99%	0.00%
	7	Approve Remuneration Report	For	No	87.30%	12.69%
	8	Approve Issuance of Performance Rights to Greg Goodman	For	No	89.28%	10.71%
	9	Approve Issuance of Performance Rights to Danny Peeters	For	No	89.28%	10.71%
	10	Approve Issuance of Performance Rights to Anthony Rozic	For	No	89.28%	10.71%
Cardinal Health, Inc. 15.11.23	1a	Elect Director Steven K. Barg	For	No	99.09%	0.90%
	1b	Elect Director Michelle M. Brennan	For	No	98.85%	1.14%
	1c	Elect Director Sujatha Chandrasekaran	For	No	98.85%	1.14%
	1d	Elect Director Sheri H. Edison	For	No	98.88%	1.11%
	1e	Elect Director David C. Evans	For	No	98.86%	1.13%
	1f	Elect Director Patricia A. Hemingway Hall	For	No	97.14%	2.85%
	1g	Elect Director Jason M. Hollar	For	No	98.36%	1.63%
	1h	Elect Director Akhil Johri	For	No	98.79%	1.20%
	1i	Elect Director Gregory B. Kenny	For	No	94.09%	5.90%
	1j	Elect Director Nancy Killefer	For	No	98.59%	1.40%
	1k	Elect Director Christine A. Mundkur	For	No	99.04%	0.95%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.29%	4.70%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.54%	8.45%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Adopt Share Retention Policy For Senior Executives	For	Yes	32.65%	67.34%
	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	9.56%	90.43%
The Clorox Company 15.11.23	1.1	Elect Director Amy L. Banse	For	No	98.90%	1.09%
	1.2	Elect Director Julia Denman	For	No	99.43%	0.56%
	1.3	Elect Director Spencer C. Fleischer	For	No	99.09%	0.90%
	1.4	Elect Director Esther Lee	For	No	98.91%	1.08%
	1.5	Elect Director A.D. David Mackay	For	No	99.30%	0.69%
	1.6	Elect Director Paul Parker	For	No	99.40%	0.59%
	1.7	Elect Director Stephanie Plaines	For	No	99.33%	0.66%
	1.8	Elect Director Linda Rendle	For	No	99.26%	0.73%
	1.9	Elect Director Matthew J. Shattock	For	No	97.33%	2.66%
	1.10	Elect Director Kathryn Tesija	For	No	99.17%	0.82%
	1.11	Elect Director Russell J. Weiner	For	No	99.29%	0.70%
	1.12	Elect Director Christopher J. Williams	For	No	98.73%	1.26%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.24%	6.14%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	For	No	95.88%	3.86%
Oracle Corporation 15.11.23	1.1	Elect Director Awo Ablo	Withhold	Yes	88.02%	11.97%
	1.2	Elect Director Jeffrey S. Berg	Withhold	Yes	78.15%	21.84%
	1.3	Elect Director Michael J. Boskin	Withhold	Yes	82.77%	17.22%
	1.4	Elect Director Safra A. Catz	Withhold	Yes	84.66%	15.33%
	1.5	Elect Director Bruce R. Chizen	Withhold	Yes	77.17%	22.82%
	1.6	Elect Director George H. Conrades	Withhold	Yes	75.88%	24.11%
	1.7	Elect Director Lawrence J. Ellison	Withhold	Yes	86.90%	13.09%
	1.8	Elect Director Rona A. Fairhead	Withhold	Yes	87.54%	12.45%
	1.9	Elect Director Jeffrey O. Henley	Withhold	Yes	86.58%	13.41%
	1.10	Elect Director Renee J. James	Withhold	Yes	87.23%	12.76%
	1.11	Elect Director Charles W. Moorman	Withhold	Yes	80.33%	19.66%
	1.12	Elect Director Leon E. Panetta	Withhold	Yes	76.85%	23.14%
	1.13	Elect Director William G. Parrett	Withhold	Yes	81.46%	18.53%
	1.14	Elect Director Naomi O. Seligman	Withhold	Yes	78.26%	21.73%
	1.15	Elect Director Vishal Sikka	Withhold	Yes	87.37%	12.62%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	72.64%	27.05%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Amend Omnibus Stock Plan	Against	Yes	70.81%	28.95%
	5	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.55%	2.31%
	6	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	31.44%	68.20%
	7	Require Independent Board Chair	For	Yes	22.63%	77.12%
Sonic Healthcare Limited 16.11.23	1	Elect Mark Compton as Director	For	No	91.18%	8.81%
	2	Elect Neville Mitchell as Director	For	No	96.52%	3.47%
	3	Elect Suzanne Crowe as Director	For	No	97.61%	2.38%
	4	Elect Chris Wilks as Director	For	No	96.95%	3.04%
	5	Approve Remuneration Report	For	No	91.54%	8.45%
	6	Approve Issuance of Securities Under the Sonic Healthcare Limited Employee Option Plan	For	No	80.37%	19.62%
	7	Approve Issuance of Securities Under the Sonic Healthcare Limited Performance Rights Plan	For	No	80.47%	19.52%
	8	Approve LTI Options and Performance Rights to Colin Goldschmidt	For	No	93.13%	6.86%
	9	Approve LTI Options and Performance Rights to Chris Wilks	For	No	93.19%	6.80%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	10	Approve Renewal of Proportional Takeover Bid Approval Provisions	For	No	99.90%	0.09%
Smiths Group Plc 16.11.23	1	Accept Financial Statements and Statutory Reports	For	No	99.83%	0.16%
	2	Approve Remuneration Report	Against	Yes	97.53%	2.46%
	3	Approve Final Dividend	For	No	99.99%	0.00%
	4	Elect Steve Williams as Director	For	No	98.17%	1.82%
	5	Re-elect Pam Cheng as Director	For	No	99.82%	0.17%
	6	Re-elect Dame Ann Dowling as Director	For	No	99.82%	0.17%
	7	Re-elect Karin Hoeing as Director	For	No	99.75%	0.24%
	8	Re-elect Richard Howes as Director	For	No	99.83%	0.16%
	9	Re-elect Paul Keel as Director	For	No	99.99%	0.00%
	10	Re-elect Clare Scherrer as Director	For	No	98.97%	1.02%
	11	Re-elect William Seeger as Director	For	No	98.94%	1.05%
	12	Re-elect Mark Seligman as Director	For	No	99.24%	0.75%
	13	Re-elect Noel Tata as Director	For	No	88.56%	11.43%
	14	Reappoint KPMG LLP as Auditors	For	No	99.59%	0.40%
	15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	No	99.99%	0.00%
	16	Authorise Issue of Equity	For	No	95.93%	4.06%
	17	Authorise Issue of Equity without Pre-emptive Rights	For	No	91.82%	8.17%
	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	90.81%	9.18%
	19	Authorise Market Purchase of Ordinary Shares	For	No	99.59%	0.40%
	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.24%	6.75%
	21	Authorise UK Political Donations and Expenditure	For	No	94.72%	5.27%
ResMed Inc. 16.11.23	1a	Elect Director Carol Burt	For	No	96.97%	3.02%
	1b	Elect Director Jan De Witte	For	No	98.54%	1.45%
	1c	Elect Director Karen Drexler	For	No	96.24%	3.75%
	1d	Elect Director Michael "Mick" Farrell	Against	Yes	92.53%	7.46%
	1e	Elect Director Peter Farrell	For	No	97.68%	2.31%
	1f	Elect Director Harjit Gill	For	No	97.88%	2.11%
	1g	Elect Director John Hernandez	For	No	98.44%	1.55%
	1h	Elect Director Richard "Rich" Sulpizio	For	No	87.98%	12.01%
	1i	Elect Director Desney Tan	For	No	97.78%	2.21%
	1j	Elect Director Ronald "Ron" Taylor	For	No	92.00%	7.99%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.60%	5.39%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	81.10%	18.89%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Sysco Corporation 17.11.23	1a	Elect Director Daniel J. Brutto	For	No	94.54%	5.45%
	1b	Elect Director Francesca DeBiase	For	No	99.27%	0.72%
	1c	Elect Director Ali Dibadj	For	No	98.86%	1.13%
	1d	Elect Director Larry C. Glasscock	For	No	94.61%	5.38%
	1e	Elect Director Jill M. Golder	For	No	99.04%	0.95%
	1f	Elect Director Bradley M. Halverson	For	No	96.65%	3.34%
	1g	Elect Director John M. Hinshaw	For	No	97.46%	2.53%
	1h	Elect Director Kevin P. Hourican	For	No	98.93%	1.06%
	1i	Elect Director Alison Kenney Paul	For	No	91.54%	8.45%
	1j	Elect Director Edward D. Shirley	For	No	92.78%	7.21%
	1k	Elect Director Sheila G. Talton	For	No	97.45%	2.54%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.37%	6.62%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.42%	3.57%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	For	Yes	30.91%	69.08%
The Estee Lauder Companies Inc. 17.11.23	1a	Elect Director Charlene Barshefsky	Withhold	Yes	94.05%	5.94%
	1b	Elect Director Angela Wei Dong	Withhold	Yes	95.91%	4.08%
	1c	Elect Director Fabrizio Freda	Withhold	Yes	95.99%	4.00%
	1d	Elect Director Gary M. Lauder	Withhold	Yes	95.24%	4.75%
	1e	Elect Director Jane Lauder	Withhold	Yes	95.31%	4.68%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.83%	0.16%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.64%	8.35%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
Fortescue Metals Group Ltd. 21.11.23	1	Approve Remuneration Report	Against	Yes	47.63%	52.36%
	2	Elect Andrew Forrest as Director	For	No	96.00%	3.99%
	3	Elect Mark Barnaba as Director	For	No	95.99%	4.00%
	4	Elect Penny Bingham-Hall as Director	For	No	99.36%	0.63%
	5	Elect Larry Marshall as Director	For	No	99.95%	0.04%
	6	Approve the Change of Company Name to Fortescue Ltd	For	No	99.80%	0.19%
Ferguson Plc 28.11.23	1a	Elect Director Kelly Baker	For	No	98.58%	1.41%
	1b	Elect Director Bill Brundage	For	No	94.82%	5.17%
	1c	Elect Director Geoff Drabble	For	No	98.39%	1.60%
	1d	Elect Director Catherine Halligan	For	No	98.69%	1.30%
	1e	Elect Director Brian May	For	No	99.16%	0.83%
	1f	Elect Director James S. Metcalf	For	No	99.80%	0.19%
	1g	Elect Director Kevin Murphy	For	No	99.78%	0.21%
	1h	Elect Director Alan Murray	For	No	97.51%	2.48%
	1i	Elect Director Thomas Schmitt	For	No	90.35%	9.64%
	1j	Elect Director Nadia Shouraboura	For	No	99.79%	0.20%
	1k	Elect Director Suzanne Wood	For	No	99.07%	0.92%
	2	Reappoint Deloitte LLP as Statutory Auditor	For	No	99.73%	0.26%
	3	Authorise Board to Fix Remuneration of Auditors	For	No	99.96%	0.03%
	4	Accept Financial Statements and Statutory Reports	For	No	99.77%	0.22%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.10%	4.89%
	6	Advisory Vote on Say on Pay Frequency	One Year	No		
	7	Approve Omnibus Stock Plan	For	No	97.25%	2.74%
	8	Authorise Issue of Equity	For	No	93.83%	6.16%
	9	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.56%	0.43%
	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	For	No	99.56%	0.43%
	11	Authorise Market Purchase of Ordinary Shares	For	No	99.56%	0.43%
	12	Adopt New Articles of Association	For	No	99.98%	0.01%
Campbell Soup Company 29.11.23	1.1	Elect Director Fabiola R. Arredondo	For	No	99.55%	0.44%
	1.2	Elect Director Howard M. Averill	For	No	99.21%	0.78%
	1.3	Elect Director Mark A. Clouse	For	No	99.63%	0.36%
	1.4	Elect Director Bennett Dorrance, Jr.	For	No	99.28%	0.71%
	1.5	Elect Director Maria Teresa (Tessa) Hilado	For	No	99.57%	0.42%
	1.6	Elect Director Grant H. Hill	For	No	98.66%	1.33%
	1.7	Elect Director Sarah Hofstetter	For	No	99.04%	0.95%
	1.8	Elect Director Marc B. Lautenbach	For	No	99.11%	0.88%
	1.9	Elect Director Mary Alice Dorrance Malone	For	No	97.49%	2.50%
	1.10	Elect Director Keith R. McLoughlin	For	No	98.66%	1.33%
	1.11	Elect Director Kurt T. Schmidt	For	No	98.69%	1.30%
	1.12	Elect Director Archbold D. van Beuren	For	No	97.09%	2.90%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.33%	3.66%

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	94.97%	5.02%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Report on 2025 Cage-Free Egg Goal	Against	No	6.57%	93.42%
	6	Report on Climate Risk in Retirement Plan Options	For	Yes	7.93%	92.06%
CSPC Pharmaceutical Group Limited 29.11.23	1	Approve Grant of Share Options to Cai Dongchen under the Share Option Scheme and Related Transactions	For	No	87.12%	12.87%
	2	Approve Grant of Share Options to Management Grantees under the Share Option Scheme and Related Transactions	For	No	85.38%	14.61%
	3	Approve Whitewash Waiver and Related Transactions	For	No	83.94%	16.05%
Splunk Inc. 29.11.23	1	Approve Merger Agreement	For	No	76.34%	0.13%
	2	Advisory Vote on Golden Parachutes	For	No	86.75%	13.24%
	3	Adjourn Meeting	For	No	94.75%	5.24%
Starrag Group Holding AG 29.11.23	1	Approve Merger by Absorption of Tornos Holding AG	For	No	99.85%	0.10%
	2	Approve CHF 17.9 Million Ordinary Share Capital Increase without Preemptive Rights in Connection with Acquisition of Tornos Holding AG, if Item 1 is Accepted	For	No	99.76%	0.12%
	3	Approve Creation of CHF 595,000 Pool of Conditional Capital for Employee Participation Plans Following the Merger Agreement with Tornos Holding AG, if Item 1 is Accepted	For	No	95.14%	4.68%
	4.1	Change Company Name to StarragTornos Group AG, if Item 1 is Accepted	For	No	99.77%	0.13%
	4.2	Amend Articles Re: Board Size Limit, if Item 1 is Accepted	For	No	95.56%	4.20%
	4.3	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee, if Item 1 is Accepted	For	No	93.75%	5.41%
	5.1.1	Elect Francois Frote as Director, if Item 1 is Accepted	For	No	85.84%	4.74%
	5.1.2	Elect Michel Rollier as Director, if Item 1 is Accepted	For	No	99.61%	0.23%
	5.1.3	Elect Till Fust as Director, if Item 1 is Accepted	For	No	99.26%	0.55%
	6.1	Approve Additional Remuneration of Directors in the Amount of CHF 420,000, if Item 1 is Accepted	For	No	94.63%	5.11%
	6.2	Approve Additional Remuneration of Executive Committee in the Amount of CHF 1.6 Million, if Item 1 is Accepted	For	No	93.78%	5.94%
	7	Transact Other Business (Voting)	Against	Yes		
FAST RETAILING CO., LTD. 30.11.23	1.1	Elect Director Yanai, Tadashi	For	No	94.20%	
	1.2	Elect Director Hattori, Nobumichi	For	No	63.70%	
	1.3	Elect Director Shintaku, Masaaki	For	No	63.50%	
	1.4	Elect Director Ono, Naotake	For	No	98.80%	
	1.5	Elect Director Kathy Mitsuko Koll	For	No	97.20%	
	1.6	Elect Director Kurumado, Joji	For	No	97.20%	
	1.7	Elect Director Kyoya, Yutaka	For	No	96.30%	
	1.8	Elect Director Okazaki, Takeshi	For	No	97.90%	
	1.9	Elect Director Yanai, Kazumi	For	No	97.90%	
	1.10	Elect Director Yanai, Koji	For	No	97.90%	
	2.1	Appoint Statutory Auditor Mizusawa, Masumi	For	No	98.90%	
	2.2	Appoint Statutory Auditor Tanaka, Tomohiro	For	No	97.70%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Industrial and Commercial Bank of China Limited 30.11.23	1	Approve Payment Plan of Remuneration to Directors	For	No	99.97%	0.01%
	2	Approve Payment Plan of Remuneration to Supervisors	For	No	99.97%	0.01%
	3	Approve Application for Temporary Authorization Limit for External Donations	For	No	99.94%	0.05%
	4	Approve Issuance Amount of Capital Instruments	For	No	99.99%	0.00%
	5	Elect Herbert Walter as Director	For	No	99.98%	0.01%
Tornos Holding AG 30.11.23	1	Open Meeting	Refer	No		
	2	Approve Merger Agreement with Starrag Group Holding AG	For	No	98.57%	0.23%
	3	Transact Other Business (Voting)	Against	Yes		
Cisco Systems, Inc. 06.12.23	1a	Elect Director Wesley G. Bush	For	No	97.36%	2.63%
	1b	Elect Director Michael D. Capellas	For	No	91.45%	8.54%
	1c	Elect Director Mark Garrett	For	No	96.06%	3.93%
	1d	Elect Director John D. Harris, II	For	No	97.05%	2.94%
	1e	Elect Director Kristina M. Johnson	For	No	94.47%	5.52%
	1f	Elect Director Sarah Rae Murphy	For	No	99.24%	0.75%
	1g	Elect Director Charles H. Robbins	Against	Yes	92.00%	7.99%
	1h	Elect Director Daniel H. Schulman	For	No	99.39%	0.60%
	1i	Elect Director Marianna Tessel	For	No	99.54%	0.45%
	2	Amend Omnibus Stock Plan	For	No	94.51%	5.48%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	74.96%	25.03%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	5	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.10%	5.89%
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	Yes	25.16%	74.83%	
Vail Resorts, Inc. 06.12.23	1a	Elect Director Susan L. Decker	For	No	98.76%	1.23%
	1b	Elect Director Robert A. Katz	For	No	97.74%	2.25%
	1c	Elect Director Kirsten A. Lynch	For	No	98.77%	1.22%
	1d	Elect Director Nadia Rawlinson	For	No	98.47%	1.52%
	1e	Elect Director John T. Redmond	For	No	96.72%	3.27%
	1f	Elect Director Michele Romanow	For	No	99.00%	0.99%
	1g	Elect Director Hilary A. Schneider	For	No	98.04%	1.95%
	1h	Elect Director D. Bruce Sewell	For	No	93.41%	6.58%
	1i	Elect Director John F. Sorte	For	No	94.09%	5.90%
	1j	Elect Director Peter A. Vaughn	For	No	97.53%	2.46%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.04%	2.95%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.43%	3.56%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
	Atlassian Corporation 06.12.23	1a	Elect Director Shona L. Brown	For	No	99.59%
1b		Elect Director Michael Cannon-Brookes	Against	Yes	98.11%	1.88%
1c		Elect Director Scott Farquhar	Against	Yes	98.11%	1.88%
1d		Elect Director Heather M. Fernandez	Against	Yes	98.01%	1.98%
1e		Elect Director Sasan Goodarzi	For	No	99.70%	0.29%
1f		Elect Director Jay Parikh	For	No	99.78%	0.21%
1g		Elect Director Enrique Salem	Against	Yes	97.99%	2.00%
1h		Elect Director Steven Sordello	For	No	99.88%	0.11%
1i		Elect Director Richard P. Wong	Against	Yes	97.25%	2.74%
1j		Elect Director Michelle Zatlyn	For	No	99.88%	0.11%
2		Ratify Ernst & Young LLP as Auditors	For	No	99.91%	0.08%
3		Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.50%	2.49%
4		Advisory Vote on Say on Pay Frequency	One Year	No		
Barry Callebaut AG 06.12.23		1.1	Accept Annual Report	For	No	99.93%
	1.2	Approve Remuneration Report	Against	Yes	61.47%	38.52%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.3	Accept Financial Statements and Consolidated Financial Statements	For	No	99.88%	0.11%
	2	Approve Allocation of Income and Dividends of CHF 29.00 per Share	For	No	99.69%	0.30%
	3	Approve Discharge of Board and Senior Management	For	No	99.39%	0.60%
	4.1.1	Reelect Patrick De Maeseneire as Director	For	No	95.21%	4.78%
	4.1.2	Reelect Markus Neuhaus as Director	Against	Yes	74.75%	25.24%
	4.1.3	Reelect Fernando Aguirre as Director	For	No	92.25%	7.74%
	4.1.4	Reelect Nicolas Jacobs as Director	For	No	82.89%	17.10%
	4.1.5	Reelect Tim Minges as Director	For	No	84.90%	15.09%
	4.1.6	Reelect Antoine de Saint-Affrique as Director	For	No	76.68%	23.31%
	4.1.7	Reelect Yen Tan as Director	For	No	94.17%	5.82%
	4.1.8	Reelect Thomas Intrator as Director	For	No	99.23%	0.76%
	4.2	Elect Mauricio Graber as Director	For	No	95.51%	4.48%
	4.3	Reelect Patrick De Maeseneire as Board Chair	For	No	87.05%	12.94%
	4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	For	No	86.02%	13.97%
	4.4.2	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	For	No	73.15%	26.84%
	4.4.3	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	For	No	87.86%	12.13%
	4.4.4	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	For	No	95.58%	4.41%
	4.5	Designate Keller AG as Independent Proxy	For	No	99.94%	0.05%
	4.6	Ratify KPMG AG as Auditors	For	No	96.80%	3.19%
	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million	For	No	92.48%	7.51%
	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	For	No	94.97%	5.02%
	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Against	Yes	61.97%	38.02%
	6.1	Amend Corporate Purpose	For	No	99.95%	0.04%
	6.2	Amend Articles Re: Share Register	For	No	99.94%	0.05%
	6.3	Amend Articles Re: General Meeting	For	No	99.95%	0.04%
	6.4	Approve Virtual-Only Shareholder Meetings	Against	Yes	68.02%	31.97%
	6.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings	For	No	99.92%	0.07%
	6.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	No	99.49%	0.50%
	6.7	Amend Articles Re: Electronic Communication	For	No	99.93%	0.06%
	7	Transact Other Business (Voting)	Against	Yes		
Microsoft Corporation 07.12.23	1.01	Elect Director Reid G. Hoffman	For	No	99.30%	0.69%
	1.02	Elect Director Hugh F. Johnston	For	No	91.29%	8.70%
	1.03	Elect Director Teri L. List	For	No	97.99%	2.00%
	1.04	Elect Director Catherine MacGregor	For	No	99.77%	0.22%
	1.05	Elect Director Mark A. L. Mason	For	No	99.78%	0.21%
	1.06	Elect Director Satya Nadella	Against	Yes	94.36%	5.63%
	1.07	Elect Director Sandra E. Peterson	For	No	98.13%	1.86%
	1.08	Elect Director Penny S. Pritzker	For	No	99.61%	0.38%
	1.09	Elect Director Carlos A. Rodriguez	For	No	97.32%	2.67%
	1.10	Elect Director Charles W. Scharf	For	No	98.48%	1.51%
	1.11	Elect Director John W. Stanton	For	No	99.49%	0.50%
	1.12	Elect Director Emma N. Walmsley	For	No	99.02%	0.97%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.77%	6.22%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Deloitte and & Touche as Auditors	Against	Yes	95.27%	4.72%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	5	Report on Gender-Based Compensation and Benefits Inequities	Against	No	1.01%	98.98%
	6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No	0.81%	99.18%
	7	Report on Government Take Down Requests	Against	No	1.78%	98.21%
	8	Report on Risks of Weapons Development	For	Yes	15.19%	84.80%
	9	Report on Climate Risk in Retirement Plan Options	For	Yes	8.89%	91.10%
	10	Publish a Tax Transparency Report	For	Yes	21.25%	78.74%
	11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	Yes	33.57%	66.42%
	12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	No	5.37%	94.62%
	13	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Yes	21.16%	78.83%
Schaffner Holding AG 07.12.23	1	Approve Discharge of Board and Senior Management	For	No	99.85%	0.14%
	2.1.1	Elect Harold Barksdale as Director	For	No	93.69%	6.30%
	2.1.2	Elect Joerg Casparis as Director	For	No	97.71%	2.28%
	2.1.3	Elect Christian Schmidt as Director	For	No	97.72%	2.27%
	2.2	Elect Harold Barksdale as Board Chair	For	No	93.65%	6.34%
	2.3.1	Appoint Joerg Casparis as Member of the Compensation Committee	For	No	93.48%	6.51%
	2.3.2	Appoint Christian Schmidt as Member of the Compensation Committee	For	No	93.45%	6.54%
	3	Approve Remuneration of Directors in the Amount of CHF 800,000 for the Period from 2023 AGM until the Closing of the Public Offer	For	No	94.05%	5.94%
	4	Approve Delisting of Shares from SIX Swiss Exchange	For	No	99.43%	0.27%
	5	Transact Other Business (Voting)	Against	Yes		
Coloplast A/S 07.12.23	1	Receive Report of Board	Refer	No		
	2	Accept Financial Statements and Statutory Reports	For	No	99.72%	0.01%
	3	Approve Allocation of Income	For	No	99.97%	0.01%
	4	Approve Remuneration Report	For	No	94.71%	4.42%
	5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	No	99.97%	0.01%
	6.1	Approve Indemnification of Members of the Board of Directors	For	No	99.59%	0.00%
	6.2	Amend Articles Re: Indemnification	For	No	99.71%	0.00%
	6.3	Amend Remuneration Policy	For	No	94.85%	5.14%
	6.4	Authorize Share Repurchase Program	For	No	99.43%	0.55%
	7.1	Reelect Lars Soren Rasmussen as Director	For	No	92.24%	
	7.2	Reelect Niels Peter Louis-Hansen as Director	For	No	96.32%	
	7.3	Reelect Annette Bruls as Director	For	No	98.88%	
	7.4	Reelect Carsten Hellmann as Director	For	No	99.92%	
	7.5	Reelect Jette Nygaard-Andersen as Director	For	No	98.88%	
	7.6	Reelect Marianne Wiinholt as Director	For	No	99.26%	
	8	Ratify Ernst & Young as Auditors	For	No	99.45%	
	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No	99.99%	0.00%
	10	Other Business	Refer	No		
Copart, Inc. 08.12.23	1.1	Elect Director Willis J. Johnson	For	No	95.41%	4.58%
	1.2	Elect Director A. Jayson Adair	For	No	98.24%	1.75%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.3	Elect Director Matt Blunt	For	No	95.54%	4.45%
	1.4	Elect Director Steven D. Cohan	For	No	91.97%	8.02%
	1.5	Elect Director Daniel J. Englander	For	No	88.91%	11.08%
	1.6	Elect Director James E. Meeks	For	No	95.90%	4.09%
	1.7	Elect Director Thomas N. Tryforos	For	No	94.23%	5.76%
	1.8	Elect Director Diane M. Morefield	For	No	86.41%	13.58%
	1.9	Elect Director Stephen Fisher	For	No	98.72%	1.27%
	1.10	Elect Director Cherylyn Harley LeBon	For	No	95.48%	4.51%
	1.11	Elect Director Carl D. Sparks	For	No	95.14%	4.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	80.12%	19.87%
	3	Advisory Vote on Say on Pay Frequency	One Year	No		
	4	Ratify Ernst & Young LLP as Auditors	For	No	98.80%	1.19%
Palo Alto Networks, Inc. 12.12.23	1a	Elect Director Nikesh Arora	Against	Yes	93.56%	6.43%
	1b	Elect Director Aparna Bawa	For	No	84.77%	15.22%
	1c	Elect Director Carl Eschenbach	For	No	98.35%	1.64%
	1d	Elect Director Lorraine Twohill	For	No	86.83%	13.16%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.81%	1.05%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	37.90%	60.65%
	4	Amend Omnibus Stock Plan	Against	Yes	60.83%	38.04%
Westpac Banking Corp. 14.12.23	2	Approve Remuneration Report	Against	Yes	91.39%	8.60%
	3	Approve Grant of Performance Share Rights and Restricted Share Rights to Peter King	For	No	96.08%	3.91%
	4a	Elect Tim Burroughs as Director	For	No	99.64%	0.35%
	4b	Elect Michael Ullmer as Director	For	No	96.56%	3.43%
	4c	Elect Steven Gregg as Director	For	No	96.96%	3.03%
	5	Approve Westpac Climate Change Position Statement and Action Plan	For	No	92.30%	7.69%
	6a	Approve the Amendments to the Company's Constitution	Against	No	6.17%	93.82%
	6b	Approve Transition Plan Assessments	For	Yes		
FactSet Research Systems Inc. 14.12.23	1a	Elect Director Robin A. Abrams	For	No	94.25%	5.74%
	1b	Elect Director Malcolm Frank	For	No	97.90%	2.09%
	1c	Elect Director Laurie Siegel	For	No	98.48%	1.51%
	1d	Elect Director Elisha Wiesel	For	No	99.66%	0.33%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.55%	0.44%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.54%	3.45%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
National Australia Bank Limited 15.12.23	1a	Elect Simon McKeon as Director	For	No	98.45%	1.54%
	1b	Elect Ann Sherry as Director	For	No	99.55%	0.44%
	1c	Elect Christine Fellowes as Director	For	No	99.66%	0.33%
	1d	Elect Carolyn Kay as Director	For	No	99.67%	0.32%
	1e	Elect Alison Kitchen as Director	For	No	99.66%	0.33%
	1f	Elect Stephen Mayne as Director	Against	No	1.25%	98.74%
	2	Approve Remuneration Report	For	No	98.31%	1.68%
	3a	Approve Grant of Deferred Rights to Ross McEwan	For	No	98.85%	1.14%
	3b	Approve Grant of Performance Rights to Ross McEwan	For	No	98.04%	1.95%
	4	Consideration of Financial Report, Directors' Report and Auditor's Report	Refer	No		
	5a	Approve the Amendments to the Company's Constitution	Against	No	5.26%	94.73%
	5b	Approve Transition Plan Assessments	For	Yes		
Bank of China Limited 19.12.23	1	Approve Remuneration Distribution Plan for Executive Directors	For	No	99.88%	0.11%
	2	Approve Application for Special Outbound Donation Limit	For	No	99.93%	0.06%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3	Approve Remuneration Distribution Plan for Chairwoman of the Board of Supervisors	For	No	99.88%	0.11%
Addex Therapeutics Ltd. 19.12.23	1	Approve Increase in the Capital Band Upper Limit to CHF 2.7 Million	For	No		
	2	Approve Creation of 891,172.48 Pool of Conditional Capital for Bonds or Similar Debt Instruments and Employee Incentive Plans	For	No		
	3	Transact Other Business (Voting)	Against	Yes		
China Construction Bank Corporation 19.12.23	1	Approve Remuneration Distribution and Settlement Plan for Directors	For	No	99.96%	0.03%
	2	Approve Remuneration Distribution and Settlement Plan for Supervisors	For	No	99.96%	0.03%
	3	Approve Quota for Charitable Donations	For	No	99.72%	0.26%
	4	Amend Plan on Authorization of Shareholders' General Meeting to the Board of Directors	Against	Yes	86.10%	12.90%
AutoZone, Inc. 20.12.23	1.1	Elect Director Michael A. George	For	No	99.32%	0.67%
	1.2	Elect Director Linda A. Goodspeed	For	No	95.31%	4.68%
	1.3	Elect Director Earl G. Graves, Jr.	For	No	90.14%	9.85%
	1.4	Elect Director Enderson Guimaraes	For	No	95.47%	4.52%
	1.5	Elect Director Brian P. Hannasch	For	No	97.67%	2.32%
	1.6	Elect Director D. Bryan Jordan	For	No	94.23%	5.76%
	1.7	Elect Director Gale V. King	For	No	97.21%	2.78%
	1.8	Elect Director George R. Mrkonic, Jr.	For	No	87.59%	12.40%
	1.9	Elect Director William C. Rhodes, III	Against	Yes	90.96%	9.03%
	1.10	Elect Director Jill A. Soltau	For	No	98.24%	1.75%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.49%	7.50%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	78.60%	21.39%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
ANZ Group Holdings Limited 21.12.23	2	Elect Holly Suzanna Kramer as Director	For	No	99.58%	0.41%
	3	Approve Remuneration Report	For	No	94.29%	5.70%
	4	Approve Grant of Restricted Rights and Performance Rights to Shayne C Elliott	For	No	97.39%	2.60%
Evolve Holding SA 21.12.23	1	Approve Sale of Evolve AG to Danstar Ferment AG	For	No		
	2	Approve Creation of CHF 405,000 Pool of Conditional Capital for Employee Equity Participation	For	No		
	3	Approve Dissolution of the Company, if Item 1 is Accepted	For	No		
	4.1	Appoint Stephan Schindler as Liquidator, if Item 3 is Accepted	For	No		
	4.2	Appoint Beat In-Albon as Liquidator, if Item 3 is Accepted	For	No		
	5	Approve Delisting of Shares from SIX Swiss Exchange	For	No		
	6	Transact Other Business (Voting)	Against	Yes		

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.