

Proxy Voting Report

4th Quarter 2023

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Grupo Financiero Banorte SAB de CV 05.10.23	1.1	Approve Cash Dividends of MXN 5.20 Per Share	For	No	99.99%	0.00%
	1.2	Approve Cash Dividend to Be Paid on Oct. 16, 2023	For	No	99.99%	0.00%
	2	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%	0.00%
dormakaba Holding AG 05.10.23	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			
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
Axis Bank Limited 26.10.23	1	Elect Mini Ipe as Director	For	No	98.89%	1.10%
KB Financial Group, Inc. 17.11.23	1	Elect Yang Jong-hui as Inside Director	For	No		
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%
Axis Bank Limited 01.12.23	1	Elect Munish Sharda as Director and Approve Appointment and Remuneration of Munish Sharda as Whole-Time Director (designated as Executive Director)	For	No	99.50%	0.49%
	2	Amend Articles of Association - Board Related	For	No	99.99%	0.00%
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%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	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%
Barry Callebaut AG 06.12.23	1.1	Accept Annual Report	For	No	99.93%	0.06%
	1.2	Approve Remuneration Report	Against	Yes	61.47%	38.52%
	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%

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	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%
	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%
Aspen Pharmicare Holdings Ltd. 07.12.23	1	Accept Financial Statements and Statutory Reports for Year Ended 30 June 2023	For	No	99.99%	0.00%
	2	Receive and Note the Social & Ethics Committee Report	For	No	99.99%	0.00%
	3.1	Re-elect Kuseni Dlamini as Director	For	No	84.69%	15.30%
	3.2	Re-elect Ben Kruger as Director	For	No	99.69%	0.30%
	3.3	Re-elect Themba Mkhwanazi as Director	For	No	92.09%	7.90%
	4	Reappoint Ernst & Young Inc as Auditors with Derek Engelbrecht as the Individual Registered Auditor	For	No	99.84%	0.15%
	5.1	Re-elect Linda de Beer as Member of the Audit & Risk Committee	For	No	97.74%	2.25%
	5.2	Re-elect Ben Kruger as Member of the Audit & Risk Committee	For	No	99.94%	0.05%
	5.3	Elect Yvonne Muthien as Member of the Audit & Risk Committee	For	No	98.57%	1.42%
	6	Place Authorised but Unissued Shares under Control of Directors	For	No	90.99%	9.00%
	7	Authorise Board to Issue Shares for Cash	For	No	90.04%	9.95%
	8	Authorise Ratification of Approved Resolutions	For	No	100.00%	0.00%
	1	Approve Remuneration Policy	For	No	91.02%	8.97%
	2	Approve Remuneration Implementation Report	For	No	91.49%	8.50%
	1.1a	Approve Fees of the Board Chairman	For	No	99.04%	0.95%
	1.1b	Approve Fees of the Board Members	For	No	99.89%	0.10%
	1.2a	Approve Fees of the Audit & Risk Committee Chairman	For	No	99.80%	0.19%
	1.2b	Approve Fees of the Audit & Risk Committee Members	For	No	99.89%	0.10%
	1.3a	Approve Fees of the Remuneration & Nomination Committee Chairman	For	No	99.80%	0.19%
	1.3b	Approve Fees of the Remuneration & Nomination Committee Members	For	No	99.89%	0.10%
	1.4a	Approve Fees of the Social & Ethics Committee Chairman	For	No	99.80%	0.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	1.4b	Approve Fees of the Social & Ethics Committee Members	For	No	99.89%	0.10%
	2	Approve Financial Assistance to Related or Inter-related Company	For	No	96.75%	3.24%
	3	Authorise Repurchase of Issued Share Capital	For	No	97.28%	2.71%
Fabrinet 12.12.23	1.1	Elect Director Seamus Grady	For	No	97.62%	2.37%
	1.2	Elect Director Thomas F. Kelly	For	No	89.66%	10.33%
	2	Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors	Against	Yes	96.76%	3.23%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.99%	4.00%
	4	Advisory Vote on Say on Pay Frequency	One Year	No		
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%
	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%

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.