

# Proxy Voting Report

2nd Quarter 2024

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Rio Tinto Plc 04.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.57%
	2	Approve Remuneration Policy	For	No	97.30%
	3	Approve Remuneration Report for UK Law Purposes	For	No	97.27%
	4	Approve Remuneration Report for Australian Law Purposes	For	No	97.23%
	5	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	No	99.43%
	6	Elect Dean Valle as Director	For	No	99.10%
	7	Elect Susan Lloyd-Hurwitz as Director	For	No	99.70%
	8	Elect Martina Merz as Director	For	No	99.91%
	9	Elect Joc O'Rourke as Director	For	No	99.42%
	10	Re-elect Dominic Barton as Director	For	No	95.85%
	11	Re-elect Peter Cunningham as Director	For	No	99.09%
	12	Re-elect Simon Henry as Director	For	No	97.57%
	13	Re-elect Kaisa Hietala as Director	For	No	97.38%
	14	Re-elect Sam Laidlaw as Director	For	No	96.86%
	15	Re-elect Jennifer Nason as Director	For	No	97.90%
	16	Re-elect Jakob Stausholm as Director	For	No	98.73%
	17	Re-elect Ngairé Woods as Director	For	No	97.34%
	18	Re-elect Ben Wyatt as Director	For	No	98.15%
	19	Reappoint KPMG LLP as Auditors	For	No	99.60%
	20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	For	No	99.88%
	21	Authorise UK Political Donations and Expenditure	For	No	98.93%
	22	Approve Amendments to Rio Tinto Limited's Constitution	For	No	99.86%
	23	Authorise Issue of Equity	For	No	97.43%
	24	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.08%
	25	Authorise Market Purchase of Ordinary Shares	For	No	79.58%
	26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.02%
A. O. Smith Corporation 09.04.24	1.1	Elect Director Victoria M. Holt	Withhold	Yes	44.66%
	1.2	Elect Director Ilham Kadri	Withhold	Yes	33.15%
	1.3	Elect Director Michael M. Larsen	For	No	93.60%
	1.4	Elect Director Christopher L. Mapes	For	No	68.71%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.59%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.22%
	4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	Yes	6.76%
The Bank of New York Mellon Corporation 09.04.24	1a	Elect Director Linda Z. Cook	For	No	97.72%
	1b	Elect Director Joseph J. Echevarria	For	No	98.86%
	1c	Elect Director M. Amy Gilliland	For	No	99.52%
	1d	Elect Director Jeffrey A. Goldstein	For	No	98.29%
	1e	Elect Director K. Guru Gowrappan	For	No	99.47%
	1f	Elect Director Ralph Izzo	For	No	98.71%
	1g	Elect Director Sandra E. "Sandie" O'Connor	For	No	99.51%
	1h	Elect Director Elizabeth E. Robinson	For	No	99.38%
	1i	Elect Director Rakefet Russak-Aminoach	For	No	99.45%
	1j	Elect Director Robin A. Vince	For	No	99.48%
	1k	Elect Director Alfred W. "Al" Zollar	For	No	99.43%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.83%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.95%
	4	Report on Lobbying Payments and Policy	For	Yes	38.36%
	5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	No	3.20%
Vestas Wind Systems A/S 09.04.24	1	Receive Report of Board	Refer	No	
	2	Accept Financial Statements and Statutory Reports	For	No	
	3	Approve Allocation of Income and Omission of Dividends	For	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4	Approve Remuneration Report (Advisory Vote)	Against	Yes	
	5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Against	Yes	
	6.a	Reelect Anders Runevad as Director	For	No	
	6.b	Reelect Eva Merete Sofelde Berneke as Director	For	No	
	6.c	Reelect Helle Thorning-Schmidt as Director	For	No	
	6.d	Reelect Karl-Henrik Sundstrom as Director	For	No	
	6.e	Reelect Lena Marie Olving as Director	For	No	
	6.f	Elect William (Bill) Fehrman as New Director	For	No	
	6.g	Elect Henriette Hallberg Thygesen as New Director	For	No	
	7	Ratify Deloitte as Auditor	For	No	
	8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	For	No	
	8.2	Authorize Share Repurchase Program	For	No	
	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	No	
	10	Other Business	Refer	No	
ROCKWOOL A/S 10.04.24	1	Receive Report of Board	Refer	No	
	2	Receive Annual Report and Auditor's Report	Refer	No	
	3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	No	99.85%
	4	Approve Remuneration Report (Advisory Vote)	Against	Yes	96.35%
	5	Approve Remuneration of Directors for 2024/2025	For	No	99.94%
	6	Approve Allocation of Income and Dividends of DKK 43 Per Share	For	No	99.95%
	7.1	Reelect Jes Munk Hansen as Director	For	No	99.83%
	7.2	Reelect Ilse Irene Henne as Director	For	No	98.66%
	7.3	Reelect Rebekka Glasser Herlofsen as Director	For	No	99.46%
	7.4	Reelect Carsten Kahler as Director	For	No	97.65%
	7.5	Reelect Thomas Kahler (Chair) as Director	Abstain	Yes	96.76%
	7.6	Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	For	No	99.22%
	8	Ratify PricewaterhouseCoopers as Auditors	For	No	99.92%
	9.a	Authorize Share Repurchase Program	For	No	99.94%
	9.b	Approve Remuneration Policy	Against	Yes	96.09%
	9.c	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	For	No	99.94%
	10	Other Business	Refer	No	
Synopsys, Inc. 10.04.24	1a	Elect Director Aart J. de Geus	For	No	96.29%
	1b	Elect Director Roy Vallee	For	No	96.22%
	1c	Elect Director Sassine Ghazi	For	No	99.30%
	1d	Elect Director Luis Borgen	For	No	99.71%
	1e	Elect Director Marc N. Casper	For	No	99.24%
	1f	Elect Director Janice D. Chaffin	For	No	85.08%
	1g	Elect Director Bruce R. Chizen	For	No	80.10%
	1h	Elect Director Mercedes Johnson	For	No	98.05%
	1i	Elect Director Robert G. Painter	For	No	97.54%
	1j	Elect Director Jeannine P. Sargent	For	No	96.64%
	1k	Elect Director John G. Schwarz	For	No	91.77%
	2	Amend Omnibus Stock Plan	For	No	94.44%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.65%
	4	Ratify KPMG LLP as Auditors	Against	Yes	93.79%
	5	Require Independent Board Chair	For	Yes	32.73%
Deutsche Telekom AG 10.04.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	For	No	99.92%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	99.45%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	93.51%
	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	No	98.98%
	6.1	Elect Lars Hinrichs to the Supervisory Board	For	No	99.25%
	6.2	Elect Karl-Heinz Streibich to the Supervisory Board	For	No	93.92%
	7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	For	No	94.10%
	8	Approve Remuneration Policy for the Supervisory Board	For	No	99.20%
	9	Approve Remuneration Report	For	No	91.04%
Koninklijke Ahold Delhaize NV 10.04.24	1	Open Meeting	Refer	No	
	2.1	Receive Report of Management Board (Non-Voting)	Refer	No	
	2.2	Discussion on Company's Corporate Governance Structure	Refer	No	
	2.3	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No	
	2.4	Adopt Financial Statements	For	No	99.94%
	2.5	Approve Dividends	For	No	99.90%
	3	Approve Remuneration Report	For	No	93.95%
	4.1	Approve Discharge of Management Board	For	No	98.28%
	4.2	Approve Discharge of Supervisory Board	For	No	97.96%
	5.1	Reelect Bill McEwan to Supervisory Board	For	No	97.23%
	5.2	Reelect Helen Weir to Supervisory Board	For	No	96.44%
	5.3	Reelect Frank van Zanten to Supervisory Board	For	No	97.89%
	5.4	Elect Robert Jan van de Kraats to Supervisory Board	For	No	99.82%
	5.5	Elect Laura Miller to Supervisory Board	For	No	86.82%
	6	Ratify KPMG Accountants N.V. as Auditors	For	No	99.99%
	7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.29%
	7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	96.40%
	7.3	Authorize Board to Acquire Common Shares	For	No	98.71%
	7.4	Approve Cancellation of Repurchased Shares	For	No	99.38%
	8	Close Meeting	Refer	No	
Zurich Insurance Group AG 10.04.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.54%
	1.2	Approve Remuneration Report	For	No	80.72%
	1.3	Approve Sustainability Report	For	No	91.55%
	2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	For	No	99.71%
	3	Approve Discharge of Board and Senior Management	For	No	98.24%
	4.1.a	Reelect Michel Lies as Director and Board Chair	For	No	98.44%
	4.1.b	Reelect Joan Amble as Director	For	No	89.26%
	4.1.c	Reelect Catherine Bessant as Director	For	No	97.19%
	4.1.d	Reelect Christoph Franz as Director	For	No	98.34%
	4.1.e	Reelect Michael Halbherr as Director	For	No	99.41%
	4.1.h	Reelect Sabine Keller-Busse as Director	For	No	99.12%
	4.1.i	Reelect Monica Maechler as Director	For	No	98.60%
	4.1.j	Reelect Kishore Mahbubani as Director	For	No	91.37%
	4.1.k	Reelect Peter Maurer as Director	For	No	99.19%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.1.l	Reelect Jasmin Staiblin as Director	For	No	98.67%
	4.1.m	Reelect Barry Stowe as Director	For	No	99.39%
	4.1.n	Elect John Rafter as Director	For	No	99.40%
	4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	For	No	96.62%
	4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	For	No	96.42%
	4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	For	No	92.16%
	4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	No	96.39%
	4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	No	88.67%
	4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For	No	96.11%
	4.3	Designate Keller AG as Independent Proxy	For	No	99.76%
	4.4	Ratify Ernst & Young AG as Auditors	For	No	99.42%
	5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	For	No	95.97%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	For	No	85.60%
	6	Transact Other Business (Voting)	Against	Yes	
AstraZeneca PLC 11.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.87%
	2	Approve Dividends	For	No	99.93%
	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.35%
	4	Authorise Board to Fix Remuneration of Auditors	For	No	99.97%
	5a	Re-elect Michel Demare as Director	For	No	98.48%
	5b	Re-elect Pascal Soriot as Director	For	No	99.25%
	5c	Re-elect Aradhana Sarin as Director	For	No	99.71%
	5d	Re-elect Philip Broadley as Director	For	No	98.53%
	5e	Re-elect Euan Ashley as Director	For	No	99.80%
	5f	Re-elect Deborah DiSanzo as Director	For	No	99.97%
	5g	Re-elect Diana Layfield as Director	For	No	99.97%
	5h	Elect Anna Manz as Director	For	No	99.96%
	5i	Re-elect Sheri McCoy as Director	For	No	95.32%
	5j	Re-elect Tony Mok as Director	For	No	99.97%
	5k	Re-elect Nazneen Rahman as Director	For	No	98.59%
	5l	Re-elect Andreas Rummelt as Director	For	No	99.97%
	5m	Re-elect Marcus Wallenberg as Director	For	No	77.93%
	6	Approve Remuneration Report	Against	Yes	95.32%
	7	Approve Remuneration Policy	Against	Yes	64.43%
	8	Amend Performance Share Plan 2020	Against	Yes	65.34%
	9	Authorise UK Political Donations and Expenditure	For	No	97.99%
	10	Authorise Issue of Equity	For	No	92.93%
	11	Authorise Issue of Equity without Pre-emptive Rights	For	No	85.95%
	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	82.32%
	13	Authorise Market Purchase of Ordinary Shares	For	No	99.23%
	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.06%
Straumann Holding AG 12.04.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.97%
	1.2	Approve Remuneration Report	For	No	90.20%
	1.3	Approve Non-Financial Report	For	No	99.85%
	2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	For	No	99.96%
	3	Approve Discharge of Board and Senior Management	For	No	99.05%
	4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Against	Yes	89.77%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.2 Million	For	No	98.73%
	5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Against	Yes	91.90%
	5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Against	Yes	91.26%
	6.1	Reelect Petra Rumpf as Director and Board Chair	For	No	98.83%
	6.2	Reelect Olivier Filliol as Director	For	No	99.91%
	6.3	Reelect Marco Gadola as Director	Against	Yes	65.79%
	6.4	Reelect Thomas Straumann as Director	For	No	98.65%
	6.5	Reelect Regula Wallimann as Director	For	No	99.58%
	6.6	Elect Xiaoqun Clever-Steg as Director	For	No	99.69%
	6.7	Elect Stefan Meister as Director	For	No	99.85%
	7.1	Appoint Olivier Filliol as Member of the Human Resources and Compensation Committee	For	No	99.74%
	7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against	Yes	65.25%
	7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	For	No	99.40%
	8	Designate NEOVIUS AG as Independent Proxy	For	No	99.98%
	9	Ratify Ernst & Young AG as Auditors	For	No	99.50%
	10	Transact Other Business (Voting)	Against	Yes	
UniCredit SpA 12.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.37%
	2	Approve Allocation of Income	For	No	99.96%
	3	Approve Elimination of Negative Reserves	For	No	99.95%
	4	Authorize Share Repurchase Program	For	No	96.71%
	5	Fix Number of Directors and Members of the Management Control Committee	For	No	99.92%
	6.1	Slate 1 Submitted by Management	For	No	
	6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	No	
	7	Approve Remuneration of Directors and Members of the Management Control Committee	For	No	98.13%
	8	Approve Remuneration Policy	For	No	87.96%
	9	Approve Second Section of the Remuneration Report	For	No	88.05%
	10	Approve 2024 Group Incentive System	For	No	98.13%
	11	Approve Employees Share Ownership Plan	For	No	99.80%
	1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For	No	98.78%
	2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	For	No	99.44%
	3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	For	No	99.91%
	4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	No	98.29%
Elisa Oyj 12.04.24	1	Open Meeting	Refer	No	
	2	Call the Meeting to Order	Refer	No	
	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Refer	No	
	4	Acknowledge Proper Convening of Meeting	Refer	No	
	5	Prepare and Approve List of Shareholders	Refer	No	
	6	Receive Financial Statements and Statutory Reports	Refer	No	
	7	Accept Financial Statements and Statutory Reports	For	No	
	8	Approve Allocation of Income and Dividends of EUR 2.25 Per Share	For	No	
	9	Approve Discharge of Board and President	For	No	
	10	Approve Remuneration Report (Advisory Vote)	Against	Yes	
	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Yes	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	12	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 87,000 for Vice Chairman and the Chairman of the Committees and EUR 72,000 for Other Directors; Approve Meeting Fees	For	No	
	13	Fix Number of Directors at Eight	For	No	
	14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Christoph Vitzthum as New Director	Against	Yes	
	15	Approve Remuneration of Auditors	For	No	
	16	Ratify Ernst & Young Oy as Auditors	For	No	
	17	Authorize Share Repurchase Program	For	No	
	18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	For	No	
	19	Approve Forfeiture of Shares in Elisa Oyj on Joint Account (Kymen Puhelin Oy)	For	No	
	20	Approve Forfeiture of Shares in Elisa Oyj on Joint Account (Telekarelia Oy)	For	No	
	21	Close Meeting	Refer	No	
Swiss Re AG 12.04.24	1.1	Approve Remuneration Report	For	No	90.44%
	1.2	Approve Sustainability Report	For	No	98.57%
	1.3	Accept Financial Statements and Statutory Reports	For	No	99.18%
	2	Approve Allocation of Income and Dividends of USD 6.80 per Share	For	No	99.26%
	3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15 Million	For	No	93.50%
	4	Approve Discharge of Board of Directors	For	No	98.15%
	5.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	For	No	94.02%
	5.1.b	Reelect Karen Gavan as Director	For	No	98.65%
	5.1.c	Reelect Vanessa Lau as Director	For	No	98.67%
	5.1.d	Reelect Joachim Oechslin as Director	For	No	99.07%
	5.1.e	Reelect Deanna Ong as Director	For	No	98.60%
	5.1.f	Reelect Jay Ralph as Director	For	No	98.69%
	5.1.g	Reelect Joerg Reinhardt as Director	For	No	98.56%
	5.1.h	Reelect Philip Ryan as Director	For	No	98.82%
	5.1.i	Reelect Pia Tischhauser as Director	For	No	99.14%
	5.1.j	Reelect Paul Tucker as Director	For	No	98.77%
	5.1.k	Reelect Larry Zimpleman as Director	For	No	98.61%
	5.1.l	Elect Geraldine Matchett as Director	For	No	98.67%
	5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	For	No	95.31%
	5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	For	No	95.19%
	5.2.3	Reappoint Jay Ralph as Member of the Compensation Committee	For	No	93.21%
	5.2.4	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For	No	95.35%
	5.3	Designate Proxy Voting Services GmbH as Independent Proxy	For	No	99.51%
	5.4	Ratify KPMG as Auditors	For	No	99.20%
	6.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	For	No	83.15%
	6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 29 Million	For	No	83.69%
	7	Transact Other Business (Voting)	Against	Yes	
Stellantis NV 16.04.24	1	Open Meeting	Refer	No	
	2.a	Receive Report of Management Board (Non-Voting)	Refer	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2.b	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No	
	2.c	Discussion on Company's Corporate Governance Structure	Refer	No	
	2.d	Approve Remuneration Report	Against	Yes	70.21%
	2.e	Adopt Financial Statements and Statutory Reports	For	No	99.34%
	2.f	Approve Dividends	For	No	99.98%
	2.g	Approve Discharge of Directors	For	No	95.81%
	3	Elect Claudia Parzani as Non-Executive Director	For	No	99.86%
	4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.30%
	4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.11%
	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.88%
	6.a	Approve Cancellation of Common Shares	For	No	99.89%
	6.b	Approve Cancellation of All Class B Special Voting Shares	For	No	99.97%
	7	Close Meeting	Refer	No	
Adobe Inc. 17.04.24	1a	Elect Director Cristiano Amon	For	No	99.03%
	1b	Elect Director Amy Banse	For	No	90.94%
	1c	Elect Director Brett Biggs	For	No	99.35%
	1d	Elect Director Melanie Boulden	For	No	97.74%
	1e	Elect Director Frank Calderoni	For	No	94.67%
	1f	Elect Director Laura Desmond	For	No	96.36%
	1g	Elect Director Shantanu Narayen	Against	Yes	92.50%
	1h	Elect Director Spencer Neumann	For	No	99.13%
	1i	Elect Director Kathleen Oberg	For	No	96.64%
	1j	Elect Director Dheeraj Pandey	For	No	99.37%
	1k	Elect Director David Ricks	For	No	97.40%
	1l	Elect Director Daniel Rosensweig	For	No	95.54%
	2	Amend Omnibus Stock Plan	For	No	95.70%
	3	Ratify KPMG LLP as Auditors	Against	Yes	92.85%
	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	84.85%
	5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against	No	20.43%
	6	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes	13.92%
The Sherwin-Williams Company 17.04.24	1a	Elect Director Kerri B. Anderson	For	No	95.29%
	1b	Elect Director Arthur F. Anton	For	No	89.34%
	1c	Elect Director Jeff M. Fetting	For	No	96.91%
	1d	Elect Director John G. Morikis	For	No	95.77%
	1e	Elect Director Heidi G. Petz	For	No	99.38%
	1f	Elect Director Christine A. Poon	For	No	95.48%
	1g	Elect Director Aaron M. Powell	For	No	98.90%
	1h	Elect Director Marta R. Stewart	For	No	99.49%
	1i	Elect Director Michael H. Thaman	For	No	99.58%
	1j	Elect Director Matthew Thornton, III	For	No	98.40%
	1k	Elect Director Thomas L. Williams	For	No	99.60%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.61%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.28%
	4	Adopt Simple Majority Vote	For	Yes	71.47%
Royal KPN NV 17.04.24	1	Open Meeting and Announcements	Refer	No	
	2	Receive Report of Management Board (Non-Voting)	Refer	No	
	3	Adopt Financial Statements	For	No	99.99%
	4	Approve Remuneration Report	For	No	96.27%
	5	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No	
	6	Approve Dividends	For	No	99.82%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	7	Approve Discharge of Management Board	For	No	97.89%
	8	Approve Discharge of Supervisory Board	For	No	97.90%
	9	Discussion on Company's Corporate Governance Structure	Refer	No	
	10	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	No	99.69%
	11	Approve Remuneration Policy of Management Board	For	No	96.62%
	12	Approve Remuneration Policy of Supervisory Board	For	No	98.28%
	13	Notification of the Intended Reappointments of Farwerck, Fige, Garssen and Snoep to Management Board	Refer	No	
	14	Discuss Composition of the Supervisory Board	Refer	No	
	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.11%
	16	Approve Reduction in Share Capital through Cancellation of Shares	For	No	99.55%
	17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.17%
	18	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.49%
	19	Other Business (Non-Voting)	Refer	No	
	20	Close Meeting	Refer	No	
Georg Fischer AG 17.04.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.93%
	1.2	Approve Remuneration Report	For	No	82.89%
	1.3	Approve Non-Financial Report	For	No	99.47%
	2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	For	No	99.84%
	3	Approve Discharge of Board and Senior Management	For	No	99.70%
	4.1	Reelect Peter Hackel as Director	For	No	99.80%
	4.2	Reelect Eveline Saupper as Director	For	No	99.62%
	4.3	Reelect Ayano Senaha as Director	For	No	99.80%
	4.4	Reelect Yves Serra as Director	For	No	95.39%
	4.5	Reelect Monica de Virgiliis as Director	For	No	99.78%
	4.6	Reelect Michelle Wen as Director	For	No	99.65%
	4.7	Elect Annika Paasikivi as Director	For	No	99.68%
	4.8	Elect Stefan Raepsamen as Director	For	No	76.37%
	5.1	Reelect Yves Serra as Board Chair	For	No	95.20%
	5.2.1	Appoint Annika Paasikivi as Member of the Compensation Committee	For	No	99.19%
	5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	For	No	97.20%
	5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	For	No	99.11%
	6	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	No	97.86%
	7	Approve Remuneration of Executive Committee in the Amount of CHF 14.5 Million	For	No	97.19%
	8	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	91.75%
	9	Designate Christoph Vaucher as Independent Proxy	For	No	99.90%
	10	Transact Other Business (Voting)	Against	Yes	
Geberit AG 17.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.89%
	2	Approve Allocation of Income and Dividends of CHF 12.70 per Share	For	No	99.96%
	3	Approve Non-Financial Report	For	No	99.71%
	4	Approve Discharge of Board of Directors	For	No	98.08%
	5.1.1	Reelect Albert Baehny as Director and Board Chair	For	No	88.96%
	5.1.2	Reelect Thomas Bachmann as Director	For	No	98.14%
	5.1.3	Reelect Felix Ehrat as Director	For	No	93.65%
	5.1.4	Reelect Werner Karlen as Director	For	No	97.98%
	5.1.5	Reelect Bernadette Koch as Director	For	No	96.14%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.1.6	Reelect Eunice Zehnder-Lai as Director	For	No	95.31%
	5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	No	89.69%
	5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For	No	93.49%
	5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For	No	93.33%
	6	Designate Roger Mueller as Independent Proxy	For	No	99.91%
	7	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	87.65%
	8.1	Approve Remuneration Report	Against	Yes	60.67%
	8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	No	97.21%
	8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	For	No	89.10%
	9	Transact Other Business (Voting)	Against	Yes	
Carrier Global Corporation 18.04.24	1a	Elect Director Jean-Pierre Garnier	For	No	98.83%
	1b	Elect Director David L. Gitlin	Against	Yes	96.28%
	1c	Elect Director John J. Greisch	For	No	98.92%
	1d	Elect Director Charles M. Holley, Jr.	For	No	97.81%
	1e	Elect Director Michael M. McNamara	For	No	98.11%
	1f	Elect Director Susan N. Story	For	No	99.35%
	1g	Elect Director Michael A. Todman	For	No	97.39%
	1h	Elect Director Maximilian (Max) Viessmann	For	No	99.31%
	1i	Elect Director Virginia M. Wilson	For	No	97.28%
	1j	Elect Director Beth A. Wozniak	For	No	98.71%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	58.46%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	97.37%
	4	Report on Lobbying Payments and Policy	For	Yes	22.98%
Owens Corning 18.04.24	1a	Elect Director Brian D. Chambers	Against	Yes	90.76%
	1b	Elect Director Eduardo E. Cordeiro	For	No	99.20%
	1c	Elect Director Adrienne D. Elsner	For	No	99.80%
	1d	Elect Director Alfred E. Festa	For	No	99.21%
	1e	Elect Director Edward F. Lonergan	For	No	94.20%
	1f	Elect Director Maryann T. Mannen	For	No	94.40%
	1g	Elect Director Paul E. Martin	For	No	99.42%
	1h	Elect Director W. Howard Morris	For	No	96.69%
	1i	Elect Director Suzanne P. Nimocks	For	No	89.51%
	1j	Elect Director John D. Williams	For	No	93.57%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	90.01%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.23%
Scatec Solar ASA 18.04.24	1	Open Meeting; Registration of Attending Shareholders	Refer	No	
	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	No	100.00%
	3	Approve Notice of Meeting and Agenda	For	No	100.00%
	4	Receive Information on the Business	Refer	No	
	5	Accept Financial Statements and Statutory Reports	For	No	99.89%
	6	Discuss Company's Corporate Governance Statement	Refer	No	
	7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Yes	65.04%
	8	Approve Remuneration Report	Against	Yes	67.78%
	9.1	Elect Jorgen Kildahl as Board Chair	For	No	97.83%
	9.2	Reelect Maria Moraeus Hanssen as Director	For	No	94.89%
	9.3	Reelect Mette Krogsrud as Director	For	No	97.83%
	9.4	Reelect Espen Gundersen as Director	For	No	90.94%
	9.5	Elect Maria Tallaksen as New Director	For	No	99.87%
	9.6	Elect Pal Kildemo as New Director	For	No	99.87%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	10	Approve Remuneration of Directors in the Amount of NOK 644,000 for Chairman and NOK 398,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Audit Committee	For	No	99.97%
	11	Reelect Kristine Ryssdal (Chair) as Member of Nominating Committee	For	No	99.88%
	12	Approve Remuneration of Members of Nominating Committee	For	No	99.97%
	13	Approve Remuneration of Auditors	For	No	99.99%
	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares in Connection with Acquisitions, Mergers, Demergers or Similar	Against	Yes	67.69%
	15	Approve Equity Plan Financing Through Share Repurchase Program	Against	Yes	69.20%
	16	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Against	Yes	67.68%
	17	Approve Creation of up to NOK 397,293 Pool of Capital without Preemptive Rights	For	No	99.99%
	18	Approve Equity Plan Financing Through Issuance of Shares	Against	Yes	80.85%
Siegfried Holding AG 18.04.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.95%
	1.2	Approve Non-Financial Report	For	No	99.96%
	2.1	Approve CHF 16.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.60 per Share	For	No	99.17%
	2.2	Approve Creation of Capital Band within the Upper Limit of CHF 54.6 Million and the Lower Limit of CHF 49.6 Million with or without Exclusion of Preemptive Rights	For	No	96.22%
	3	Approve Creation of CHF 2.5 Million Pool of Conditional Capital for Employee Equity Plans	For	No	98.53%
	4	Approve Discharge of Board of Directors	For	No	99.62%
	5.1	Approve Remuneration Report (Non-Binding)	Against	Yes	57.78%
	5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	No	97.56%
	5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	No	98.56%
	5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	For	No	91.64%
	5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 5.9 Million	For	No	92.16%
	6.1.1	Reelect Alexandra Brand as Director	For	No	98.11%
	6.1.2	Reelect Elodie Carr-Cingari as Director	For	No	
	6.1.3	Reelect Isabelle Welton as Director	For	No	95.76%
	6.1.4	Reelect Wolfram Carius as Director	For	No	98.22%
	6.1.5	Reelect Andreas Casutt as Director	For	No	97.96%
	6.1.6	Reelect Martin Schmid as Director	For	No	97.82%
	6.1.7	Reelect Beat Walti as Director	For	No	97.93%
	6.2	Reelect Andreas Casutt as Board Chair	For	No	99.29%
	6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	For	No	95.45%
	6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	For	No	95.33%
	6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	For	No	95.29%
	7	Designate Rolf Freiermuth as Independent Proxy	For	No	99.98%
	8	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	81.47%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	9	Transact Other Business (Voting)	Against	Yes	
Beiersdorf AG 18.04.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	No	99.86%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	99.15%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	97.90%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	No	99.95%
	6	Approve Remuneration Report	For	No	90.74%
	7.1	Elect Donya-Florence Amer to the Supervisory Board	For	No	99.95%
	7.2	Elect Hong Chow to the Supervisory Board	For	No	99.84%
	7.3	Elect Wolfgang Herz to the Supervisory Board	Against	Yes	79.11%
	7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	For	No	96.95%
	7.5	Elect Frederic Pflanz to the Supervisory Board	Against	Yes	78.77%
	7.6	Elect Reinhard Poellath to the Supervisory Board	Against	Yes	75.40%
	7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	For	No	97.92%
	8	Amend Articles Re: Proof of Entitlement	For	No	99.99%
LVMH Moët Hennessy Louis Vuitton SE 18.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.97%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.97%
	3	Approve Allocation of Income and Dividends of EUR 13 per Share	For	No	99.99%
	4	Approve Auditors' Special Report on Related-Party Transactions	Against	Yes	82.30%
	5	Reelect Antoine Arnault as Director	Against	Yes	92.56%
	6	Elect Henri de Castries as Director	For	No	99.93%
	7	Elect Alexandre Arnault as Director	Against	Yes	93.41%
	8	Elect Frederic Arnault as Director	Against	Yes	93.43%
	9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	No	99.90%
	10	Approve Compensation Report of Corporate Officers	Against	Yes	83.41%
	11	Approve Compensation of Bernard Arnault, Chairman and CEO	Against	Yes	82.97%
	12	Approve Compensation of Antonio Belloni, Vice-CEO	Against	Yes	82.91%
	13	Approve Remuneration Policy of Directors	For	No	99.90%
	14	Approve Remuneration Policy of Chairman and CEO	Against	Yes	81.10%
	15	Approve Remuneration Policy of Vice-CEO	Against	Yes	81.04%
	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.75%
	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.98%
	18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Yes	84.49%
	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.74%
	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.74%
PPG Industries, Inc. 18.04.24	1.1	Elect Director Michael W. Lamach	For	No	88.97%
	1.2	Elect Director Martin H. Richenhagen	For	No	96.62%
	1.3	Elect Director Christopher N. Roberts, III	For	No	99.63%
	1.4	Elect Director Catherine R. Smith	For	No	93.66%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.00%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	3	Provide Right to Call Special Meeting	For	No	99.53%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	85.35%
	5	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.88%
Humana Inc. 18.04.24	1a	Elect Director Raquel C. Bono	For	No	98.96%
	1b	Elect Director Bruce D. Broussard	For	No	98.47%
	1c	Elect Director Frank A. D'Amelio	For	No	90.70%
	1d	Elect Director David T. Feinberg	For	No	93.81%
	1e	Elect Director Wayne A. I. Frederick	For	No	95.54%
	1f	Elect Director John W. Garratt	For	No	98.79%
	1g	Elect Director Kurt J. Hilzinger	For	No	95.79%
	1h	Elect Director Karen W. Katz	For	No	86.30%
	1i	Elect Director Marcy S. Klevorn	For	No	98.97%
	1j	Elect Director Jorge S. Mesquita	For	No	98.80%
	1k	Elect Director Brad D. Smith	For	No	98.71%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.77%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.36%
	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	69.15%
	5	Eliminate Supermajority Vote Requirement	For	No	80.10%
	6	Adopt Simple Majority Vote	For	Yes	51.29%
Prysmian SpA 18.04.24	1	Accept Financial Statements and Statutory Reports	For	No	98.78%
	2	Approve Allocation of Income	For	No	99.60%
	3	Fix Number of Directors	For	No	99.92%
	4	Fix Board Terms for Directors	For	No	99.58%
	5.1	Slate 1 Submitted by Management	For	No	
	5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	No	
	6	Approve Remuneration of Directors	For	No	96.24%
	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	98.80%
	8	Approve Auditors and Authorize Board to Fix Their Remuneration	For	No	99.18%
	9	Approve Remuneration Policy	For	No	82.18%
	10	Approve Second Section of the Remuneration Report	For	No	92.00%
Nestle SA 18.04.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.48%
	1.2	Approve Remuneration Report	For	No	83.82%
	1.3	Approve Non-Financial Report	Against	Yes	91.22%
	2	Approve Discharge of Board and Senior Management	For	No	98.00%
	3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	No	99.72%
	4.1.a	Reelect Paul Bulcke as Director and Board Chair	For	No	87.53%
	4.1.b	Reelect Ulf Schneider as Director	Against	Yes	90.23%
	4.1.c	Reelect Renato Fassbind as Director	For	No	98.85%
	4.1.d	Reelect Pablo Isla as Director	For	No	94.41%
	4.1.e	Reelect Patrick Aebischer as Director	For	No	98.89%
	4.1.f	Reelect Dick Boer as Director	For	No	98.44%
	4.1.g	Reelect Dinesh Paliwal as Director	For	No	98.22%
	4.1.h	Reelect Hanne Jimenez de Mora as Director	For	No	99.36%
	4.1.i	Reelect Lindiwe Sibanda as Director	For	No	99.32%
	4.1.j	Reelect Chris Leong as Director	For	No	99.16%
	4.1.k	Reelect Luca Maestri as Director	For	No	99.23%
	4.1.l	Reelect Rainer Blair as Director	For	No	99.49%
	4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	For	No	98.31%
	4.2	Elect Geraldine Matchett as Director	For	No	99.62%
	4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	For	No	94.19%
	4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	No	97.07%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	For	No	92.72%
	4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	No	96.61%
	4.4	Ratify Ernst & Young AG as Auditors	For	No	99.51%
	4.5	Designate Hartmann Dreyer as Independent Proxy	For	No	99.74%
	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	No	95.43%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	For	No	87.75%
	6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.60%
	7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	Against	No	11.07%
	8	Transact Other Business (Voting)	Against	No	
National Bank of Canada 19.04.24	1.1	Elect Director Pierre Blouin	For	No	99.53%
	1.2	Elect Director Pierre Boivin	For	No	97.82%
	1.3	Elect Director Yvon Charest	For	No	98.78%
	1.4	Elect Director Patricia Curadeau-Grou	For	No	99.29%
	1.5	Elect Director Laurent Ferreira	For	No	99.59%
	1.6	Elect Director Annick Guerard	For	No	99.21%
	1.7	Elect Director Karen Kinsley	For	No	98.92%
	1.8	Elect Director Lynn Loewen	For	No	98.63%
	1.9	Elect Director Rebecca McKillican	For	No	99.55%
	1.10	Elect Director Arielle Meloul-Wechsler	For	No	94.14%
	1.11	Elect Director Robert Pare	For	No	98.15%
	1.12	Elect Director Pierre Pomerleau	For	No	99.56%
	1.13	Elect Director Macky Tall	For	No	99.07%
	2	Advisory Vote on Executive Compensation Approach	For	No	96.14%
	3	Ratify Deloitte LLP as Auditors	Withhold	Yes	91.15%
	4	Approve Increase in Aggregate Amount of Compensation of Directors	For	No	98.42%
	6	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	For	No	99.15%
	7.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	For	Yes	11.90%
	7.2	SP 2: Advisory Vote on Environmental Policies	For	Yes	17.47%
Midea Group Co. Ltd. 19.04.24	1	Approve Report of the Board of Directors	For	No	99.75%
	2	Approve Report of the Board of Supervisors	For	No	99.75%
	3	Approve Financial Statements	For	No	99.55%
	4	Approve Annual Report and Summary	For	No	99.75%
	5	Approve Profit Distribution	For	No	99.96%
	6	Approve Employee Share Purchase Plan	For	No	95.28%
	7	Approve to Formulate Methods to Assess the Performance of Plan Participants	For	No	95.15%
	8	Approve Authorization of the Board to Handle All Related Matters	For	No	95.12%
	9	Approve Provision of Guarantee	For	No	99.96%
	10	Approve Foreign Exchange Fund Derivatives Business Investment	For	No	99.96%
	11	Approve to Appoint Auditor	For	No	95.32%
	12	Amend Articles of Association	For	No	99.95%
Contemporary Amperex Technology Co., Ltd. 19.04.24	1	Approve Annual Report and Summary	For	No	99.86%
	2	Approve Report of the Board of Directors	For	No	99.88%
	3	Approve Report of the Board of Supervisors	For	No	99.88%
	4	Approve Profit Distribution	For	No	99.92%
	5	Approve Remuneration of Directors	For	No	99.74%
	6	Approve Remuneration of Supervisors	For	No	99.85%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	7	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	No	99.87%
	8	Approve to Appoint Auditor	For	No	98.86%
	9	Approve Application of Credit Lines	Against	Yes	94.54%
	10	Approve Estimated Amount of Guarantees	Against	Yes	91.48%
	11	Approve Hedging Plan	For	No	99.90%
	12	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 23rd Meeting of the Board of Directors	For	No	99.91%
	13	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 27th Meeting of the Board of Directors	For	No	99.91%
	14	Amend Articles of Association	For	No	99.91%
	15.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	Against	Yes	94.52%
	15.2	Amend Related-Party Transaction Management System	Against	Yes	94.50%
	15.3	Amend Entrusted Asset Management System	Against	Yes	94.47%
	15.4	Amend Management System of Raised Funds	Against	Yes	94.50%
BKW AG 22.04.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.92%
	1.2	Approve Remuneration Report	For	No	95.38%
	1.3	Approve Non-Financial Report	For	No	98.37%
	2	Approve Discharge of Board and Senior Management	For	No	99.78%
	3	Approve Allocation of Income and Dividends of CHF 3.40 per Share	For	No	99.90%
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	No	98.56%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	For	No	98.51%
	5.1.1	Reelect Carole Ackermann as Director	For	No	99.23%
	5.1.2	Reelect Roger Baillod as Director	For	No	99.00%
	5.1.3	Reelect Petra Denk as Director	For	No	99.60%
	5.1.4	Reelect Rebecca Guntern as Director	For	No	99.41%
	5.1.5	Reelect Martin a Porta as Director	For	No	99.71%
	5.1.6	Reelect Kurt Schaer as Director	For	No	98.88%
	5.2	Reelect Roger Baillod as Board Chair	For	No	98.92%
	5.3.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	For	No	98.85%
	5.3.2	Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee	For	No	99.12%
	5.3.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	For	No	99.09%
	5.4	Designate Andreas Byland as Independent Proxy	For	No	99.96%
	5.5	Ratify PricewaterhouseCoopers AG as Auditors	For	No	99.14%
	6	Transact Other Business (Voting)	Against	Yes	
ING Groep NV 22.04.24	1	Open Meeting	Refer	No	
	2A	Receive Report of Executive Board (Non-Voting)	Refer	No	
	2B	Receive Report of Supervisory Board (Non-Voting)	Refer	No	
	2C	Discussion on Company's Corporate Governance Structure	Refer	No	
	2D	Approve Remuneration Report	For	No	95.42%
	2E	Adopt Financial Statements and Statutory Reports	For	No	99.67%
	3A	Receive Explanation on Dividend and Distribution Policy	Refer	No	
	3B	Approve Dividends	For	No	99.95%
	4A	Approve Discharge of Executive Board	For	No	97.57%
	4B	Approve Discharge of Supervisory Board	For	No	97.25%
	5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	For	No	99.97%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	6A	Approve Remuneration Policy of the Executive Board	For	No	95.34%
	6B	Approve Remuneration Policy of the Supervisory Board	For	No	97.89%
	7A	Reelect Juan Colombas to Supervisory Board	Against	Yes	91.16%
	7B	Reelect Herman Hulst to Supervisory Board	Against	Yes	90.67%
	7C	Reelect Harold Naus to Supervisory Board	Against	Yes	90.85%
	8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	For	No	95.48%
	8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.80%
	9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	For	No	98.21%
	10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	For	No	99.27%
Broadcom Inc. 22.04.24	1a	Elect Director Diane M. Bryant	For	No	91.75%
	1b	Elect Director Gayla J. Delly	For	No	98.19%
	1c	Elect Director Kenneth Y. Hao	For	No	99.87%
	1d	Elect Director Eddy W. Hartenstein	For	No	82.17%
	1e	Elect Director Check Kian Low	For	No	91.02%
	1f	Elect Director Justine F. Page	For	No	99.56%
	1g	Elect Director Henry Samuelli	For	No	98.07%
	1h	Elect Director Hock E. Tan	For	No	99.68%
	1i	Elect Director Harry L. You	For	No	79.59%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.47%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	61.30%
Hypera SA 23.04.24	1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	For	No	100.00%
	2	Approve Increase in Authorized Capital and Amend Article 5 Accordingly	For	No	97.34%
	3	Consolidate Bylaws	For	No	100.00%
WEG SA 23.04.24	1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	For	No	99.98%
Assicurazioni Generali SpA 23.04.24	1a	Accept Financial Statements and Statutory Reports	For	No	99.90%
	1b	Approve Allocation of Income	For	No	99.63%
	2a	Authorize Share Repurchase Program	For	No	99.80%
	2b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	No	99.89%
	3a	Amend Company Bylaws Re: Article 7.2	For	No	99.73%
	3b	Amend Company Bylaws Re: Article 9.1	For	No	99.74%
	3c	Amend Company Bylaws Re: Article 16.1	For	No	99.70%
	3d	Amend Company Bylaws Re: Article 18	For	No	99.71%
	3e	Amend Company Bylaws Re: Article 19.1 letter h)	For	No	99.66%
	3f	Amend Company Bylaws Re: Articles 28.2, 28.7, 28.13, 37.2, and 37.9	For	No	99.31%
	3g	Amend Company Bylaws Re: Article 28.4	For	No	99.70%
	3h	Amend Company Bylaws Re: Article 29.4	For	No	99.70%
	3i	Amend Company Bylaws Re: Articles 30.1 and 30.2	For	No	99.71%
	3j	Amend Company Bylaws Re: Article 32.2 letters f) g) and h)	For	No	97.68%
	3k	Amend Company Bylaws Re: Articles 33.1 and 33.2	For	No	99.01%
	3l	Amend Company Bylaws Re: Article 34.1	For	No	99.67%
	4a	Approve Remuneration Policy	For	No	95.59%
	4b	Approve Second Section of the Remuneration Report	For	No	96.84%
	5a	Approve Group Long Term Incentive Plan	For	No	97.76%
	5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	For	No	97.95%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Hypera SA 23.04.24	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	No	94.55%
	2	Approve Allocation of Income and Dividends	For	No	99.92%
	3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Abstain	No	
	4	Approve Remuneration of Company's Management	For	No	96.85%
L'Oreal SA 23.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.94%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.94%
	3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	For	No	99.93%
	4	Elect Jacques Ripoll as Director	For	No	99.43%
	5	Reelect Beatrice Guillaume-Grabisch as Director	For	No	93.71%
	6	Reelect Ilham Kadri as Director	For	No	88.43%
	7	Reelect Jean-Victor Meyers as Director	For	No	96.20%
	8	Reelect Nicolas Meyers as Director	For	No	93.48%
	9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	For	No	99.40%
	10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	For	No	99.73%
	11	Approve Compensation Report of Corporate Officers	For	No	96.68%
	12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	No	95.35%
	13	Approve Compensation of Nicolas Hieronimus, CEO	For	No	95.65%
	14	Approve Remuneration Policy of Directors	For	No	99.90%
	15	Approve Remuneration Policy of Chairman of the Board	For	No	97.89%
	16	Approve Remuneration Policy of CEO	For	No	93.10%
	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.32%
	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.52%
	19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	97.37%
	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.78%
	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	99.78%
	22	Authorize Filing of Required Documents/Other Formalities	For	No	99.95%
NatWest Group Plc 23.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.98%
	2	Approve Remuneration Report	For	No	97.82%
	3	Approve Final Dividend	For	No	99.99%
	4	Elect Rick Haythornthwaite as Director	For	No	97.63%
	5	Elect Paul Thwaite as Director	For	No	99.97%
	6	Re-elect Katie Murray as Director	For	No	99.69%
	7	Re-elect Frank Dangeard as Director	For	No	99.95%
	8	Re-elect Roisin Donnelly as Director	For	No	99.96%
	9	Re-elect Patrick Flynn as Director	For	No	99.25%
	10	Re-elect Yasmin Jetha as Director	For	No	99.96%
	11	Re-elect Stuart Lewis as Director	For	No	99.25%
	12	Re-elect Mark Seligman as Director	For	No	99.17%
	13	Re-elect Lena Wilson as Director	For	No	99.21%
	14	Reappoint Ernst and Young LLP as Auditors	For	No	99.15%
	15	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	No	99.95%
	16	Authorise Issue of Equity	For	No	97.06%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	17	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.52%
	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.60%
	19	Authorise Issue of Equity in Connection with Equity Convertible Notes	For	No	98.89%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	For	No	98.89%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.56%
	22	Authorise UK Political Donations and Expenditure	For	No	98.95%
	23	Authorise Market Purchase of Ordinary Shares	For	No	98.89%
	24	Approve Amendments to Directed Buyback Contract	For	No	98.43%
	25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	For	No	99.64%
	26	Authorise Off-Market Purchase of Preference Shares	For	No	99.67%
	27	Approve Employee Share Plan	For	No	98.98%
	28	Authorise Board to Offer Scrip Dividend	For	No	99.75%
Boliden AB 23.04.24	1	Open Meeting	Refer	No	
	2	Elect Chairman of Meeting	For	No	
	3	Prepare and Approve List of Shareholders	For	No	
	4	Approve Agenda of Meeting	For	No	
	5	Designate Inspectors of Minutes of Meeting	Refer	No	
	6	Acknowledge Proper Convening of Meeting	For	No	
	7	Receive Financial Statements and Statutory Reports	Refer	No	
	8	Receive Board's Report	Refer	No	
	9	Receive President's Report	Refer	No	
	10	Receive Auditor's Report	Refer	No	
	11	Accept Financial Statements and Statutory Reports	For	No	
	12	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	For	No	
	13.1	Approve Discharge of Karl-Henrik Sundstrom (Chair)	For	No	
	13.2	Approve Discharge of Helene Bistrom	For	No	
	13.3	Approve Discharge of Tomas Eliasson	For	No	
	13.4	Approve Discharge of Per Lindberg	For	No	
	13.5	Approve Discharge of Perttu Louhiluoto	For	No	
	13.6	Approve Discharge of Elisabeth Nilsson	For	No	
	13.7	Approve Discharge of Pia Rudengren	For	No	
	13.8	Approve Discharge of Mikael Staffas as President	For	No	
	13.9	Approve Discharge of Jonny Johansson	For	No	
	13.10	Approve Discharge of Andreas Martensson	For	No	
	13.11	Approve Discharge of Johan Vidmark	For	No	
	13.12	Approve Discharge of Ronnie Allzen	For	No	
	13.13	Approve Discharge of Ola Holmstrom	For	No	
	13.14	Approve Discharge of Timo Popponen	For	No	
	13.15	Approve Discharge of Elin Soderlund	For	No	
	14.1	Determine Number of Members (8) and Deputy Members (0) of Board	For	No	
	14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No	
	15	Approve Remuneration of Directors in the Amount of SEK 2.03 Million for Chairman and SEK 675,000 for Other Directors; Approve Remuneration for Committee Work	For	No	
	16.a	Reelect Helene Bistrom as Director	For	No	
	16.b	Reelect Tomas Eliasson as Director	For	No	
	16.c	Reelect Per Lindberg as Director	For	No	
	16.d	Reelect Perttu Louhiluoto as Director	For	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	16.e	Reelect Elisabeth Nilsson as Director	For	No	
	16.f	Reelect Pia Rudengren as Director	For	No	
	16.g	Reelect Karl-Henrik Sundstrom as Director	Against	Yes	
	16.h	Elect Derek White as New Director	For	No	
	16.i	Reelect Karl-Henrik Sundstrom as Board Chairman	Against	Yes	
	17	Approve Remuneration of Auditors	For	No	
	18	Ratify Deloitte as Auditors	For	No	
	19	Approve Remuneration Report	For	No	
	20.1	Elect Lennart Franke as Member of Nominating Committee	For	No	
	20.2	Elect Karin Eliasson as Member of Nominating Committee	For	No	
	20.3	Elect Patrik Jonsson as Member of Nominating Committee	For	No	
	21.a	Approve Long-term Share Savings Programme (LTIP 2024/2027) for Key Employees	For	No	
	21.b1	Approve Transfer of 100,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2024/2027)	For	No	
	21.b2	Approve Alternative Equity Plan Financing	For	No	
	22	Close Meeting	Refer	No	
SIG Group AG 23.04.24	1	Accept Financial Statements and Statutory Reports	For	No	
	2	Approve Non-Financial Report	For	No	
	3	Approve Discharge of Board and Senior Management	For	No	
	4	Approve Allocation of Income	For	No	
	5	Approve Dividends of CHF 0.48 per Share from Capital Contribution Reserves	For	No	
	6.1	Approve Remuneration Report (Non-Binding)	For	No	
	6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	For	No	
	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	No	
	7.1.1	Reelect Andreas Umbach as Director	For	No	
	7.1.2	Reelect Werner Bauer as Director	For	No	
	7.1.3	Reelect Wah-Hui Chu as Director	For	No	
	7.1.4	Reelect Mariel Hoch as Director	For	No	
	7.1.5	Reelect Florence Jeantet as Director	For	No	
	7.1.6	Reelect Laurens Last as Director	For	No	
	7.1.7	Reelect Abdallah al Obeikan as Director	For	No	
	7.1.8	Reelect Martine Snels as Director	For	No	
	7.1.9	Reelect Matthias Waehren as Director	For	No	
	7.2	Elect Thomas Dittrich as Director	For	No	
	7.3	Reelect Andreas Umbach as Board Chair	For	No	
	7.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	For	No	
	7.4.2	Reappoint Matthias Waehren as Member of the Compensation Committee	For	No	
	7.4.3	Appoint Werner Bauer as Member of the Compensation Committee	For	No	
	8	Designate Keller AG as Independent Proxy	For	No	
	9	Ratify PricewaterhouseCoopers AG as Auditors	For	No	
	10	Transact Other Business (Voting)	Against	Yes	
AXA SA 23.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.95%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.95%
	3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	For	No	99.97%
	4	Approve Compensation Report of Corporate Officers	For	No	94.57%
	5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	For	No	98.16%
	6	Approve Compensation of Thomas Buberl, CEO	For	No	93.28%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	7	Approve Remuneration Policy of Chairman of the Board	For	No	98.75%
	8	Approve Remuneration Policy of CEO	For	No	93.65%
	9	Approve Remuneration Policy of Directors	For	No	99.56%
	10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%
	11	Reelect Antoine Gosset-Grainville as Director	For	No	96.74%
	12	Reelect Clotilde Delbos as Director	For	No	99.08%
	13	Reelect Isabel Hudson as Director	For	No	96.43%
	14	Reelect Angelien Kemna as Director	For	No	99.50%
	15	Reelect Marie-France Tschudin as Director	For	No	96.41%
	16	Elect Helen Browne as Representative of Employee Shareholders to the Board	For	No	97.33%
	A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	Against	No	1.37%
	B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	Against	No	2.03%
	C	Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	Against	No	3.84%
	D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	Against	No	2.05%
	E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	Against	No	2.40%
	17	Appoint KPMG SA as Auditor	For	No	99.16%
	18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	For	No	99.26%
	19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	For	No	98.88%
	20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	For	No	98.92%
	21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.47%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.34%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	No	99.29%
	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.64%
	25	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
WEG SA 23.04.24	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	No	97.27%
	2	Approve Capital Budget, Allocation of Income and Dividends	For	No	99.92%
	3	Approve Classification of Dan Ioschpe as Independent Director	Against	Yes	72.74%
	4	Approve Classification of Tania Conte Cosentino as Independent Director	For	No	100.00%
	5	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No	
	6	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No	
	7	Elect Directors	Against	Yes	87.45%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	8	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	No	
	9	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	No	
	10.1	Percentage of Votes to Be Assigned - Elect Dan loschpe as Independent Director	Abstain	No	
	10.2	Percentage of Votes to Be Assigned - Elect Decio da Silva as Director	Abstain	No	
	10.3	Percentage of Votes to Be Assigned - Elect Harry Schmelzer Junior as Director	Abstain	No	
	10.4	Percentage of Votes to Be Assigned - Elect Martin Werninghaus as Director	Abstain	No	
	10.5	Percentage of Votes to Be Assigned - Elect Nildemar Secches as Director	Abstain	No	
	10.6	Percentage of Votes to Be Assigned - Elect Sergio Luiz Silva Schwartz as Director	Abstain	No	
	10.7	Percentage of Votes to Be Assigned - Elect Tania Conte Cosentino as Independent Director	Abstain	No	
	11	Approve Remuneration of Company's Management	Against	Yes	85.95%
	12	Elect Fiscal Council Members	Abstain	Yes	84.19%
	13	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	No	
	14	Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Silvia Maura Rodrigues Pereira as Alternate Appointed by Minority Shareholder	For	No	99.10%
	15	Approve Remuneration of Fiscal Council Members	For	No	99.95%
	16	Designate Newspapers to Publish Company's Legal Announcements	For	No	99.99%
The Goldman Sachs Group, Inc. 24.04.24	1a	Elect Director Michele Burns	For	No	96.02%
	1b	Elect Director Mark Flaherty	For	No	97.23%
	1c	Elect Director Kimberley Harris	For	No	96.26%
	1d	Elect Director Kevin Johnson	For	No	97.84%
	1e	Elect Director Ellen Kullman	For	No	96.17%
	1f	Elect Director Lakshmi Mittal	For	No	91.50%
	1g	Elect Director Thomas Montag	For	No	99.46%
	1h	Elect Director Peter Oppenheimer	For	No	96.93%
	1i	Elect Director David Solomon	Against	Yes	95.31%
	1j	Elect Director Jan Tighe	For	No	98.34%
	1k	Elect Director David Viniar	For	No	95.50%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.24%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.58%
	4	Require Independent Board Chair	For	Yes	33.37%
	5	Report on Lobbying Payments and Policy	For	Yes	39.11%
	6	Report on Efforts to Prevent Discrimination	For	Yes	15.01%
	7	Issue Environmental Justice Report	For	Yes	9.96%
	8	Report on Clean Energy Supply Financing Ratio	For	Yes	28.52%
	9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	For	Yes	8.21%
	10	Restrict spending on climate change-related analysis or actions	Against	No	0.77%
	11	Report on Pay Equity	For	Yes	29.84%
	12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	Refer	No	
Eaton Corporation plc 24.04.24	1a	Elect Director Craig Arnold	Against	Yes	92.90%
	1b	Elect Director Silvio Napoli	For	No	98.35%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1c	Elect Director Gregory R. Page	For	No	90.23%
	1d	Elect Director Sandra Pianalto	For	No	99.54%
	1e	Elect Director Robert V. Pragada	For	No	98.11%
	1f	Elect Director Lori J. Ryerkerk	For	No	93.59%
	1g	Elect Director Gerald B. Smith	For	No	94.89%
	1h	Elect Director Dorothy C. Thompson	For	No	98.20%
	1i	Elect Director Darryl L. Wilson	For	No	98.62%
	2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Against	Yes	94.00%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.21%
	4	Authorize Issue of Equity with Pre-emptive Rights	For	No	97.09%
	5	Authorise Issue of Equity without Pre-emptive Rights	For	No	93.45%
	6	Authorize Share Repurchase of Issued Share Capital	For	No	97.96%
Intesa Sanpaolo SpA 24.04.24	1a	Accept Financial Statements and Statutory Reports	For	No	99.88%
	1b	Approve Allocation of Income	For	No	99.84%
	2a	Approve Remuneration Policy	For	No	88.63%
	2b	Approve Second Section of the Remuneration Report	For	No	93.02%
	2c	Approve Annual Incentive Plan	For	No	97.96%
	3a	Authorize Share Repurchase Program	For	No	99.76%
	3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	No	99.13%
	3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.62%
	1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	For	No	99.33%
Marathon Petroleum Corporation 24.04.24	1a	Elect Director Abdulaziz F. Alkhayyal	Against	Yes	90.63%
	1b	Elect Director Jonathan Z. Cohen	For	No	95.10%
	1c	Elect Director Michael J. Hennigan	Against	Yes	94.13%
	1d	Elect Director Frank M. Semple	For	No	96.65%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.35%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.74%
	4	Advisory Vote on Say on Pay Frequency	One Year	No	
	5	Amend Certificate of Incorporation to Provide for Officer Exculpation	For	No	60.87%
	6	Declassify the Board of Directors	For	No	68.38%
	7	Eliminate Supermajority Voting Provisions	For	No	68.14%
	8	Adopt Simple Majority Vote	For	Yes	46.58%
The Cigna Group 24.04.24	1a	Elect Director David M. Cordani	Against	Yes	94.52%
	1b	Elect Director William J. DeLaney	For	No	98.16%
	1c	Elect Director Eric J. Foss	For	No	96.40%
	1d	Elect Director Elder Granger	For	No	98.18%
	1e	Elect Director Neesha Hathi	For	No	99.81%
	1f	Elect Director George Kurian	For	No	98.22%
	1g	Elect Director Kathleen M. Mazzarella	For	No	96.11%
	1h	Elect Director Mark B. McClellan	For	No	98.17%
	1i	Elect Director Philip O. Ozuah	For	No	99.18%
	1j	Elect Director Kimberly A. Ross	For	No	98.84%
	1k	Elect Director Eric C. Wiseman	For	No	98.22%
	1l	Elect Director Donna F. Zarcone	For	No	94.42%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	83.26%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.56%
	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	48.14%
	5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	No	1.57%
UBS Group AG	1	Accept Financial Statements and Statutory Reports	For	No	99.21%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
24.04.24	2	Approve Remuneration Report	For	No	83.53%
	3	Approve Sustainability Report	For	No	93.37%
	4	Approve Allocation of Income and Dividends of USD 0.70 per Share	For	No	99.39%
	5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	For	No	90.88%
	6	Approve Discharge of Board and Senior Management	For	No	94.81%
	7.1	Reelect Colm Kelleher as Director and Board Chair	For	No	96.00%
	7.2	Reelect Lukas Gaehwiler as Director	For	No	98.64%
	7.3	Reelect Jeremy Anderson as Director	For	No	98.40%
	7.4	Reelect Claudia Boeckstiegel as Director	For	No	99.12%
	7.5	Reelect William Dudley as Director	For	No	98.96%
	7.6	Reelect Patrick Firmenich as Director	For	No	98.53%
	7.7	Reelect Fred Hu as Director	For	No	97.23%
	7.8	Reelect Mark Hughes as Director	For	No	99.16%
	7.9	Reelect Nathalie Rachou as Director	For	No	99.12%
	7.10	Reelect Julie Richardson as Director	For	No	97.99%
	7.11	Reelect Jeanette Wong as Director	For	No	97.91%
	7.12	Elect Gail Kelly as Director	For	No	99.10%
	8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	For	No	92.78%
	8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	For	No	95.61%
	8.3	Appoint Fred Hu as Member of the Compensation Committee	For	No	96.96%
	9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	For	No	89.70%
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	For	No	89.84%	
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	For	No	88.44%	
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	For	No	90.96%	
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	No	99.52%	
10.2	Ratify Ernst & Young AG as Auditors	For	No	93.14%	
10.3	Ratify BDO AG as Special Auditors	For	No	98.71%	
	11	Transact Other Business (Voting)	Against	No	
Ameriprise Financial, Inc. 24.04.24	1a	Elect Director James M. Cracchiolo	Against	Yes	93.38%
	1b	Elect Director Robert F. Sharpe, Jr.	For	No	91.13%
	1c	Elect Director Dianne Neal Blixt	For	No	96.25%
	1d	Elect Director Amy DiGeso	For	No	83.70%
	1e	Elect Director Christopher J. Williams	For	No	93.84%
	1f	Elect Director Armando Pimentel, Jr.	For	No	98.85%
	1g	Elect Director Brian T. Shea	For	No	94.02%
	1h	Elect Director W. Edward Walter, III	For	No	98.33%
	2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	For	No	67.94%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	88.69%
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.45%
ASML Holding NV 24.04.24	1	Open Meeting	Refer	No	
	2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Refer	No	
	3a	Approve Remuneration Report	For	No	94.10%
	3b	Adopt Financial Statements and Statutory Reports	For	No	99.87%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Refer	No	
	3d	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No	
	3e	Approve Dividends	For	No	99.99%
	4a	Approve Discharge of Management Board	For	No	96.03%
	4b	Approve Discharge of Supervisory Board	For	No	95.27%
	5	Approve Number of Shares for Management Board	For	No	97.47%
	6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Refer	No	
	6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Refer	No	
	7a	Discuss Updated Profile of the Supervisory Board	Refer	No	
	7b	Reelect A.P. Aris to Supervisory Board	For	No	97.77%
	7c	Reelect D.M. Durcan to Supervisory Board	For	No	99.36%
	7d	Reelect D.W.A. East to Supervisory Board	For	No	96.59%
	7e	Discuss Composition of the Supervisory Board	Refer	No	
	8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	No	98.49%
	8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.67%
	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.74%
	10	Authorize Cancellation of Repurchased Shares	For	No	99.81%
	11	Other Business (Non-Voting)	Refer	No	
	12	Close Meeting	Refer	No	
Assa Abloy AB 24.04.24	1	Open Meeting	Refer	No	
	2	Elect Chairman of Meeting	For	No	
	3	Prepare and Approve List of Shareholders	Refer	No	
	4	Approve Agenda of Meeting	For	No	
	5	Designate Inspector(s) of Minutes of Meeting	For	No	
	6	Acknowledge Proper Convening of Meeting	For	No	
	7	Receive President's Report	Refer	No	
	8.a	Receive Financial Statements and Statutory Reports	Refer	No	
	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Refer	No	
	8.c	Receive Board's Report	Refer	No	
	9.a	Accept Financial Statements and Statutory Reports	For	No	
	9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	For	No	
	9.c	Approve Discharge of Board and President	For	No	
	10	Determine Number of Members (8) and Deputy Members (0) of Board	For	No	
	11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	For	No	
	11.b	Approve Remuneration of Auditors	For	No	
	12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Against	Yes	
	13	Ratify Ernst & Young as Auditors	For	No	
	14	Approve Remuneration Report	For	No	
	15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	For	No	
	16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Against	Yes	
	17	Close Meeting	Refer	No	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Atlas Copco AB 24.04.24	1	Opening of Meeting; Elect Chairman of Meeting	For	No	
	2	Prepare and Approve List of Shareholders	For	No	
	3	Approve Agenda of Meeting	For	No	
	4	Designate Inspector(s) of Minutes of Meeting	For	No	
	5	Acknowledge Proper Convening of Meeting	For	No	
	6	Receive Financial Statements and Statutory Reports	Refer	No	
	7	Receive CEO's Report	Refer	No	
	8.a	Accept Financial Statements and Statutory Reports	For	No	
	8.b1	Approve Discharge of Jumana Al Sibai	For	No	
	8.b2	Approve Discharge of Staffan Bohman	For	No	
	8.b3	Approve Discharge of Johan Forssell	For	No	
	8.b4	Approve Discharge of Helene Mellquist	For	No	
	8.b5	Approve Discharge of Anna Ohlsson-Leijon	For	No	
	8.b6	Approve Discharge of Mats Rahmstrom	For	No	
	8.b7	Approve Discharge of Gordon Riske	For	No	
	8.b8	Approve Discharge of Hans Straberg	For	No	
	8.b9	Approve Discharge of Peter Wallenberg Jr	For	No	
	8.b10	Approve Discharge of Mikael Bergstedt	For	No	
	8.b11	Approve Discharge of Benny Larsson	For	No	
	8.b12	Approve Discharge of CEO Mats Rahmstrom	For	No	
	8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	For	No	
	8.d	Approve Record Date for Dividend Payment	For	No	
	9.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	No	
	9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	No	
	10.a1	Reelect Juman Al Sibai as Director	For	No	
	10.a2	Reelect Johan Forssell as Director	Against	Yes	
	10.a3	Reelect Helene Mellquist as Director	For	No	
	10.a4	Reelect Anna Ohlsson-Leijon as Director	Against	Yes	
	10.a5	Reelect Gordon Riske as Director	For	No	
	10.a6	Reelect Hans Straberg as Director	Against	Yes	
	10.a7	Reelect Peter Wallenberg Jr as Director	Against	Yes	
	10.b1	Elect Vagner Rego as New Director	For	No	
	10.b2	Elect Karin Radstrom as New Director	For	No	
	10.c	Reelect Hans Straberg as Board Chair	Against	Yes	
10.d	Ratify Ernst & Young as Auditors	For	No		
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For	No		
11.b	Approve Remuneration of Auditors	For	No		
12.a	Approve Remuneration Report	For	No		
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No		
12.c	Approve Stock Option Plan 2024 for Key Employees	For	No		
13.a	Acquire Class A Shares Related to Personnel Option Plan	For	No		
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	No		
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	For	No		
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	No		
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	For	No		
14	Close Meeting	Refer	No		
Bachem Holding AG	1.1	Accept Financial Statements and Statutory Reports	For	No	99.98%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
24.04.24	1.2	Approve Remuneration Report	Against	Yes	89.68%
	1.3	Approve Sustainability Report	For	No	97.86%
	2	Approve Discharge of Board and Senior Management	For	No	99.83%
	3	Approve Allocation of Income and Dividends of CHF 0.40 per Share and CHF 0.40 per Share from Capital Contribution Reserves	For	No	99.97%
	4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	For	No	99.68%
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	No	98.35%
	5.1	Reelect Kuno Sommer as Director and Board Chair	For	No	90.93%
	5.2	Reelect Nicole Hoetzer as Director	For	No	96.49%
	5.3	Reelect Helma Wennemers as Director	For	No	96.50%
	5.4	Reelect Steffen Lang as Director	For	No	96.49%
	5.5	Reelect Alex Faessler as Director	For	No	95.29%
	6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Against	Yes	89.00%
	6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against	Yes	93.00%
	6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Against	Yes	84.86%
7	Ratify MAZARS SA as Auditors	For	No	99.96%	
8	Designate Paul Wiesli as Independent Proxy	For	No	99.94%	
9	Transact Other Business (Voting)	Against	Yes		
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP 25.04.24	1	Elect Eduardo Person Pardini, Karolina Fonseca Lima, and Karla Bertocco Trindade as Audit Committee Members	For	No	99.32%
	2	Elect Jardel Rolando Almeida Garcia as Eligibility Committee Member	For	No	99.16%
	3	Elect Michael Breslin as Eligibility Committee Member	For	No	99.14%
	4	Elect Nilton Joao dos Santos as Eligibility Committee Member	For	No	99.13%
	5	Approve Remuneration of Company's Management, Fiscal Council, and Audit Committee Members	For	No	93.45%
	6	Amend Article 14	For	No	99.60%
	7	Amend Articles	For	No	91.22%
	8	Consolidate Bylaws	For	No	93.75%
RELX Plc 25.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.89%
	2	Approve Remuneration Report	For	No	96.04%
	3	Approve Final Dividend	For	No	99.91%
	4	Reappoint Ernst & Young LLP as Auditors	For	No	99.46%
	5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.93%
	6	Elect Bianca Tetteroo as Director	For	No	99.97%
	7	Re-elect Paul Walker as Director	For	No	96.51%
	8	Re-elect Erik Engstrom as Director	For	No	99.94%
	9	Re-elect Nick Luff as Director	For	No	99.67%
	10	Re-elect Alistair Cox as Director	For	No	99.96%
	11	Re-elect June Felix as Director	For	No	99.96%
	12	Re-elect Charlotte Hogg as Director	For	No	99.98%
	13	Re-elect Robert MacLeod as Director	For	No	97.13%
	14	Re-elect Andrew Sukawaty as Director	For	No	99.98%
	15	Re-elect Suzanne Wood as Director	For	No	97.04%
	16	Authorise Issue of Equity	For	No	94.14%
	17	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.55%
	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	99.12%
	19	Authorise Market Purchase of Ordinary Shares	For	No	99.42%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	92.52%
Johnson & Johnson 25.04.24	1a	Elect Director Darius Adamczyk	For	No	98.87%
	1b	Elect Director Mary C. Beckerle	For	No	99.22%
	1c	Elect Director D. Scott Davis	For	No	97.72%
	1d	Elect Director Jennifer A. Doudna	For	No	99.23%
	1e	Elect Director Joaquin Duato	Against	Yes	93.44%
	1f	Elect Director Marillyn A. Hewson	For	No	97.34%
	1g	Elect Director Paula A. Johnson	For	No	99.18%
	1h	Elect Director Hubert Joly	For	No	98.85%
	1i	Elect Director Mark B. McClellan	For	No	99.16%
	1j	Elect Director Anne M. Mulcahy	For	No	96.89%
	1k	Elect Director Mark A. Weinberger	For	No	98.53%
	1l	Elect Director Nadja Y. West	For	No	99.44%
	1m	Elect Director Eugene A. Woods	For	No	99.37%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.46%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.17%
	4	Report on Gender-Based Compensation and Benefits Inequities	Against	No	3.90%
	5	Report on Impact of Extended Patent Exclusivities on Product Access	Refer	No	
Muenchener Rueckversicherungs- Gesellschaft AG 25.04.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	For	No	99.89%
	3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	For	No	96.50%
	3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	For	No	96.50%
	3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	For	No	96.50%
	3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	For	No	96.50%
	3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	For	No	96.49%
	3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	For	No	96.46%
	3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	For	No	96.47%
	3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	For	No	96.48%
	3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	For	No	96.48%
	3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	For	No	96.48%
	4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	For	No	99.70%
	4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	For	No	99.67%
	4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	For	No	99.52%
	4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	For	No	99.69%
	4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	For	No	99.65%
	4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	For	No	99.65%
	4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	For	No	99.66%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	For	No	99.68%
	4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	For	No	99.67%
	4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	For	No	99.66%
	4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	For	No	99.68%
	4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	For	No	97.05%
	4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	For	No	99.69%
	4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	For	No	99.58%
	4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	For	No	97.08%
	4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	For	No	99.68%
	4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	For	No	99.54%
	4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	For	No	99.67%
	4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	For	No	99.67%
	4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	For	No	99.70%
	5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	No	99.28%
	5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	For	No	99.01%
	6	Approve Remuneration Report	For	No	88.53%
	7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Against	Yes	72.52%
	7.2	Elect Clement Booth to the Supervisory Board	For	No	99.14%
	7.3	Elect Roland Busch to the Supervisory Board	For	No	96.23%
	7.4	Elect Julia Jaekel to the Supervisory Board	For	No	99.30%
	7.5	Elect Renata Bruengger to the Supervisory Board	For	No	89.99%
	7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	For	No	99.30%
	7.7	Elect Victoria Ossadnik to the Supervisory Board	For	No	94.59%
	7.8	Elect Carsten Spohr to the Supervisory Board	For	No	99.01%
	7.9	Elect Jens Weidmann to the Supervisory Board	For	No	99.71%
	7.10	Elect Maximilian Zimmerer to the Supervisory Board	For	No	99.12%
	8	Approve Remuneration Policy for the Supervisory Board	For	No	97.62%
	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	95.75%
Snap-on Incorporated 25.04.24	1.1	Elect Director David C. Adams	For	No	78.24%
	1.2	Elect Director Karen L. Daniel	For	No	90.46%
	1.3	Elect Director Ruth Ann M. Gillis	For	No	99.52%
	1.4	Elect Director James P. Holden	For	No	86.55%
	1.5	Elect Director Nathan J. Jones	For	No	93.72%
	1.6	Elect Director Henry W. Knueppel	For	No	91.66%
	1.7	Elect Director W. Dudley Lehman	For	No	90.92%
	1.8	Elect Director Nicholas T. Pinchuk	Against	Yes	90.01%
	1.9	Elect Director Gregg M. Sherrill	For	No	95.38%
	1.10	Elect Director Donald J. Stebbins	For	No	99.47%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	90.33%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.71%
CRH Plc 25.04.24	1a	Re-elect Richie Boucher as Director	For	No	97.83%
	1b	Re-elect Caroline Dowling as Director	For	No	99.36%
	1c	Re-elect Richard Fearon as Director	For	No	95.54%
	1d	Re-elect Johan Karlstrom as Director	For	No	99.30%
	1e	Re-elect Shaun Kelly as Director	For	No	99.30%
	1f	Re-elect Badar Khan as Director	For	No	99.32%
	1g	Re-elect Lamar McKay as Director	For	No	98.64%
	1h	Re-elect Albert Manifold as Director	For	No	99.82%
	1i	Re-elect Jim Mintern as Director	For	No	97.96%
	1j	Re-elect Gillian Platt as Director	For	No	98.88%
	1k	Re-elect Mary Rhinehart as Director	For	No	98.88%
	1l	Re-elect Siobhan Talbot as Director	For	No	99.41%
	1m	Re-elect Christina Verchere as Director	For	No	99.85%
	2	Advisory Vote to Approve Executive Compensation	For	No	96.95%
	3a	Ratify Deloitte Ireland LLP as Auditors	For	No	99.96%
	3b	Authorise Board to Fix Remuneration of Auditors	For	No	99.98%
	4	Authorise Issue of Equity	For	No	96.95%
	5	Authorise Issue of Equity without Pre-emptive Rights	For	No	87.89%
	6	Authorise Market Purchase of Ordinary Shares	For	No	99.79%
	7	Authorise Reissuance of Treasury Shares	For	No	99.63%
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP 25.04.24	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	No	94.53%
	2	Approve Allocation of Income and Dividends	For	No	98.75%
	3	Fix Number of Directors at 11	For	No	99.62%
	4	Elect Directors	For	No	98.45%
	5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	No	
	6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	No	
	7.1	Percentage of Votes to Be Assigned - Elect Karla Bertocco Trindade as Independent Board Chairman	Abstain	No	
	7.2	Percentage of Votes to Be Assigned - Elect Nerylson Lima da Silva as Director	Abstain	No	
	7.3	Percentage of Votes to Be Assigned - Elect Antonio Julio Castiglioni Neto as Director	Abstain	No	
	7.4	Percentage of Votes to Be Assigned - Elect Anderson Marcio de Oliveira as Director	Abstain	No	
	7.5	Percentage of Votes to Be Assigned - Elect Andre Gustavo Salcedo Teixeira Mendes as Director	Abstain	No	
	7.6	Percentage of Votes to Be Assigned - Elect Eduardo Person Pardini as Independent Director	Abstain	No	
	7.7	Percentage of Votes to Be Assigned - Elect Karolina Fonseca Lima as Independent Director	Abstain	No	
	7.8	Percentage of Votes to Be Assigned - Elect Ana Silvia Corso Matte as Independent Director	Abstain	No	
	7.9	Percentage of Votes to Be Assigned - Elect Eduardo Franca de la Pena as Independent Director	Abstain	No	
	8	Elect Karla Bertocco Trindade as Board Chairman	For	No	94.36%
	9	Approve Classification of Eduardo Person Pardini as Independent Director	For	No	99.12%
	10	Approve Classification of Karolina Fonseca Lima as Independent Director	For	No	99.15%
	11	Approve Classification of Karla Bertocco Trindade as Independent Director	For	No	98.70%
	12	Approve Classification of Ana Silvia Corso Matte as Independent Director	For	No	99.15%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	13	Approve Classification of Eduardo de Franca de la Pena as Independent Director	For	No	98.88%
	14	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No	
	15	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	For	No	
	16	Fix Number of Fiscal Council Members at Five	For	No	99.49%
	17	Elect Fiscal Council Members	Abstain	Yes	87.12%
	18	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	No	
	19	Elect Gisomar Francisco de Bittencourt Marinho as Fiscal Council Member and Ricardo Bertucci as Alternate Appointed by Minority Shareholder	For	No	99.58%
	20	Elect Gustavo Rocha Gattass as Director Appointed by Minority Shareholder	For	No	99.29%
Hikma Pharmaceuticals Plc 25.04.24	1	Accept Financial Statements and Statutory Reports	For	No	99.76%
	2	Approve Final Dividend	For	No	100.00%
	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.14%
	4	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.85%
	5	Elect Riad Mishlawi as Director	For	No	99.49%
	6	Re-elect Said Darwazah as Director	For	No	95.45%
	7	Re-elect Mazen Darwazah as Director	For	No	94.59%
	8	Re-elect Victoria Hull as Director	For	No	93.32%
	9	Re-elect Ali Al-Husry as Director	For	No	98.99%
	10	Re-elect John Castellani as Director	For	No	99.57%
	11	Re-elect Nina Henderson as Director	For	No	99.51%
	12	Re-elect Cynthia Flowers as Director	For	No	99.63%
	13	Re-elect Douglas Hurt as Director	For	No	99.57%
	14	Re-elect Laura Balan as Director	For	No	99.69%
	15	Re-elect Deneen Vojta as Director	For	No	99.76%
	16	Approve Remuneration Report	For	No	91.43%
	17	Authorise Issue of Equity	For	No	96.73%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	95.85%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	91.85%
	20	Authorise Market Purchase of Ordinary Shares	For	No	99.31%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.94%
	22	Approve Waiver of Rule 9 of the Takeover Code	Against	Yes	56.62%
	23	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the Existing Awards Grant	For	No	94.04%
	24	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2024 Awards Grant	For	No	94.04%
	25	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2025 Awards Grant	For	No	94.04%
Akzo Nobel NV 25.04.24	1	Open Meeting	Refer	No	
	2a	Receive Report of Management Board (Non-Voting)	Refer	No	
	2b	Discussion on Company's Corporate Governance Structure	Refer	No	
	3a	Adopt Financial Statements	For	No	99.99%
	3b	Discuss on the Company's Dividend Policy	Refer	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	3c	Approve Allocation of Income and Dividends	For	No	99.92%
	3d	Approve Remuneration Report	Against	Yes	96.51%
	4a	Approve Discharge of Management Board	For	No	97.31%
	4b	Approve Discharge of Supervisory Board	For	No	96.77%
	5a	Amend Remuneration Policy of Management Board	For	No	93.91%
	5b	Amend Remuneration Policy for Supervisory Board	For	No	97.90%
	6a	Elect J.M. de Bakker to Supervisory Board	For	No	98.39%
	6b	Elect U. Wolf to Supervisory Board	For	No	80.75%
	6c	Elect W.A. Kolk to Supervisory Board	For	No	95.89%
	6d	Reelect B.E. Grote to Supervisory Board	Against	Yes	83.04%
	7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	97.46%
	7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.15%
	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.50%
	9	Authorize Cancellation of Repurchased Shares	For	No	99.82%
	10	Close Meeting	Refer	No	
Danone SA 25.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.74%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.74%
	3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	For	No	98.88%
	4	Reelect Gilbert Ghostine as Director	For	No	99.33%
	5	Reelect Lise Kingo as Director	For	No	99.04%
	6	Appoint Mazars & Associes as Auditor Responsible for Certifying Sustainability Information	For	No	99.57%
	7	Approve Compensation Report of Corporate Officers	For	No	96.14%
	8	Approve Compensation of Antoine de Saint-Afrique, CEO	Against	Yes	94.68%
	9	Approve Compensation of Gilles Schnepf, Chairman of the Board	Against	Yes	98.85%
	10	Approve Remuneration Policy of Executive Corporate Officers	For	No	92.06%
	11	Approve Remuneration Policy of Chairman of the Board	For	No	99.75%
	12	Approve Remuneration Policy of Directors	For	No	99.72%
	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.79%
	14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	98.62%
	15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	For	No	94.94%
	16	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
Veolia Environnement SA 25.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.91%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.91%
	3	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	No	98.22%
	4	Approve Auditors' Special Report on Related-Party Transactions	For	No	98.71%
	5	Reelect Isabelle Courville as Director	For	No	96.64%
	6	Reelect Guillaume Texier as Director	For	No	92.21%
	7	Elect Julia Marton-Lefevre as Director	For	No	98.55%
	8	Appoint KPMG SA as Authorized Sustainability Auditors	For	No	92.08%
	9	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	For	No	91.90%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	10	Approve Compensation of Antoine Frerot, Chairman of the Board	For	No	96.17%
	11	Approve Compensation of Estelle Brachlianoff, CEO	For	No	97.19%
	12	Approve Compensation Report of Corporate Officers	For	No	98.46%
	13	Approve Remuneration Policy of Chairman of the Board	For	No	94.04%
	14	Approve Remuneration Policy of CEO	For	No	90.18%
	15	Approve Remuneration Policy of Directors	For	No	99.90%
	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.19%
	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,088,117,500	For	No	97.35%
	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 362,705,833	For	No	96.56%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 362,705,833	For	No	91.57%
	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	96.62%
	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	No	83.72%
	22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	For	No	99.48%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.89%
	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.88%
	25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	95.08%
	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	97.96%
	27	Amend Article 10 of Bylaws Re: Rights and Obligations Attached to Shares	For	No	86.52%
	28	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%
Alfa Laval AB 25.04.24	1	Open Meeting	Refer	No	
	2	Elect Chairman of Meeting	For	No	
	3	Prepare and Approve List of Shareholders	Refer	No	
	4	Approve Agenda of Meeting	For	No	
	5	Designate Inspector(s) of Minutes of Meeting	Refer	No	
	6	Acknowledge Proper Convening of Meeting	For	No	
	7	Receive CEO's Report	Refer	No	
	8	Receive Financial Statements and Statutory Reports	Refer	No	
	9.a	Accept Financial Statements and Statutory Reports	For	No	
	9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	For	No	
	9.c1	Approve Discharge of CEO Tom Erixon	For	No	
	9.c2	Approve Discharge of Dennis Jonsson	For	No	
	9.c3	Approve Discharge of Finn Rausing	For	No	
	9.c4	Approve Discharge of Henrik Lange	For	No	
	9.c5	Approve Discharge of Jorn Rausing	For	No	
	9.c6	Approve Discharge of Lilian Fossum Biner	For	No	
	9.c7	Approve Discharge of Nadine Crauwels	For	No	
	9.c8	Approve Discharge of Ray Mauritsson	For	No	
	9.c9	Approve Discharge of Ulf Wiinberg	For	No	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	9.c10	Approve Discharge of Anna Muller	For	No	
	9.c11	Approve Discharge of Bror Garcia Lantz	For	No	
	9.c12	Approve Discharge of Henrik Nielsen	For	No	
	9.c13	Approve Discharge of Johan Ranhog	For	No	
	9.c14	Approve Discharge of Johnny Hulthen	For	No	
	9.c15	Approve Discharge of Stefan Sandell	For	No	
	9.c16	Approve Discharge of Leif Norkvist	For	No	
	10	Approve Remuneration Report	For	No	
	11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	For	No	
	11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	For	No	
	12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680,000 to Other Directors	For	No	
	12.2	Approve Remuneration of Committee Work	For	No	
	12.3	Approve Remuneration of Auditors	For	No	
	13.1	Reelect Dennis Jonsson as Director	For	No	
	13.2	Reelect Finn Rausing as Director	Against	Yes	
	13.3	Reelect Henrik Lange as Director	For	No	
	13.4	Reelect Jorn Rausing as Director	For	No	
	13.5	Reelect Lilian Fossum Biner as Director	For	No	
	13.6	Reelect Ray Mauritsson as Director	For	No	
	13.7	Reelect Ulf Wiinberg as Director	For	No	
	13.8	Reelect Anna Muller as Director	For	No	
	13.9	Reelect Nadine Crauwels as Director	For	No	
	13.10	Reelect Dennis Jonsson as Board Chair	For	No	
	13.11	Ratify Andreas Troberg as Auditor	For	No	
	13.12	Ratify Hanna Fehland as Auditor	For	No	
	13.13	Ratify Henrik Jonzen as Deputy Auditor	For	No	
	13.14	Ratify Andreas Mast as Deputy Auditor	For	No	
	14	Close Meeting	Refer	No	
Eurofins Scientific SE 25.04.24	1	Receive and Approve Board's Reports	For	No	100.00%
	2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	No	99.65%
	3	Receive and Approve Auditor's Reports	For	No	100.00%
	4	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%
	5	Approve Financial Statements	For	No	99.99%
	6	Approve Allocation of Income	For	No	100.00%
	7	Approve Discharge of Directors	For	No	99.75%
	8	Approve Discharge of Auditors	For	No	99.81%
	9	Approve Remuneration Policy	Against	Yes	85.32%
	10	Approve Remuneration Report	Against	Yes	85.44%
	11	Reelect Gilles Martin as Executive Director	Against	Yes	93.61%
	12	Reelect Yves-Loic Martin as Non-Executive Director	For	No	94.78%
	13	Reelect Valerie Hanote as Executive Director	For	No	98.56%
	14	Reelect Pascal Rakovsky as Non-Executive Director	For	No	98.57%
	15	Reelect Patrizia Luchetta as Non-Executive Director	For	No	98.37%
	16	Reelect Evie Roos as Non-Executive Director	For	No	98.05%
	17	Elect Erica Monfardini as Non-Executive Director	For	No	99.99%
	18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	For	No	99.99%
	19	Approve Attendance Fees of Directors	For	No	99.67%
	20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	For	No	99.87%
	21	Approve Share Repurchase Program	For	No	99.90%
	22	Authorize Board to Ratify and Execute Approved Resolutions	For	No	100.00%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1	Approve Reduction in Share Capital through Cancellation of Shares	For	No	99.99%
	2	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Against	Yes	80.67%
	3	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%
Badger Meter, Inc. 26.04.24	1.1	Elect Director Todd A. Adams	For	No	97.93%
	1.2	Elect Director Kenneth C. Bockhorst	Withhold	Yes	95.04%
	1.3	Elect Director Henry F. Brooks	For	No	98.85%
	1.4	Elect Director Melanie K. Cook	For	No	99.67%
	1.5	Elect Director Xia Liu	For	No	98.96%
	1.6	Elect Director James W. McGill	For	No	97.98%
	1.7	Elect Director Tessa M. Myers	For	No	98.93%
	1.8	Elect Director James F. Stern	For	No	98.68%
	1.9	Elect Director Glen E. Tellock	For	No	95.97%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.03%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.38%
	4	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes	12.07%
Canadian National Railway Company 26.04.24	1.1	Elect Director Shauneen Bruder	For	No	99.14%
	1.2	Elect Director Jo-ann dePass Olsovsky	For	No	99.06%
	1.3	Elect Director David Freeman	For	No	99.48%
	1.4	Elect Director Denise Gray	For	No	99.40%
	1.5	Elect Director Justin M. Howell	For	No	99.15%
	1.6	Elect Director Susan C. Jones	For	No	99.49%
	1.7	Elect Director Robert Knight	For	No	99.49%
	1.8	Elect Director Michel Letellier	For	No	99.32%
	1.9	Elect Director Margaret A. McKenzie	For	No	99.12%
	1.10	Elect Director Al Monaco	For	No	99.10%
	1.11	Elect Director Tracy Robinson	For	No	99.86%
	2	Ratify KPMG LLP as Auditors	Withhold	Yes	90.93%
	3	Approve Advance Notice Requirement	For	No	99.73%
	4	Amend Long-Term Incentive Plan	For	No	98.46%
	5	Advisory Vote on Executive Compensation Approach	For	No	97.40%
	6	Management Advisory Vote on Climate Change	For	No	97.50%
	7	SP 1: Adopt a Paid Sick Leave Policy	For	Yes	9.92%
Diamondback Energy, Inc. 26.04.24	1	Issue Shares in Connection with Merger	For	No	99.86%
	2	Increase Authorized Common Stock	For	No	87.07%
	3	Adjourn Meeting	For	No	
Kellanova 26.04.24	1a	Elect Director Carter Cast	For	No	99.15%
	1b	Elect Director Zack Gund	For	No	96.88%
	1c	Elect Director Donald Knauss	For	No	90.35%
	1d	Elect Director Mike Schlotman	For	No	99.09%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.34%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.68%
	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	73.75%
	5	Require Independent Board Chair	For	Yes	32.37%
	6	Report on Median Gender/Racial Pay Gap	For	Yes	20.44%
	7	Report on Risks Associated with Pesticide Use in Supply Chain	For	Yes	21.43%
	8	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	Against	No	1.25%
Banco do Brasil SA 26.04.24	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	No	95.89%
	2	Approve Allocation of Income and Dividends	For	No	98.67%
	3	Approve Remuneration of Company's Management	For	No	66.06%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4	Approve Remuneration of Fiscal Council Members	For	No	66.06%
	5	Approve Remuneration of Audit Committee Members	For	No	66.06%
	6	Approve Remuneration of Risk and Capital Committee Members	For	No	66.06%
	7	Approve Remuneration of People, Remuneration, and Eligibility Committee Members	For	No	66.06%
	8	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	For	No	
	1	Amend Articles	For	No	98.68%
	2	Approve Remuneration of Technology and Innovation Committee Members	For	No	66.04%
	3	Approve Remuneration of Corporate Sustainability Committee Members	For	No	66.04%
	4	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	For	No	
Grupo Financiero Banorte SAB de CV 29.04.24	1.a	Approve CEO's Report on Financial Statements and Statutory Reports	For	No	90.45%
	1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	For	No	99.40%
	1.c	Approve Board's Report on Operations and Activities Undertaken by Board	For	No	99.40%
	1.d	Approve Report on Activities of Audit and Corporate Practices Committee	For	No	99.39%
	1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	For	No	99.08%
	2	Approve Allocation of Income	For	No	99.99%
	3.a	Approve Cash Dividends of MXN 9.09 Per Share	For	No	99.99%
	3.b	Approve Cash Dividend to Be Paid on June 28, 2024	For	No	99.99%
	4	Receive Auditor's Report on Tax Position of Company	Refer	No	
	5.a1	Elect Carlos Hank Gonzalez as Board Chairman	For	No	87.98%
	5.a2	Elect Juan Antonio Gonzalez Moreno as Director	For	No	94.10%
	5.a3	Elect David Juan Villarreal Montemayor as Director	For	No	95.15%
	5.a4	Elect Jose Marcos Ramirez Miguel as Director	For	No	94.66%
	5.a5	Elect Carlos de la Isla Corry as Director	For	No	98.02%
	5.a6	Elect Alicia Alejandra Lebrija Hirschfeld as Director	For	No	98.16%
	5.a7	Elect Clemente Ismael Reyes Retana Valdes as Director	For	No	97.06%
	5.a8	Elect Mariana Banos Reynaud as Director	For	No	98.70%
	5.a9	Elect Federico Carlos Fernandez Senderos as Director	For	No	93.82%
	5.a10	Elect David Penaloza Alanis as Director	For	No	98.59%
	5.a11	Elect Jose Antonio Chedraui Eguia as Director	For	No	90.67%
	5.a12	Elect Alfonso de Angoitia Noriega as Director	For	No	90.67%
	5.a13	Elect Thomas Stanley Heather Rodriguez as Director	For	No	95.73%
	5.a14	Elect Graciela Gonzalez Moreno as Alternate Director	For	No	98.03%
	5.a15	Elect Juan Antonio Gonzalez Marcos as Alternate Director	For	No	98.03%
	5.a16	Elect Alberto Halabe Hamui as Alternate Director	For	No	98.79%
	5.a17	Elect Gerardo Salazar Viezca as Alternate Director	For	No	98.03%
	5.a18	Elect Alberto Perez-Jacome Friscione as Alternate Director	For	No	98.03%
	5.a19	Elect Roberto Kelleher Vales as Alternate Director	For	No	98.79%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.a20	Elect Cecilia Goya de Riviello Meade as Alternate Director	For	No	98.79%
	5.a21	Elect Jose Maria Garza Trevino as Alternate Director	For	No	98.79%
	5.a22	Elect Manuel Francisco Ruiz Camero as Alternate Director	For	No	98.79%
	5.a23	Elect Carlos Cesarman Koltenuik as Alternate Director	For	No	98.79%
	5.a24	Elect Humberto Tafolla Nunez as Alternate Director	For	No	98.79%
	5.a25	Elect Carlos Phillips Margain as Alternate Director	For	No	98.79%
	5.a26	Elect Diego Martinez Rueda-Chapital as Alternate Director	For	No	98.79%
	5.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	For	No	99.81%
	5.c	Approve Directors Liability and Indemnification	For	No	99.39%
	6	Approve Remuneration of Directors	For	No	99.45%
	7	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	For	No	95.27%
	8.1	Approve Report on Share Repurchase	For	No	99.83%
	8.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	For	No	98.51%
	9	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.84%
China Construction Bank Corporation 29.04.24	1	Approve Annual Issuance Plan for the Financial Bonds	For	No	99.97%
	2	Approve Amount of Capital Instruments to be Issued	For	No	99.97%
	3	Approve Amount of TLAC Non-Capital Bonds to be Issued	For	No	99.97%
	1	Approve Annual Issuance Plan for the Financial Bonds	For	No	99.97%
	2	Approve Amount of Capital Instruments to be Issued	For	No	99.97%
	3	Approve Amount of TLAC Non-Capital Bonds to be Issued	For	No	99.97%
Citigroup Inc. 30.04.24	1a	Elect Director Ellen M. Costello	For	No	98.70%
	1b	Elect Director Grace E. Dailey	For	No	98.70%
	1c	Elect Director Barbara J. Desoer	For	No	99.38%
	1d	Elect Director John C. Dugan	For	No	96.87%
	1e	Elect Director Jane N. Fraser	For	No	99.14%
	1f	Elect Director Duncan P. Hennes	For	No	96.79%
	1g	Elect Director Peter B. Henry	For	No	97.51%
	1h	Elect Director S. Leslie Ireland	For	No	99.41%
	1i	Elect Director Renee J. James	For	No	95.52%
	1j	Elect Director Gary M. Reiner	For	No	96.81%
	1k	Elect Director Diana L. Taylor	For	No	95.71%
	1l	Elect Director James S. Turley	For	No	96.15%
	1m	Elect Director Casper W. von Koskull	For	No	97.74%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.75%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.00%
	4	Amend Omnibus Stock Plan	Against	Yes	71.10%
	5	Require Independent Board Chair	For	Yes	15.78%
	6	Report on Respecting Indigenous Peoples' Rights	For	Yes	26.00%
	7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	Refer	No	
	8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	No	1.16%
	9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	No	1.71%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	Against	No	7.65%
Hermes International SCA 30.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.98%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%
	3	Approve Discharge of General Managers	For	No	99.63%
	4	Approve Allocation of Income and Dividends of EUR 25 per Share	For	No	99.99%
	5	Approve Auditors' Special Report on Related-Party Transactions	Against	Yes	92.82%
	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	Yes	94.43%
	7	Approve Compensation Report of Corporate Officers	Against	Yes	91.78%
	8	Approve Compensation of Axel Dumas, General Manager	Against	Yes	91.69%
	9	Approve Compensation of Emile Hermes SAS, General Manager	Against	Yes	91.97%
	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	No	99.98%
	11	Approve Remuneration Policy of General Managers	Against	Yes	91.35%
	12	Approve Remuneration Policy of Supervisory Board Members	For	No	99.99%
	13	Reelect Matthieu Dumas as Supervisory Board Member	Against	Yes	94.13%
	14	Reelect Blaise Guerrand as Supervisory Board Member	Against	Yes	96.01%
	15	Reelect Olympia Guerrand as Supervisory Board Member	Against	Yes	96.03%
	16	Reelect Alexandre Viros as Supervisory Board Member	For	No	99.82%
	17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For	No	99.92%
	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.78%
	19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	Yes	92.67%
	20	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
Wal-Mart de Mexico SAB de CV 30.04.24	1.a	Approve Report of Audit and Corporate Practices Committees	For	No	
	1.b	Approve CEO's Report and Board Opinion on CEO's Report	For	No	
	1.c	Approve Board of Directors' Report	For	No	
	1.d	Approve Report on Compliance with Fiscal Obligations	For	No	
	1.e	Approve Report Re: Employee Stock Purchase Plan; Approve New Employee Stock Purchase Plan	Against	Yes	
	2	Approve Consolidated Financial Statements	For	No	
	3.a	Approve Allocation of Income	For	No	
	3.b	Approve Ordinary Dividend of MXN 1.18 Per Share	For	No	
	3.c	Approve Extraordinary Dividend of MXN 0.99 Per Share	For	No	
	4	Approve Report on Share Repurchase Reserves	For	No	
	5.a	Accept Resignation of Judith McKenna as Director	For	No	
	5.b	Accept Resignation of Kirsten Evans as Director	For	No	
	5.c	Ratify Kathryn McLay as Director	For	No	
	5.d	Elect Ignacio Caride as Director	For	No	
	5.e	Elect Viridiana Rios as Director	For	No	
	5.f1	Ratify Maria Teresa Arnal as Director	For	No	
	5.f2	Ratify Ernesto Cervera as Director	For	No	
	5.f3	Ratify Leigh Hopkins as Director	For	No	
	5.f4	Ratify Elizabeth Kwo as Director	For	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.f5	Ratify Guilherme Loureiro as Director	For	No	
	5.f6	Ratify Eric Perez Grovas as Director	For	No	
	5.f7	Ratify Karthik Raghupathy as Director	For	No	
	5.f8	Ratify Tom Ward as Director	For	No	
	5.g	Ratify Ernesto Cervera as Chairman of Audit and Corporate Practices Committees	For	No	
	5.h	Approve Discharge of Board of Directors and Officers	For	No	
	5.i	Approve Directors and Officers Liability	For	No	
	5.j1	Approve Remuneration of Board Chairman	For	No	
	5.j2	Approve Remuneration of Directors	For	No	
	5.j3	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	For	No	
	5.j4	Approve Remuneration of Members of Audit and Corporate Practices Committees	For	No	
	6	Authorize Board to Ratify and Execute Approved Resolutions	For	No	
Knorr-Bremse AG 30.04.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 1.64 per Share	For	No	99.99%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	99.19%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	98.92%
	5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	No	96.54%
	6	Approve Remuneration Policy	For	No	94.69%
	7	Approve Remuneration Report	For	No	96.95%
International Business Machines Corporation 30.04.24	1a	Elect Director Marianne C. Brown	For	No	98.56%
	1b	Elect Director Thomas Buberl	For	No	97.39%
	1c	Elect Director David N. Farr	For	No	96.67%
	1d	Elect Director Alex Gorsky	For	No	98.59%
	1e	Elect Director Michelle J. Howard	For	No	98.78%
	1f	Elect Director Arvind Krishna	Against	Yes	93.72%
	1g	Elect Director Andrew N. Liveris	For	No	78.86%
	1h	Elect Director Frederick William McNabb, III	For	No	98.62%
	1i	Elect Director Michael Miebach	For	No	98.28%
	1j	Elect Director Martha E. Pollack	For	No	97.55%
	1k	Elect Director Peter R. Voser	For	No	96.72%
	1l	Elect Director Frederick H. Waddell	For	No	95.71%
	1m	Elect Director Alfred W. Zollar	For	No	94.47%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.98%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.16%
	4	Report on Lobbying Payments and Policy	For	Yes	37.72%
	5	Report on Risks Related to Operations in China	Against	No	5.63%
	6	Provide Right to Act by Written Consent	For	Yes	43.00%
	7	Report on Climate Lobbying	For	Yes	31.78%
	8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	For	Yes	30.76%
Oversea-Chinese Banking Corporation Limited 30.04.24	1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	For	No	99.97%
	2a	Elect Andrew Lee Kok Keng as Director	For	No	99.62%
	2b	Elect Andrew Khoo Cheng Hoe as Director	For	No	92.83%
	2c	Elect Pramukti Surjaudaja as Director	For	No	85.12%
	3	Elect Seck Wai Kwong as Director	For	No	99.70%
	4	Approve Final Dividend	For	No	99.98%
	5a	Approve Directors' Remuneration	For	No	99.90%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	For	No	99.72%
	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	No	99.93%
	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	No	93.17%
	8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Against	Yes	79.32%
	9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	For	No	99.94%
	10	Authorize Share Repurchase Program	For	No	99.86%
ENGIE SA 30.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.91%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.95%
	3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	For	No	96.50%
	4	Approve Auditors' Special Report on Related-Party Transactions	For	No	99.98%
	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.76%
	6	Reelect Fabrice Bregier as Director	For	No	98.52%
	7	Elect Michel Giannuzzi as Director	For	No	97.90%
	8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	For	No	99.85%
	9	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	For	No	98.83%
	10	Approve Compensation Report of Corporate Officers	For	No	97.76%
	11	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	For	No	99.92%
	12	Approve Compensation of Catherine MacGregor, CEO	For	No	94.59%
	13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	For	No	96.48%
	14	Approve Remuneration Policy of Directors	For	No	97.08%
	15	Approve Remuneration Policy of Chairman of the Board	For	No	99.92%
	16	Approve Remuneration Policy of CEO	For	No	94.62%
	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	For	No	99.71%
	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	For	No	96.37%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million	For	No	95.21%
	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17, 18 and 19	For	No	88.11%
	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	98.92%
	22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 25-26 at EUR 265 Million	For	No	99.80%
	23	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	No	99.79%
	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	97.10%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.50%
	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	99.50%
	27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie	For	No	98.93%
	28	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	98.20%
	29	Authorize Filing of Required Documents/Other Formalities	For	No	99.97%
Sanofi 30.04.24	1	Approve Financial Statements and Statutory Reports	For	No	99.95%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.95%
	3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	For	No	99.77%
	4	Reelect Rachel Duan as Director	For	No	88.65%
	5	Reelect Lise Kingo as Director	For	No	98.56%
	6	Elect Clotilde Delbos as Director	For	No	99.42%
	7	Elect Anne-Francoise Nesmes as Director	For	No	97.16%
	8	Elect John Sundy as Director	For	No	99.59%
	9	Approve Compensation Report of Corporate Officers	For	No	95.89%
	10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	For	No	99.09%
	11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	For	No	99.07%
	12	Approve Compensation of Paul Hudson, CEO	For	No	93.48%
	13	Approve Remuneration Policy of Directors	For	No	97.97%
	14	Approve Remuneration Policy of Chairman of the Board	For	No	99.07%
	15	Approve Remuneration Policy of CEO	For	No	94.69%
	16	Appoint Mazars as Auditor	For	No	99.86%
	17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	For	No	99.82%
	18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	For	No	96.61%
	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.45%
	20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	93.40%
	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.84%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	98.97%
	23	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%
S&P Global Inc. 01.05.24	1.1	Elect Director Marco Alvera	For	No	98.47%
	1.2	Elect Director Jacques Esculier	For	No	99.68%
	1.3	Elect Director Gay Huey Evans	For	No	98.91%
	1.4	Elect Director William D. Green	For	No	94.78%
	1.5	Elect Director Stephanie C. Hill	For	No	97.90%
	1.6	Elect Director Rebecca Jacoby	For	No	98.57%
	1.7	Elect Director Robert P. Kelly	For	No	96.52%
	1.8	Elect Director Ian P. Livingston	For	No	99.61%
	1.9	Elect Director Maria R. Morris	For	No	99.13%
	1.10	Elect Director Douglas L. Peterson	For	No	99.68%
	1.11	Elect Director Richard E. Thornburgh	For	No	95.93%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.12	Elect Director Gregory Washington	For	No	98.59%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.60%
	3	Amend Deferred Compensation Plan	For	No	98.99%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.23%
Unilever Plc 01.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.44%
	2	Approve Remuneration Report	For	No	97.95%
	3	Approve Remuneration Policy	For	No	97.69%
	4	Approve Climate Transition Action Plan	For	No	97.58%
	5	Elect Fernando Fernandez as Director	For	No	99.77%
	6	Re-elect Adrian Hennah as Director	For	No	94.16%
	7	Re-elect Andrea Jung as Director	For	No	98.20%
	8	Re-elect Susan Kilsby as Director	For	No	99.67%
	9	Re-elect Ruby Lu as Director	For	No	99.43%
	10	Elect Ian Meakins as Director	For	No	98.60%
	11	Elect Judith McKenna as Director	For	No	99.88%
	12	Re-elect Nelson Peltz as Director	For	No	98.55%
	13	Re-elect Hein Schumacher as Director	For	No	99.76%
	14	Reappoint KPMG LLP as Auditors	For	No	98.88%
	15	Authorise Board to Fix Remuneration of Auditors	For	No	99.87%
	16	Authorise UK Political Donations and Expenditure	For	No	98.34%
	17	Authorise Issue of Equity	For	No	96.03%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.50%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.33%
	20	Authorise Market Purchase of Ordinary Shares	For	No	99.81%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.75%
	22	Adopt New Articles of Association	For	No	99.91%
Kimberly-Clark Corporation 02.05.24	1.1	Elect Director Sylvia M. Burwell	For	No	99.48%
	1.2	Elect Director John W. Culver	For	No	98.83%
	1.3	Elect Director Michael D. Hsu	For	No	94.13%
	1.4	Elect Director Mae C. Jemison	For	No	95.45%
	1.5	Elect Director Deeptha Khanna	For	No	99.53%
	1.6	Elect Director S. Todd Maclin	For	No	97.74%
	1.7	Elect Director Deirdre A. Mahlan	For	No	88.70%
	1.8	Elect Director Sherilyn S. McCoy	For	No	98.70%
	1.9	Elect Director Christa S. Quarles	For	No	97.75%
	1.10	Elect Director Jaime A. Ramirez	For	No	99.55%
	1.11	Elect Director Dunia A. Shive	For	No	96.95%
	1.12	Elect Director Mark T. Smucker	For	No	98.04%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.04%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.90%
	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	64.46%
Capital One Financial Corporation 02.05.24	1a	Elect Director Richard D. Fairbank	Against	Yes	96.66%
	1b	Elect Director Ime Archibong	For	No	99.55%
	1c	Elect Director Christine Detrick	For	No	96.58%
	1d	Elect Director Ann Fritz Hackett	For	No	95.19%
	1e	Elect Director Suni P. Harford	For	No	99.85%
	1f	Elect Director Peter Thomas Killalea	For	No	97.24%
	1g	Elect Director Cornelis Petrus Adrianus Joseph ("Eli") Leenaars	For	No	99.56%
	1h	Elect Director Francois Locoh-Donou	For	No	96.69%
	1i	Elect Director Peter E. Raskind	For	No	96.81%
	1j	Elect Director Eileen Serra	For	No	99.40%
	1k	Elect Director Mayo A. Shattuck, III	For	No	96.16%
	1l	Elect Director Craig Anthony Williams	For	No	99.56%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.09%
	3	Amend Nonqualified Employee Stock Purchase Plan	For	No	99.00%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.78%
	5	Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	For	Yes	10.09%
	6	Report on Civil Rights and Non-Discrimination Audit	Against	No	0.91%
	7	Adopt Director Election Resignation Bylaw	Against	No	10.24%
Encompass Health Corporation 02.05.24	1a	Elect Director Greg D. Carmichael	For	No	98.64%
	1b	Elect Director Edward M. Christie, III	For	No	99.49%
	1c	Elect Director Joan E. Herman	For	No	98.45%
	1d	Elect Director Leslye G. Katz	For	No	94.91%
	1e	Elect Director Patricia A. Maryland	For	No	99.41%
	1f	Elect Director Kevin J. O'Connor	For	No	99.16%
	1g	Elect Director Christopher R. Reidy	For	No	99.25%
	1h	Elect Director Nancy M. Schlichting	For	No	99.38%
	1i	Elect Director Mark J. Tarr	For	No	99.38%
	1j	Elect Director Terrance Williams	For	No	99.47%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.54%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.95%
	4	Report on Effectiveness of the Company's Diversity, Equity, and Inclusion Efforts	For	Yes	28.78%
The Kraft Heinz Company 02.05.24	1a	Elect Director Carlos Abrams-Rivera	For	No	98.65%
	1b	Elect Director Humberto P. Alfonso	For	No	98.71%
	1c	Elect Director John T. Cahill	For	No	93.59%
	1d	Elect Director Lori Dickerson Fouche	For	No	97.05%
	1e	Elect Director Diane Gherson	For	No	98.75%
	1f	Elect Director Timothy Kenesey	For	No	97.09%
	1g	Elect Director Alicia Knapp	For	No	96.40%
	1h	Elect Director Elio Leoni Sceti	For	No	98.38%
	1i	Elect Director James Park	For	No	98.39%
	1j	Elect Director Miguel Patricio	For	No	97.18%
	1k	Elect Director John C. Pope	For	No	96.06%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.61%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.86%
	4	Report on Recyclability Claims	For	Yes	20.59%
	5	Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	For	Yes	21.29%
	6	Report on Risks Arising From Voluntary Carbon-Reduction Commitments	Against	No	0.98%
Church & Dwight Co., Inc. 02.05.24	1a	Elect Director Bradlen S. Cashaw	For	No	96.41%
	1b	Elect Director Matthew T. Farrell	Against	Yes	92.87%
	1c	Elect Director Bradley C. Irwin	For	No	93.76%
	1d	Elect Director Penry W. Price	For	No	94.95%
	1e	Elect Director Susan G. Saideman	For	No	96.64%
	1f	Elect Director Ravichandra K. Saligram	For	No	93.09%
	1g	Elect Director Robert K. Shearer	For	No	95.78%
	1h	Elect Director Janet S. Vergis	For	No	92.45%
	1i	Elect Director Arthur B. Winkleblack	For	No	94.41%
	1j	Elect Director Laurie J. Yoler	For	No	96.52%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.18%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.01%
	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	70.41%
	5	Report on Political Contributions and Expenditures	For	Yes	18.58%
Ecolab Inc. 02.05.24	1a	Elect Director Judson B. Althoff	For	No	99.52%
	1b	Elect Director Shari L. Ballard	For	No	98.72%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1c	Elect Director Christophe Beck	Against	Yes	93.39%
	1d	Elect Director Eric M. Green	For	No	95.46%
	1e	Elect Director Arthur J. Higgins	For	No	96.39%
	1f	Elect Director Michael Larson	For	No	97.97%
	1g	Elect Director David W. MacLennan	For	No	95.25%
	1h	Elect Director Tracy B. McKibben	For	No	97.33%
	1i	Elect Director Lionel L. Nowell, III	For	No	94.36%
	1j	Elect Director Victoria J. Reich	For	No	91.46%
	1k	Elect Director Suzanne M. Vautrinot	For	No	97.79%
	1l	Elect Director John J. Zillmer	For	No	75.32%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.10%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	88.14%
	4	Require Independent Board Chair	For	Yes	33.93%
AltaGas Ltd. 02.05.24	1	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	93.25%
	2.1	Elect Director Victoria A. Calvert	For	No	96.00%
	2.2	Elect Director David W. Cornhill	For	No	98.78%
	2.3	Elect Director Jon-Al Duplantier	For	No	96.80%
	2.4	Elect Director Robert B. Hodgins	For	No	98.02%
	2.5	Elect Director Cynthia Johnston	For	No	98.67%
	2.6	Elect Director Pentti O. Karkkainen	For	No	99.75%
	2.7	Elect Director Phillip R. Knoll	For	No	99.76%
	2.8	Elect Director Angela S. Lekatsas	For	No	98.27%
	2.9	Elect Director Nancy G. Tower	For	No	96.06%
	2.10	Elect Director Vernon D. Yu	For	No	99.79%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	80.00%
Cadence Design Systems, Inc. 02.05.24	1.1	Elect Director Mark W. Adams	For	No	97.25%
	1.2	Elect Director Ita Brennan	For	No	98.17%
	1.3	Elect Director Lewis Chew	For	No	98.64%
	1.4	Elect Director Anirudh Devgan	For	No	99.53%
	1.5	Elect Director ML Krakauer	For	No	97.27%
	1.6	Elect Director Julia Liuson	For	No	95.67%
	1.7	Elect Director James D. Plummer	For	No	96.25%
	1.8	Elect Director Alberto Sangiovanni-Vincentelli	For	No	95.51%
	1.9	Elect Director Young K. Sohn	For	No	99.34%
	2	Amend Qualified Employee Stock Purchase Plan	For	No	99.75%
	3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	69.85%
	4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Against	Yes	54.42%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.25%
	6	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.61%
	7	Submit Severance Agreement to Shareholder Vote	Against	No	6.54%
AbbVie Inc. 03.05.24	1a	Elect Director Roxanne S. Austin	For	No	93.93%
	1b	Elect Director Richard A. Gonzalez	Against	Yes	92.52%
	1c	Elect Director Susan E. Quaggin	For	No	99.33%
	1d	Elect Director Rebecca B. Roberts	For	No	96.16%
	1e	Elect Director Glenn F. Tilton	For	No	92.04%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.13%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.75%
	4	Advisory Vote on Say on Pay Frequency	One Year	No	
	5	Eliminate Supermajority Vote Requirement	For	No	70.55%
	6	Adopt Simple Majority Vote	For	Yes	48.93%
	7	Report on Lobbying Payments and Policy	For	Yes	26.75%
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	24.73%
Klepierre SA	1	Approve Financial Statements and Statutory Reports	For	No	99.88%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
03.05.24	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.88%
	3	Approve Allocation of Income and Dividends of EUR 1.80 per Share	For	No	99.52%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.99%
	5	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For	No	97.03%
	6	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	For	No	98.24%
	7	Reelect David Simon as Supervisory Board Member	Against	Yes	70.47%
	8	Reelect John Carrafiell as Supervisory Board Member	For	No	99.47%
	9	Reelect Steven Fivel as Supervisory Board Member	For	No	91.27%
	10	Reelect Robert Fowlds as Supervisory Board Member	For	No	96.89%
	11	Elect Anne Carron as Supervisory Board Member Following Resignation of Rose-Marie Van Lerberghe	For	No	99.44%
	12	Approve Remuneration Policy of Chairman and Supervisory Board Members	For	No	99.50%
	13	Approve Remuneration Policy of Chairman of the Management Board	For	No	92.71%
	14	Approve Remuneration Policy of Management Board Members	For	No	92.82%
	15	Approve Compensation Report of Corporate Officers	For	No	93.88%
	16	Approve Compensation of David Simon, Chairman of the Supervisory Board	For	No	99.88%
	17	Approve Compensation of Jean Marc Jestin, Chairman of the Management Board	For	No	95.15%
	18	Approve Compensation of Stephane Tortajada, CFO and Management Board Member	For	No	95.68%
	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.30%
	20	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	For	No	99.99%
	21	Amend Article 12 of Bylaws to Comply with Legal Changes	For	No	99.99%
	22	Amend Article 25 of Bylaws Re: Alternate Auditors	For	No	99.99%
	23	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
	The Timken Company 03.05.24	1.1	Elect Director Maria A. Crowe	For	No
1.2		Elect Director Elizabeth A. Harrell	For	No	98.44%
1.3		Elect Director Richard G. Kyle	For	No	98.94%
1.4		Elect Director Sarah C. Lauber	For	No	99.38%
1.5		Elect Director Christopher L. Mapes	For	No	80.52%
1.6		Elect Director James F. Palmer	For	No	99.13%
1.7		Elect Director Ajita G. Rajendra	For	No	97.03%
1.8		Elect Director Frank C. Sullivan	For	No	93.88%
1.9		Elect Director John M. Timken, Jr.	For	No	97.66%
1.10		Elect Director Ward J. Timken, Jr.	For	No	98.44%
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.30%	
3	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.42%	
4	Amend Omnibus Stock Plan	For	No	91.80%	
5	Adopt Short and Medium-Term Science-Based Emissions Reduction Targets	For	Yes	21.85%	
Mondi Plc 03.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.99%
	2	Approve Remuneration Report	Against	Yes	97.05%
	3	Approve Final Dividend	For	No	99.93%
	4	Re-elect Svein Brandtzaeg as Director	For	No	98.50%
	5	Re-elect Sue Clark as Director	For	No	97.68%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	6	Re-elect Anke Groth as Director	For	No	98.41%
	7	Re-elect Andrew King as Director	For	No	99.97%
	8	Re-elect Saki Macozoma as Director	For	No	97.29%
	9	Re-elect Mike Powell as Director	For	No	99.65%
	10	Re-elect Dominique Reiniche as Director	For	No	98.53%
	11	Re-elect Dame Angela Strank as Director	For	No	97.85%
	12	Re-elect Philip Yea as Director	For	No	97.15%
	13	Re-elect Stephen Young as Director	For	No	98.53%
	14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.64%
	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.90%
	16	Authorise Issue of Equity	For	No	91.72%
	17	Authorise Issue of Equity without Pre-emptive Rights	For	No	80.33%
	18	Authorise Market Purchase of Ordinary Shares	For	No	88.16%
	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	84.92%
HSBC Holdings Plc 03.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.93%
	2	Approve Remuneration Report	For	No	97.36%
	3	Approve Variable Component of Remuneration for Material Risk Takers	For	No	99.30%
	4a	Elect Ann Godbehere as Director	For	No	98.44%
	4b	Elect Brendan Nelson as Director	For	No	99.80%
	4c	Elect Swee Lian Teo as Director	For	No	99.68%
	4d	Re-elect Geraldine Buckingham as Director	For	No	99.91%
	4e	Re-elect Rachel Duan as Director	For	No	95.47%
	4f	Re-elect Georges Elhedery as Director	For	No	99.82%
	4g	Re-elect Dame Carolyn Fairbairn as Director	For	No	99.13%
	4h	Re-elect James Forese as Director	For	No	99.86%
	4i	Re-elect Steven Guggenheimer as Director	For	No	99.91%
	4j	Re-elect Jose Antonio Meade Kuribrena as Director	For	No	99.91%
	4k	Re-elect Kalpana Morparia as Director	For	No	98.08%
	4l	Re-elect Eileen Murray as Director	For	No	99.86%
	4m	Re-elect Noel Quinn as Director	For	No	83.92%
	4n	Re-elect Mark Tucker as Director	For	No	99.78%
	5	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.16%
	6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	No	99.51%
	7	Authorise UK Political Donations and Expenditure	For	No	96.91%
	8	Authorise Issue of Equity	For	No	95.27%
	9	Authorise Issue of Equity without Pre-emptive Rights	For	No	98.48%
	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	97.50%
	11	Authorise Directors to Allot Any Repurchased Shares	For	No	98.46%
	12	Authorise Market Purchase of Ordinary Shares	For	No	99.19%
	13	Approve Share Repurchase Contract	For	No	99.18%
	14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	No	98.20%
	15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	No	98.01%
	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	95.35%
	17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	For	Yes	4.21%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
InterContinental Hotels Group Plc 03.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.97%
	2	Approve Remuneration Report	For	No	94.48%
	3	Approve Final Dividend	For	No	99.99%
	4a	Elect Sir Ron Kalifa as Director	For	No	99.98%
	4b	Elect Angie Risley as Director	For	No	98.87%
	4c	Re-elect Graham Allan as Director	For	No	99.49%
	4d	Re-elect Daniela Barone Soares as Director	For	No	99.89%
	4e	Re-elect Arthur de Haast as Director	For	No	99.89%
	4f	Re-elect Duriya Farooqui as Director	For	No	99.89%
	4g	Re-elect Michael Glover as Director	For	No	99.96%
	4h	Re-elect Byron Grote as Director	For	No	97.14%
	4i	Re-elect Elie Maalouf as Director	For	No	99.98%
	4j	Re-elect Deanna Oppenheimer as Director	For	No	99.79%
4k	Re-elect Sharon Rothstein as Director	For	No	99.89%	
5	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No	99.68%	
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%	
7	Authorise UK Political Donations and Expenditure	For	No	97.87%	
8	Authorise Issue of Equity	For	No	95.21%	
9	Authorise Issue of Equity without Pre-emptive Rights	For	No	89.27%	
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	85.54%	
11	Authorise Market Purchase of Ordinary Shares	For	No	99.61%	
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	95.59%	
13	Adopt New Articles of Association	For	No	98.77%	
PT Telkom Indonesia (Persero) Tbk 03.05.24	1	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (MSBF), and Discharge of Directors and Commissioners	For	No	99.69%
	2	Approve Allocation of Income	For	No	99.42%
	3	Approve Remuneration of Directors and Commissioners for the Financial Year 2024 and Bonus for the Financial Year 2023	For	No	91.38%
	4	Appoint Auditors of the Company and the Micro and Small Business Funding Program	Against	Yes	93.11%
	5	Approve Changes in the Boards of the Company	Against	Yes	65.83%
Uber Technologies, Inc. 06.05.24	1a	Elect Director Ronald Sugar	For	No	96.82%
	1b	Elect Director Revathi Advaiti	For	No	99.40%
	1c	Elect Director Turqi Alnowaiser	For	No	99.82%
	1d	Elect Director Ursula Burns	For	No	98.36%
	1e	Elect Director Robert Eckert	For	No	96.99%
	1f	Elect Director Amanda Ginsberg	For	No	99.00%
	1g	Elect Director Dara Khosrowshahi	For	No	97.03%
	1h	Elect Director Wan Ling Martello	For	No	98.12%
	1i	Elect Director John Thain	For	No	99.31%
	1j	Elect Director David I. Trujillo	Against	Yes	56.34%
	1k	Elect Director Alexander Wynaendts	For	No	99.40%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.63%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.43%
	4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	No	67.07%
5	Commission a Third-Party Audit on Driver Health and Safety	For	Yes	8.12%	
Eli Lilly and Company 06.05.24	1a	Elect Director Katherine Baicker	For	No	99.38%
	1b	Elect Director J. Erik Fyrwald	For	No	91.40%
	1c	Elect Director Jamere Jackson	For	No	97.82%
	1d	Elect Director Gabrielle Sulzberger	For	No	98.11%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.00%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.80%
	4	Declassify the Board of Directors	For	No	70.09%
	5	Eliminate Supermajority Vote Requirement	For	No	69.96%
	6	Report on Lobbying Payments and Policy	For	Yes	25.49%
	7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	23.78%
	8	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes	8.90%
	9	Adopt a Comprehensive Human Rights Policy	For	Yes	10.02%
American Express Company 06.05.24	1a	Elect Director Thomas J. Baltimore	For	No	81.76%
	1b	Elect Director John J. Brennan	For	No	98.02%
	1c	Elect Director Walter J. Clayton, III	For	No	98.27%
	1d	Elect Director Theodore J. Leonsis	For	No	97.02%
	1e	Elect Director Deborah P. Majoras	For	No	99.28%
	1f	Elect Director Karen L. Parkhill	For	No	99.85%
	1g	Elect Director Charles E. Phillips	For	No	97.80%
	1h	Elect Director Lynn A. Pike	For	No	99.37%
	1i	Elect Director Stephen J. Squeri	Against	Yes	96.24%
	1j	Elect Director Daniel L. Vasella	For	No	97.17%
	1k	Elect Director Lisa W. Wardell	For	No	99.83%
	1l	Elect Director Christopher D. Young	For	No	98.43%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.30%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.08%
	4	Amend Omnibus Stock Plan	For	No	96.48%
	5	Submit Severance Agreement to Shareholder Vote	For	Yes	31.19%
	6	Report on Climate Lobbying	For	Yes	24.43%
	7	Report on Company's Policy on Merchant Category Codes	Against	No	0.80%
Aflac Incorporated 06.05.24	1a	Elect Director Daniel P. Amos	Against	Yes	98.07%
	1b	Elect Director W. Paul Bowers	For	No	99.00%
	1c	Elect Director Arthur R. Collins	For	No	99.62%
	1d	Elect Director Miwako Hosoda	For	No	99.74%
	1e	Elect Director Thomas J. Kenny	For	No	99.77%
	1f	Elect Director Georgette D. Kiser	For	No	98.47%
	1g	Elect Director Karole F. Lloyd	For	No	99.58%
	1h	Elect Director Nobuchika Mori	For	No	99.70%
	1i	Elect Director Joseph L. Moskowitz	For	No	98.73%
	1j	Elect Director Katherine T. Rohrer	For	No	98.44%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.41%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.34%
Valmont Industries, Inc. 06.05.24	1.1	Elect Director Avner M. Applbaum	For	No	98.34%
	1.2	Elect Director Daniel P. Neary	For	No	96.35%
	1.3	Elect Director Theo Freye	For	No	93.19%
	1.4	Elect Director Joan Robinson-Berry	For	No	98.70%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.46%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.34%
PulteGroup, Inc. 06.05.24	1a	Elect Director Kristen Actis-Grande	For	No	99.41%
	1b	Elect Director Brian P. Anderson	For	No	95.41%
	1c	Elect Director Bryce Blair	For	No	82.06%
	1d	Elect Director Thomas J. Folliard	For	No	93.77%
	1e	Elect Director Cheryl W. Grise	For	No	93.36%
	1f	Elect Director Andre J. Hawaux	For	No	96.70%
	1g	Elect Director J. Phillip Holloman	For	No	99.07%
	1h	Elect Director Ryan R. Marshall	For	No	98.20%
	1i	Elect Director John R. Peshkin	For	No	99.08%
	1j	Elect Director Scott F. Powers	For	No	93.06%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1k	Elect Director Lila Snyder	For	No	98.71%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.61%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.18%
	4	Eliminate Supermajority Vote Requirements	For	No	99.49%
Albemarle Corporation 07.05.24	1a	Elect Director M. Lauren Brlas	For	No	96.66%
	1b	Elect Director Ralf H. Cramer	For	No	98.31%
	1c	Elect Director J. Kent Masters, Jr.	Against	Yes	94.52%
	1d	Elect Director Glenda J. Minor	For	No	98.52%
	1e	Elect Director James J. O'Brien	For	No	88.24%
	1f	Elect Director Diarmuid B. O'Connell	For	No	97.00%
	1g	Elect Director Dean L. Seavers	For	No	96.42%
	1h	Elect Director Gerald A. Steiner	For	No	97.87%
	1i	Elect Director Holly A. Van Deursen	For	No	97.71%
	1j	Elect Director Alejandro D. Wolff	For	No	95.08%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	85.87%
	3	Increase Authorized Common Stock	For	No	75.54%
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	91.75%
Pentair plc 07.05.24	1a	Elect Director Mona Abutaleb Stephenson	For	No	98.97%
	1b	Elect Director Melissa Barra	For	No	99.09%
	1c	Elect Director Tracey C. Doi	For	No	99.67%
	1d	Elect Director T. Michael Glenn	For	No	85.99%
	1e	Elect Director Theodore L. Harris	For	No	96.03%
	1f	Elect Director David A. Jones	For	No	90.95%
	1g	Elect Director Gregory E. Knight	For	No	99.13%
	1h	Elect Director Michael T. Speetzen	For	No	97.86%
	1i	Elect Director John L. Stauch	For	No	98.24%
	1j	Elect Director Billie I. Williamson	For	No	94.17%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	89.66%
	3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Against	Yes	89.95%
	4	Renew the Board's Authority to Issue Shares Under Irish Law	For	No	98.39%
	5	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	For	No	82.89%
	6	Determine Price Range for Reissuance of Treasury Shares	For	No	99.60%
Fortune Brands Innovations, Inc. 07.05.24	1a	Elect Director Ameer Chande	For	No	99.80%
	1b	Elect Director Ann Fritz Hackett	For	No	88.81%
	1c	Elect Director Jeffery S. Perry	For	No	96.76%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.32%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	67.55%
	4	Advisory Vote on Say on Pay Frequency	One Year	No	
Accelleron Industries AG 07.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.96%
	2	Approve Remuneration Report (Non-Binding)	For	No	91.14%
	3	Approve Non-Financial Report	For	No	99.78%
	4	Approve Allocation of Income and Dividends of CHF 0.85 per Share	For	No	99.94%
	5	Approve Discharge of Board and Senior Management	For	No	99.24%
	6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	For	No	99.55%
	6.1.2	Reelect Bo Cerup-Simonsen as Director	For	No	97.72%
	6.1.3	Reelect Monika Kruesi as Director	For	No	97.55%
	6.1.4	Reelect Stefano Pampalone as Director	For	No	99.52%
	6.1.5	Reelect Gabriele Sons as Director	For	No	94.07%
	6.1.6	Reelect Detlef Trefzger as Director	For	No	99.47%
	6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	For	No	97.27%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	For	No	97.23%
	6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	For	No	92.16%
	6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	For	No	96.96%
	6.4	Ratify KPMG AG as Auditors	For	No	99.73%
	7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	No	96.99%
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	For	No	98.11%
	8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Against	Yes	
	8.2	Amend Articles of Association	For	No	97.71%
	9	Transact Other Business (Voting)	Against	Yes	
Hubbell Incorporated 07.05.24	1.1	Elect Director Gerben W. Bakker	Withhold	Yes	94.39%
	1.2	Elect Director Carlos M. Cardoso	For	No	96.80%
	1.3	Elect Director Debra L. Dial	For	No	99.83%
	1.4	Elect Director Anthony J. Guzzi	For	No	92.02%
	1.5	Elect Director Rhett A. Hernandez	For	No	99.62%
	1.6	Elect Director Neal J. Keating	For	No	92.94%
	1.7	Elect Director Bonnie C. Lind	For	No	96.76%
	1.8	Elect Director John F. Malloy	For	No	97.63%
	1.9	Elect Director Jennifer M. Pollino	For	No	99.46%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.08%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	90.28%
IDEX Corporation 07.05.24	1a	Elect Director Mark A. Buthman	For	No	87.79%
	1b	Elect Director Lakecia N. Gunter	For	No	93.42%
	1c	Elect Director L. Paris Watts-Stanfield	For	No	99.41%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.07%
	3	Approve Omnibus Stock Plan	For	No	91.98%
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	89.92%
	5	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	For	Yes	16.22%
Bristol-Myers Squibb Company 07.05.24	1A	Elect Director Peter J. Arduini	For	No	93.10%
	1B	Elect Director Deepak L. Bhatt	For	No	99.34%
	1C	Elect Director Christopher S. Boerner	Against	Yes	93.61%
	1D	Elect Director Julia A. Haller	For	No	99.31%
	1E	Elect Director Manuel Hidalgo Medina	For	No	99.35%
	1F	Elect Director Paula A. Price	For	No	97.83%
	1G	Elect Director Derica W. Rice	For	No	96.52%
	1H	Elect Director Theodore R. Samuels	For	No	95.85%
	1I	Elect Director Karen H. Vousden	For	No	97.81%
	1J	Elect Director Phyllis R. Yale	For	No	98.69%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.90%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.15%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	62.00%
	5	Require Independent Board Chair	For	Yes	31.70%
	6	Adopt Share Retention Policy For Senior Executives	For	Yes	38.52%
DSM-Firmenich AG 07.05.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.15%
	1.2	Approve Sustainability Report	For	No	98.97%
	2	Approve Discharge of Board and Senior Management	For	No	88.17%
	3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	For	No	98.86%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.1.a	Reelect Thomas Leysen as Director and Board Chair	For	No	98.68%
	4.1.b	Reelect Patrick Firmenich as Director	For	No	90.34%
	4.1.c	Reelect Sze Cotte-Tan as Director	For	No	99.88%
	4.1.d	Reelect Antoine Firmenich as Director	For	No	88.20%
	4.1.e	Reelect Erica Mann as Director	For	No	99.88%
	4.1.f	Reelect Carla Mahieu as Director	For	No	98.48%
	4.1.g	Reelect Frits van Paasschen as Director	For	No	98.64%
	4.1.h	Reelect Andre Pometta as Director	For	No	92.53%
	4.1.i	Reelect John Ramsay as Director	For	No	94.96%
	4.1.j	Reelect Richard Ridinger as Director	For	No	97.93%
	4.1.k	Reelect Corien Wortmann as Director	For	No	99.52%
	4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	For	No	96.97%
	4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	For	No	98.83%
	4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	For	No	98.34%
	4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	For	No	95.20%
	5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	For	No	98.07%
	5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	For	No	98.24%
	5.3	Approve Remuneration Report	For	No	89.44%
	6	Ratify KPMG as Auditors	For	No	94.90%
	7	Designate Christian Hochstrasser as Independent Proxy	For	No	98.89%
	8	Transact Other Business (Voting)	Against	Yes	
LKQ Corporation 07.05.24	1a	Elect Director Patrick Berard	For	No	97.35%
	1b	Elect Director Meg A. Divitto	For	No	99.08%
	1c	Elect Director Justin L. Jude	For	No	99.15%
	1d	Elect Director Blythe J. McGarvie	For	No	94.75%
	1e	Elect Director John W. Mendel	For	No	98.70%
	1f	Elect Director Jody G. Miller	For	No	94.47%
	1g	Elect Director Guhan Subramanian	For	No	95.34%
	1h	Elect Director Xavier Urbain	For	No	99.02%
	1i	Elect Director Dominick Zarcone	For	No	98.75%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	90.30%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	96.00%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	78.39%
Danaher Corporation 07.05.24	1a	Elect Director Rainer M. Blair	For	No	97.91%
	1b	Elect Director Feroz Dewan	For	No	97.99%
	1c	Elect Director Linda Filler	For	No	89.17%
	1d	Elect Director Teri List	Against	Yes	77.74%
	1e	Elect Director Jessica L. Mega	For	No	98.51%
	1f	Elect Director Mitchell P. Rales	For	No	94.54%
	1g	Elect Director Steven M. Rales	For	No	93.71%
	1h	Elect Director Pardis C. Sabeti	For	No	94.11%
	1i	Elect Director A. Shane Sanders	Against	Yes	79.06%
	1j	Elect Director John T. Schwieters	Against	Yes	74.00%
	1k	Elect Director Alan G. Spoon	For	No	85.87%
	1l	Elect Director Raymond C. Stevens	Against	Yes	79.26%
	1m	Elect Director Elias A. Zerhouni	For	No	95.27%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.45%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.99%
	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	43.10%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	13.96%
Holcim Ltd. 08.05.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.58%
	1.2	Approve Remuneration Report	For	No	91.05%
	1.3	Approve Non-Financial Report	For	No	98.96%
	1.4	Approve Climate Report	For	No	95.07%
	2	Approve Discharge of Board and Senior Management	For	No	96.74%
	3.1	Approve Allocation of Income	For	No	99.89%
	3.2	Approve Dividends of CHF 2.80 per Share from Capital Contribution Reserves	For	No	99.85%
	4.1.1	Reelect Jan Jenisch as Director and Board Chair	For	No	96.72%
	4.1.2	Reelect Philippe Block as Director	For	No	99.71%
	4.1.3	Reelect Kim Fausing as Director	For	No	99.37%
	4.1.4	Reelect Leanne Geale as Director	For	No	99.53%
	4.1.5	Reelect Naina Kidwai as Director	For	No	96.80%
	4.1.6	Reelect Ilias Laeber as Director	For	No	99.33%
	4.1.7	Reelect Juerg Oleas as Director	For	No	99.50%
	4.1.8	Reelect Claudia Ramirez as Director	For	No	99.28%
	4.1.9	Reelect Hanne Sorensen as Director	For	No	98.24%
	4.2.1	Elect Catrin Hinkel as Director	For	No	99.47%
	4.2.2	Elect Michael McGarry as Director	For	No	99.28%
	4.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	For	No	98.33%
	4.3.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	For	No	98.46%
	4.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	For	No	98.37%
	4.3.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	For	No	97.40%
	4.4	Appoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	For	No	98.68%
	4.5.1	Ratify Ernst & Young AG as Auditors	For	No	99.65%
	4.5.2	Designate Sabine Burkhalter as Independent Proxy	For	No	99.89%
	5.1	Approve Remuneration of Directors in the Amount of CHF 6.5 Million	For	No	92.56%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	For	No	91.65%
	6	Transact Other Business (Voting)	Against	Yes	
Kuehne + Nagel International AG 08.05.24	1	Accept Financial Statements and Statutory Reports	For	No	
	2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	For	No	
	3	Approve Discharge of Board and Senior Management	For	No	
	4.1.1	Reelect Dominik Buergy as Director	For	No	
	4.1.2	Reelect Karl Gernandt as Director	For	No	
	4.1.3	Reelect Klaus-Michael Kuehne as Director	For	No	
	4.1.4	Reelect Tobias Staehelin as Director	For	No	
	4.1.5	Reelect Hauke Stars as Director	For	No	
	4.1.6	Reelect Martin Wittig as Director	For	No	
	4.1.7	Reelect Joerg Wolle as Director	For	No	
	4.2.1	Elect Anne-Catherine Berner as Director	For	No	
	4.2.2	Elect Dominik de Daniel as Director	For	No	
	4.3	Reelect Joerg Wolle as Board Chair	For	No	
	4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Against	Yes	
	4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against	Yes	
	4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Against	Yes	
	4.5	Designate Stefan Mangold as Independent Proxy	For	No	
	4.6	Ratify KPMG AG as Auditors	For	No	
	5	Approve Sustainability Report	For	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	6	Approve Remuneration Report	Against	Yes	
	7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	For	No	
	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against	Yes	
	8	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	For	No	
	9.1	Amend Corporate Purpose	For	No	
	9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	For	No	
	9.3	Amend Articles of Association	For	No	
	9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No	
	10	Transact Other Business (Voting)	Against	Yes	
Allianz SE 08.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	For	No	99.38%
	3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	For	No	92.65%
	3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	For	No	94.76%
	3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	For	No	94.78%
	3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	For	No	94.73%
	3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	For	No	92.84%
	3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	For	No	92.85%
	3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	For	No	94.77%
	3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	For	No	94.78%
	3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	For	No	94.80%
	4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	For	No	91.47%
	4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	For	No	95.93%
	4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	For	No	95.91%
	4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	For	No	95.94%
	4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	For	No	95.92%
	4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	For	No	98.09%
	4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	For	No	95.95%
	4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2023	For	No	96.06%
	4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	For	No	95.94%
	4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	For	No	94.18%
	4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	For	No	95.94%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	For	No	98.09%
	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	No	99.28%
	6	Approve Remuneration Report	For	No	85.94%
	7.1	Elect Stephanie Bruce to the Supervisory Board	For	No	99.38%
	7.2	Elect Joerg Schneider to the Supervisory Board	For	No	99.43%
	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	92.55%
Antofagasta Plc 08.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.99%
	2	Approve Remuneration Report	For	No	96.75%
	3	Approve Final Dividend	For	No	99.99%
	4	Re-elect Jean-Paul Luksic as Director	For	No	94.67%
	5	Re-elect Francisca Castro as Director	For	No	99.12%
	6	Re-elect Ramon Jara as Director	For	No	96.72%
	7	Re-elect Juan Claro as Director	For	No	98.88%
	8	Re-elect Andronico Luksic as Director	For	No	91.26%
	9	Re-elect Vivianne Blanlot as Director	For	No	99.83%
	10	Re-elect Michael Anglin as Director	For	No	99.98%
	11	Re-elect Tony Jensen as Director	For	No	99.98%
	12	Re-elect Eugenia Parot as Director	For	No	99.98%
	13	Re-elect Heather Lawrence as Director	For	No	99.98%
	14	Elect Tracey Kerr as Director	For	No	99.96%
	15	Appoint Deloitte LLP as Auditors	For	No	99.99%
	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No	99.99%
	17	Authorise Issue of Equity	For	No	98.00%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	97.12%
	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	96.67%
	20	Authorise Market Purchase of Ordinary Shares	For	No	99.28%
	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	98.24%
Gilead Sciences, Inc. 08.05.24	1a	Elect Director Jacqueline K. Barton	For	No	98.76%
	1b	Elect Director Jeffrey A. Bluestone	For	No	99.26%
	1c	Elect Director Sandra J. Horning	For	No	97.78%
	1d	Elect Director Kelly A. Kramer	For	No	97.33%
	1e	Elect Director Ted W. Love	For	No	99.50%
	1f	Elect Director Harish M. Manwani	For	No	96.07%
	1g	Elect Director Daniel P. O'Day	Against	Yes	93.70%
	1h	Elect Director Javier J. Rodriguez	For	No	99.25%
	1i	Elect Director Anthony Welters	For	No	92.50%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.18%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.02%
	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	72.61%
	5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	No	5.86%
	6	Report on Risks of Supporting Abortion	Against	No	1.77%
	7	Adopt Share Retention Policy For Senior Executives	For	Yes	35.80%
Kinder Morgan, Inc. 08.05.24	1.1	Elect Director Richard D. Kinder	For	No	95.93%
	1.2	Elect Director Kimberly A. Dang	For	No	97.50%
	1.3	Elect Director Amy W. Chronis	For	No	99.54%
	1.4	Elect Director Ted A. Gardner	For	No	84.15%
	1.5	Elect Director Anthony W. Hall, Jr.	For	No	95.67%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.6	Elect Director Steven J. Kean	For	No	96.86%
	1.7	Elect Director Deborah A. Macdonald	For	No	90.04%
	1.8	Elect Director Michael C. Morgan	For	No	95.67%
	1.9	Elect Director Arthur C. Reichstetter	For	No	97.89%
	1.10	Elect Director C. Park Shaper	For	No	95.12%
	1.11	Elect Director William A. Smith	For	No	98.05%
	1.12	Elect Director Joel V. Staff	For	No	96.62%
	1.13	Elect Director Robert F. Vagt	For	No	87.32%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.92%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.67%
	4	Advisory Vote on Say on Pay Frequency	One Year	No	
	5	Disclose GHG Emissions Reductions Targets	For	Yes	31.34%
Rational AG 08.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 13.50 per Share	For	No	99.80%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	97.48%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	92.22%
	5	Approve Remuneration Report	For	No	94.73%
	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	For	No	98.53%
	7	Amend Articles Re: Proof of Entitlement	For	No	99.99%
	8.1	Elect Erich Baumgaertner to the Supervisory Board	Against	Yes	95.50%
	8.2	Elect Johannes Wuerbser to the Supervisory Board	Against	Yes	77.24%
	8.3	Elect Werner Schwind to the Supervisory Board	Against	Yes	93.36%
	8.4	Elect Clarissa Kaefer to the Supervisory Board	For	No	97.19%
	8.5	Elect Christoph Lintz to the Supervisory Board	Against	Yes	75.93%
Wolters Kluwer NV 08.05.24	1	Open Meeting	Refer	No	
	2.a	Receive Report of Executive Board	Refer	No	
	2.b	Discussion on Company's Corporate Governance Structure	Refer	No	
	2.c	Receive Report of Supervisory Board	Refer	No	
	2.d	Approve Remuneration Report	For	No	94.69%
	3.a	Adopt Financial Statements and Statutory Reports	For	No	99.88%
	3.b	Receive Explanation on Company's Dividend Policy	Refer	No	
	3.c	Approve Dividends	For	No	99.93%
	4.a	Approve Discharge of Executive Board	For	No	97.98%
	4.b	Approve Discharge of Supervisory Board	For	No	97.82%
	5.a	Elect David Sides to Supervisory Board	For	No	99.58%
	5.b	Reelect Jack de Kreij to Supervisory Board	For	No	91.66%
	5.c	Reelect Sophie Vandebroek to Supervisory Board	For	No	97.92%
	6.a	Approve Remuneration Policy of Supervisory Board	For	No	98.41%
	6.b	Amend Remuneration of Supervisory Board	For	No	98.45%
	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.69%
	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.23%
	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.29%
	9	Approve Cancellation of Shares	For	No	99.30%
	10	Amend Articles to Reflect Changes in Capital	For	No	99.74%
	11	Other Business	Refer	No	
	12	Close Meeting	Refer	No	
First Solar, Inc. 08.05.24	1.1	Elect Director Michael J. Ahearn	For	No	94.52%
	1.2	Elect Director Anita Marangoly George	For	No	99.04%
	1.3	Elect Director Molly E. Joseph	For	No	95.85%
	1.4	Elect Director Lisa A. Kro	For	No	99.08%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.5	Elect Director William J. Post	For	No	87.93%
	1.6	Elect Director Venkata "Murthy" Renduchintala	For	No	99.67%
	1.7	Elect Director Paul H. Stebbins	For	No	85.49%
	1.8	Elect Director Michael T. Sweeney	For	No	86.08%
	1.9	Elect Director Mark R. Widmar	For	No	98.30%
	1.10	Elect Director Norman L. Wright	For	No	92.93%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	88.90%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.35%
	4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	No	96.76%
	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes	47.46%
Arcadis NV 08.05.24	1.a	Open Meeting	Refer	No	
	1.b	Receive Announcements	Refer	No	
	2	Receive Report of Supervisory Board (Non-Voting)	Refer	No	
	3	Receive Report of Executive Board (Non-Voting)	Refer	No	
	4.a	Adopt Financial Statements	For	No	99.99%
	4.b	Approve Dividends	For	No	99.72%
	5.a	Approve Discharge of Executive Board	For	No	97.55%
	5.b	Approve Discharge of Supervisory Board	For	No	97.55%
	6	Ratify KPMG Accountants N.V as Auditors	For	No	99.98%
	7	Discussion on Company's Corporate Governance Structure	Refer	No	
	8.a	Approve Remuneration Report for Executive Board	For	No	97.74%
	8.b	Approve Remuneration Report for Supervisory Board	For	No	99.67%
	9.a	Approve Remuneration Policy for the Executive Board	For	No	97.79%
	9.b	Approve Remuneration Policy for the Supervisory Board	For	No	99.72%
	10	Reelect V.J.H. Duperat-Vergne to Executive Board	For	No	99.99%
	11.a	Reelect D.L.M. Goodwin to Supervisory Board	For	No	99.13%
	11.b	Announce Vacancies on the Supervisory Board	Refer	No	
	12.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	For	No	
	12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	97.81%
	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.63%
	14	Other Business (Non-Voting)	Refer	No	
	15	Close Meeting	Refer	No	
GSK Plc 08.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.93%
	2	Approve Remuneration Report	For	No	92.69%
	3	Elect Wendy Becker as Director	For	No	95.86%
	4	Elect Jeannie Lee as Director	For	No	99.86%
	5	Re-elect Sir Jonathan Symonds as Director	For	No	99.50%
	6	Re-elect Dame Emma Walmsley as Director	For	No	99.80%
	7	Re-elect Julie Brown as Director	For	No	99.68%
	8	Re-elect Elizabeth Anderson as Director	For	No	97.57%
	9	Re-elect Charles Bancroft as Director	For	No	99.53%
	10	Re-elect Hal Barron as Director	For	No	99.61%
	11	Re-elect Anne Beal as Director	For	No	99.60%
	12	Re-elect Harry Dietz as Director	For	No	99.84%
	13	Re-elect Jesse Goodman as Director	For	No	99.83%
	14	Re-elect Vishal Sikka as Director	For	No	94.56%
	15	Reappoint Deloitte LLP as Auditors	For	No	99.94%
	16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	No	99.91%
	17	Authorise UK Political Donations and Expenditure	For	No	98.75%
	18	Authorise Issue of Equity	For	No	95.68%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	97.70%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	96.90%
	21	Authorise Market Purchase of Ordinary Shares	For	No	99.24%
	22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	No	99.71%
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.78%
Tractor Supply Company 09.05.24	1.1	Elect Director Joy Brown	For	No	99.64%
	1.2	Elect Director Ricardo Cardenas	For	No	98.02%
	1.3	Elect Director Meg Ham	For	No	99.88%
	1.4	Elect Director Andre Hawaux	For	No	99.62%
	1.5	Elect Director Denise L. Jackson	For	No	98.56%
	1.6	Elect Director Ramkumar Krishnan	For	No	98.83%
	1.7	Elect Director Edna K. Morris	For	No	97.69%
	1.8	Elect Director Mark J. Weikel	For	No	97.20%
	1.9	Elect Director Harry A. Lawton, III	For	No	99.85%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.65%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.74%
Itron, Inc. 09.05.24	1a	Elect Director Sanjay Mirchandani	For	No	99.75%
	1b	Elect Director Thomas L. Deitrich	For	No	99.69%
	1c	Elect Director Timothy M. Leyden	For	No	98.84%
	1d	Elect Director Santiago Perez	For	No	91.12%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.20%
	3	Amend Omnibus Stock Plan	For	No	94.71%
	4	Ratify Deloitte & Touche LLP as Auditors	For	No	98.69%
Nucor Corporation 09.05.24	1.1	Elect Director Norma B. Clayton	For	No	98.47%
	1.2	Elect Director Patrick J. Dempsey	For	No	97.94%
	1.3	Elect Director Nicholas C. Gangestad	For	No	99.63%
	1.4	Elect Director Christopher J. Kearney	For	No	95.09%
	1.5	Elect Director Laurette T. Koellner	For	No	95.44%
	1.6	Elect Director Michael W. Lamach	For	No	98.70%
	1.7	Elect Director Leon J. Topalian	Withhold	Yes	94.30%
	1.8	Elect Director Nadja Y. West	For	No	98.50%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.64%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.14%
United Rentals, Inc. 09.05.24	1a	Elect Director Marc A. Bruno	For	No	98.51%
	1b	Elect Director Larry D. De Shon	For	No	92.77%
	1c	Elect Director Matthew J. Flannery	For	No	99.71%
	1d	Elect Director Bobby J. Griffin	For	No	96.45%
	1e	Elect Director Kim Harris Jones	For	No	99.19%
	1f	Elect Director Terri L. Kelly	For	No	98.97%
	1g	Elect Director Michael J. Kneeland	For	No	96.98%
	1h	Elect Director Francisco J. Lopez-Balboa	For	No	99.70%
	1i	Elect Director Gracia C. Martore	For	No	98.42%
	1j	Elect Director Shiv Singh	For	No	98.79%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.43%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.95%
	4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	No	76.49%
	5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against	No	14.92%
Verizon Communications	1.1	Elect Director Shellye Archambeau	For	No	94.23%
	1.2	Elect Director Roxanne Austin	For	No	95.70%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Inc. 09.05.24	1.3	Elect Director Mark Bertolini	For	No	97.59%
	1.4	Elect Director Vittorio Colao	For	No	97.21%
	1.5	Elect Director Laxman Narasimhan	For	No	96.43%
	1.6	Elect Director Clarence Otis, Jr.	For	No	93.77%
	1.7	Elect Director Daniel Schulman	For	No	97.47%
	1.8	Elect Director Rodney Slater	For	No	94.37%
	1.9	Elect Director Carol Tome	For	No	98.52%
	1.10	Elect Director Hans Vestberg	Against	Yes	91.16%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.88%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.68%
Stantec Inc. 09.05.24	4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	Against	No	6.40%
	5	Report on Lobbying Payments and Policy	For	Yes	34.64%
	6	Amend Clawback Policy	For	Yes	32.78%
	7	Require Independent Board Chair	For	Yes	43.22%
	8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	No	4.62%
	9	Report on Lead-Sheathed Cables	For	Yes	14.62%
	10	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	17.39%
	1.1	Elect Director Douglas K. Ammerman	For	No	83.09%
	1.2	Elect Director Martin A. a Porta	For	No	99.64%
	1.3	Elect Director Shelley A. M. Brown	For	No	99.92%
1.4	Elect Director Angeline G. Chen	For	No	99.94%	
1.5	Elect Director Patricia D. Galloway	For	No	99.64%	
1.6	Elect Director Gordon (Gord) A. Johnston	For	No	99.89%	
1.7	Elect Director Donald (Don) J. Lowry	For	No	99.32%	
1.8	Elect Director Marie-Lucie Morin	For	No	98.90%	
1.9	Elect Director Celina J. Wang Doka	For	No	99.63%	
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.64%	
3	Advisory Vote on Executive Compensation Approach	For	No	94.94%	
Manulife Financial Corp. 09.05.24	1.1	Elect Director Nicole S. Arnaboldi	For	No	98.85%
	1.2	Elect Director Guy L.T. Bainbridge	For	No	98.23%
	1.3	Elect Director Susan F. Dabarno	For	No	98.88%
	1.4	Elect Director Julie E. Dickson	For	No	99.47%
	1.5	Elect Director J. Michael Durland	For	No	99.64%
	1.6	Elect Director Roy Gori	For	No	99.65%
	1.7	Elect Director Donald P. Kanak	For	No	99.58%
	1.8	Elect Director Vanessa Kanu	For	No	99.50%
	1.9	Elect Director Donald R. Lindsay	For	No	98.07%
	1.10	Elect Director Anna Manning	For	No	
	1.11	Elect Director C. James Prieur	For	No	98.71%
	1.12	Elect Director May Tan	For	No	99.48%
	1.13	Elect Director Leigh E. Turner	For	No	99.43%
	1.14	Elect Director John Wong	For	No	99.61%
2	Ratify Ernst & Young LLP as Auditors	Withhold	Yes	91.31%	
3	Advisory Vote on Executive Compensation Approach	Against	Yes	92.47%	
Power Corporation of Canada 09.05.24	1.1	Elect Director Pierre Beaudoin	For	No	99.17%
	1.2	Elect Director Marcel R. Coutu	For	No	99.02%
	1.3	Elect Director Andre Desmarais	Against	Yes	81.34%
	1.4	Elect Director Paul Desmarais, Jr.	Against	Yes	85.63%
	1.5	Elect Director Gary A. Doer	For	No	99.68%
	1.6	Elect Director Segolene Gallienne-Frere	For	No	99.66%
	1.7	Elect Director Anthony R. Graham	For	No	92.74%
	1.8	Elect Director Sharon MacLeod	For	No	99.79%
	1.9	Elect Director Paula B. Madoff	For	No	99.73%
	1.10	Elect Director Isabelle Marcoux	For	No	95.40%
	1.11	Elect Director R. Jeffrey Orr	For	No	99.13%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.12	Elect Director T. Timothy Ryan, Jr.	For	No	99.68%
	1.13	Elect Director Siim A. Vanaselja	For	No	99.54%
	1.14	Elect Director Elizabeth D. Wilson	For	No	99.81%
	2	Ratify Deloitte LLP as Auditors	Withhold	Yes	96.75%
	3	Advisory Vote on Executive Compensation Approach	For	No	98.07%
	4	SP 1: Disclose the Corporation's Scope 1-3 Financed Emissions Annually	For	Yes	7.25%
	5	SP 2: Approve Incentive Compensation for All Employees Based on ESG Targets	Against	No	0.70%
	6	SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	For	Yes	
	7	SP 4: Disclose Language Fluency of Executives	Against	No	1.50%
	8	SP 5: Advisory Vote on Environmental Policies	For	Yes	4.69%
WSP Global Inc. 09.05.24	1.1	Elect Director Louis-Philippe Carriere	For	No	99.70%
	1.2	Elect Director Christopher Cole	For	No	98.87%
	1.3	Elect Director Alexandre L'Heureux	For	No	99.65%
	1.4	Elect Director Birgit Norgaard	For	No	99.13%
	1.5	Elect Director Suzanne Rancourt	For	No	99.95%
	1.6	Elect Director Linda Smith-Galipeau	For	No	98.47%
	1.7	Elect Director Macky Tall	For	No	99.88%
	1.8	Elect Director Claude Tessier	For	No	99.95%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	99.20%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	93.78%
	4	Approve Increase in Maximum Number of Directors from Ten to Fifteen	For	No	99.41%
	5	Amend By-Laws	For	No	99.93%
Axis Bank Limited 10.05.24	1	Elect Pranam Wahi as Director	For	No	99.94%
	2	Approve Revision in Ceiling of Fixed Remuneration Granted to Non-Executive Directors (NEDs) excluding the Non-Executive (Part-time) Chairperson	For	No	99.92%
Zimmer Biomet Holdings, Inc. 10.05.24	1a	Elect Director Christopher B. Begley	For	No	95.73%
	1b	Elect Director Betsy J. Bernard	For	No	94.54%
	1c	Elect Director Michael J. Farrell	For	No	97.30%
	1d	Elect Director Robert A. Hagemann	For	No	94.42%
	1e	Elect Director Arthur J. Higgins	For	No	96.60%
	1f	Elect Director Maria Teresa (Tessa) Hilado	For	No	98.61%
	1g	Elect Director Syed Jafry	For	No	98.96%
	1h	Elect Director Sreelakshmi Kolli	For	No	94.26%
	1i	Elect Director Louis Shapiro	For	No	99.66%
	1j	Elect Director Ivan Tornos	For	No	98.50%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.41%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.80%
	4	Amend Qualified Employee Stock Purchase Plan	For	No	99.54%
Masco Corporation 10.05.24	1a	Elect Director Mark R. Alexander	For	No	91.97%
	1b	Elect Director Marie A. Ffolkes	For	No	75.53%
	1c	Elect Director John C. Plant	For	No	65.41%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.83%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.39%
	4	Approve Omnibus Stock Plan	For	No	96.73%
	5	Adopt Simple Majority Vote	For	No	98.61%
ARC Resources Ltd. 10.05.24	1.1	Elect Director Harold N. Kvisle	For	No	95.90%
	1.2	Elect Director Carol T. Banducci	For	No	98.55%
	1.3	Elect Director David R. Collyer	For	No	95.22%
	1.4	Elect Director Hugh H. Connett	For	No	99.79%
	1.5	Elect Director Michael R. Culbert	For	No	99.79%
	1.6	Elect Director Michael G. McAllister	For	No	96.71%
	1.7	Elect Director Marty L. Proctor	For	No	90.16%
	1.8	Elect Director M. Jacqueline Sheppard	Withhold	Yes	65.34%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.9	Elect Director Leontine van Leeuwen-Atkins	For	No	99.27%
	1.10	Elect Director Terry M. Anderson	For	No	99.43%
	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.77%
	3	Advisory Vote on Executive Compensation Approach	For	No	97.44%
Colgate-Palmolive Company 10.05.24	1a	Elect Director John P. Bilbrey	For	No	88.97%
	1b	Elect Director John T. Cahill	For	No	93.23%
	1c	Elect Director Steve Cahillane	For	No	98.65%
	1d	Elect Director Lisa M. Edwards	For	No	99.63%
	1e	Elect Director C. Martin Harris	For	No	97.90%
	1f	Elect Director Martina Hund-Mejean	For	No	99.60%
	1g	Elect Director Kimberly A. Nelson	For	No	99.23%
	1h	Elect Director Brian Newman	For	No	99.71%
	1i	Elect Director Lorrie M. Norrington	For	No	97.97%
	1j	Elect Director Noel R. Wallace	Against	Yes	92.79%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.45%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.68%
	4	Require Independent Board Chair	For	Yes	33.82%
QBE Insurance Group Limited 10.05.24	2	Approve Remuneration Report	For	No	99.09%
	3	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2024 to Andrew Horton	For	No	99.08%
	4a	Elect T Le as Director	For	No	98.92%
	4b	Elect S Ferguson as Director	For	No	99.86%
	4c	Elect P James as Director	For	No	99.86%
	4d	Elect P Wilson as Director	For	No	99.87%
Standard Chartered Plc 10.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.99%
	2	Approve Final Dividend	For	No	99.99%
	3	Approve Remuneration Report	Against	Yes	95.32%
	4	Elect Diego De Giorgi as Director	For	No	99.95%
	5	Elect Diane Jurgens as Director	For	No	99.98%
	6	Re-elect Shirish Apte as Director	For	No	98.96%
	7	Re-elect David Conner as Director	For	No	99.78%
	8	Re-elect Jackie Hunt as Director	For	No	99.98%
	9	Re-elect Robin Lawther as Director	For	No	99.94%
	10	Re-elect Maria Ramos as Director	For	No	99.93%
	11	Re-elect Phil Rivett as Director	For	No	99.86%
	12	Re-elect David Tang as Director	For	No	99.98%
	13	Re-elect Jose Vinals as Director	For	No	99.34%
	14	Re-elect Bill Winters as Director	For	No	99.98%
	15	Re-elect Linda Yueh as Director	For	No	99.50%
	16	Reappoint Ernst & Young LLP as Auditors	For	No	99.28%
	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.98%
	18	Authorise UK Political Donations and Expenditure	For	No	99.36%
	19	Authorise Issue of Equity	For	No	97.53%
	20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	For	No	97.99%
	21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	For	No	99.19%
	22	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.45%
	23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	98.75%
	24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	For	No	99.10%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	25	Authorise Market Purchase of Ordinary Shares	For	No	99.25%
	26	Authorise Market Purchase of Preference Shares	For	No	99.71%
	27	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	96.85%
	28	Amend Articles of Association	For	No	99.99%
	1	Sanctions and Consents to Every Variation, Alteration, Modification or Abrogation of the Rights, Privileges and Restrictions Attaching to the Ordinary Shares which may be Involved by the Passing of Resolution 28 as Set Out in the Notice of AGM	For	No	99.99%
Autoliv, Inc. 10.05.24	1.1	Elect Director Mikael Bratt	For	No	99.47%
	1.2	Elect Director Laurie Brlas	For	No	96.48%
	1.3	Elect Director Jan Carlson	For	No	95.52%
	1.4	Elect Director Hasse Johansson	For	No	99.18%
	1.5	Elect Director Leif Johansson	For	No	88.59%
	1.6	Elect Director Franz-Josef Kortum	For	No	96.45%
	1.7	Elect Director Frederic Lissalde	For	No	96.41%
	1.8	Elect Director Xiaozhi Liu	For	No	98.97%
	1.9	Elect Director Gustav Lundgren	For	No	97.94%
	1.10	Elect Director Martin Lundstedt	For	No	99.49%
	1.11	Elect Director Thaddeus J. "Ted" Senko	For	No	99.29%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.96%
	3	Ratify Ernst & Young AB as Auditors	Against	Yes	91.87%
Pembina Pipeline Corporation 10.05.24	1.1	Elect Director Anne-Marie N. Ainsworth	For	No	98.36%
	1.2	Elect Director J. Scott Burrows	For	No	99.70%
	1.3	Elect Director Cynthia Carroll	For	No	97.92%
	1.4	Elect Director Ana Dutra	For	No	99.35%
	1.5	Elect Director Maureen E. Howe	For	No	98.31%
	1.6	Elect Director Gordon J. Kerr	For	No	99.37%
	1.7	Elect Director David M.B. LeGresley	For	No	97.76%
	1.8	Elect Director Andy J. Mah	For	No	97.70%
	1.9	Elect Director Leslie A. O'Donoghue	For	No	98.31%
	1.10	Elect Director Bruce D. Rubin	For	No	99.58%
	1.11	Elect Director Henry W. Sykes	For	No	97.75%
	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Withhold	Yes	91.26%
	3	Advisory Vote on Executive Compensation Approach	Against	Yes	95.01%
ASM International NV 13.05.24	1	Open Meeting	Refer	No	
	2a	Receive Report of Management Board (Non-Voting)	Refer	No	
	2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Refer	No	
	3a	Approve Remuneration Report	For	No	95.91%
	3b	Adopt Financial Statements and Statutory Reports	For	No	99.95%
	3c	Approve Dividends	For	No	99.87%
	4a	Approve Discharge of Management Board	For	No	98.20%
	4b	Approve Discharge of Supervisory Board	For	No	98.21%
	5a	Amend Remuneration Policy for Supervisory Board	For	No	99.61%
	5b	Amend Remuneration of Supervisory Board	For	No	99.69%
	6a	Reelect Didier Lamouche to Supervisory Board	For	No	96.14%
	6b	Elect Tania Micki to Supervisory Board	For	No	98.84%
	6c	Elect Van den Brink to Supervisory Board	For	No	98.81%
	7	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.98%
	8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	99.49%
	8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	99.39%
	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.58%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	10	Approve Cancellation of Shares	For	No	99.60%
	11	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	For	No	99.99%
	12	Other Business (Non-Voting)	Refer	No	
	13	Close Meeting	Refer	No	
ICICI Bank Limited 14.05.24	1	Elect Pradeep Kumar Sinha as Director	For	No	
	2	Approve Compensation Payable to Pradeep Kumar Sinha as Non-Executive Part-time Chairman	For	No	
	3	Approve Revision in Compensation in the Form of Fixed Remuneration Payable to the Non-Executive Directors (other than Part-Time Chairman and the Director Nominated by the Government of India)	For	No	
	4	Approve Revision in Fixed Remuneration of Girish Chandra Chaturvedi as Non-Executive (Part-Time) Chairman	For	No	
	5	Approve Appointment and Remuneration of Ajay Kumar Gupta as Director and Whole-Time Director (designated as Executive Director)	For	No	
3M Company 14.05.24	1a	Elect Director Thomas "Tony" K. Brown	For	No	94.54%
	1b	Elect Director William M. Brown	For	No	99.06%
	1c	Elect Director Audrey Choi	For	No	98.87%
	1d	Elect Director Anne H. Chow	For	No	88.77%
	1e	Elect Director David B. Dillon	For	No	95.99%
	1f	Elect Director James R. Fitterling	For	No	95.63%
	1g	Elect Director Amy E. Hood	For	No	95.66%
	1h	Elect Director Suzan Kereere	For	No	95.23%
	1i	Elect Director Gregory R. Page	For	No	92.15%
	1j	Elect Director Pedro J. Pizarro	For	No	96.77%
	1k	Elect Director Michael F. Roman	For	No	96.91%
	1l	Elect Director Thomas W. Sweet	For	No	98.97%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.65%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	44.97%
	4	Adopt Share Retention Policy For Senior Executives	Against	No	4.79%
MasTec, Inc. 14.05.24	1.1	Elect Director Jose R. Mas	For	No	98.62%
	1.2	Elect Director Javier Palomarez	For	No	81.07%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.61%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.12%
	4	Amend Omnibus Stock Plan	For	No	97.23%
	5	Amend Qualified Employee Stock Purchase Plan	For	No	99.44%
BNP Paribas SA 14.05.24	1	Approve Financial Statements and Statutory Reports	For	No	99.65%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.69%
	3	Approve Allocation of Income and Dividends of EUR 4.60 per Share	For	No	99.95%
	4	Approve Auditors' Special Report on Related-Party Transactions	For	No	99.79%
	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.63%
	6	Renew Appointment of Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Against	Yes	92.16%
	7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	For	No	98.64%
	8	Reelect Christian Noyer as Director	For	No	98.48%
	9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	For	No	99.15%
	10	Elect Annemarie Straathof as Director	For	No	99.84%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	For	No	99.06%
	A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against	No	2.20%
	B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	Against	No	2.19%
	C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	Against	No	2.18%
	12	Approve Remuneration Policy of Directors	For	No	99.26%
	13	Approve Remuneration Policy of Chairman of the Board	For	No	96.81%
	14	Approve Remuneration Policy of CEO	For	No	91.00%
	15	Approve Remuneration Policy of Vice-CEOs	For	No	88.52%
	16	Approve Compensation Report of Corporate Officers	For	No	95.67%
	17	Approve Compensation of Jean Lemierre, Chairman of the Board	For	No	96.10%
	18	Approve Compensation of Jean-Laurent Bonnafe, CEO	For	No	91.24%
	19	Approve Compensation of Yann Gerardin, Vice-CEO	For	No	92.86%
	20	Approve Compensation of Thierry Laborde, Vice-CEO	For	No	92.86%
	21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	For	No	
	22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	No	
	23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	For	No	99.56%
	24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	For	No	94.78%
	25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	For	No	92.33%
	26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	94.78%
	27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	For	No	99.41%
	28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	For	No	99.70%
	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	For	No	94.49%
	30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.70%
	31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	For	No	96.59%
	32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.77%
	33	Authorize Filing of Required Documents/Other Formalities	For	No	99.97%
Centene Corporation 14.05.24	1a	Elect Director Jessica L. Blume	For	No	97.16%
	1b	Elect Director Kenneth A. Burdick	For	No	98.37%
	1c	Elect Director Christopher J. Coughlin	For	No	97.74%
	1d	Elect Director H. James Dallas	For	No	99.70%
	1e	Elect Director Wayne S. DeVeydt	For	No	97.20%
	1f	Elect Director Frederick H. Eppinger	For	No	96.27%
	1g	Elect Director Monte E. Ford	For	No	98.64%
	1h	Elect Director Sarah M. London	For	No	99.73%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1i	Elect Director Lori J. Robinson	For	No	97.66%
	1j	Elect Director Theodore R. Samuels	For	No	97.57%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.79%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.88%
	4	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For	Yes	36.11%
Deutsche Boerse AG 14.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	For	No	99.98%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	96.18%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	99.24%
	5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	For	No	96.32%
	6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	95.72%
	7	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	95.20%
	8.1	Elect Andreas Gottschling to the Supervisory Board	For	No	99.71%
	8.2	Elect Martin Jetter to the Supervisory Board	For	No	96.62%
	8.3	Elect Shannon Johnston to the Supervisory Board	For	No	99.73%
	8.4	Elect Sigrid Kozmiensky to the Supervisory Board	For	No	99.91%
	8.5	Elect Barbara Lambert to the Supervisory Board	For	No	92.96%
	8.6	Elect Charles Stonehill to the Supervisory Board	For	No	99.72%
	8.7	Elect Clara-Christina Streit to the Supervisory Board	For	No	93.94%
	8.8	Elect Chong Lee Tan to the Supervisory Board	For	No	99.72%
	9	Approve Remuneration Policy for the Supervisory Board	For	No	99.05%
	10	Approve Remuneration Report	For	No	91.81%
	11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	No	99.92%
	11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	For	No	99.94%
The Middleby Corporation 14.05.24	1a	Elect Director Sarah Palisi Chapin	For	No	84.66%
	1b	Elect Director Timothy J. FitzGerald	For	No	99.42%
	1c	Elect Director Cathy L. McCarthy	For	No	98.21%
	1d	Elect Director John R. Miller, III	For	No	86.09%
	1e	Elect Director Robert A. Nerbonne	For	No	97.78%
	1f	Elect Director Gordon J. O'Brien	For	No	91.10%
	1g	Elect Director Stephen R. Scherger	For	No	99.80%
	1h	Elect Director Tejas P. Shah	For	No	99.93%
	1i	Elect Director Nassem A. Ziyad	For	No	99.53%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	86.84%
	3	Ratify Ernst & Young LLP as Auditors	For	No	99.48%
Waste Management, Inc. 14.05.24	1a	Elect Director Thomas L. Bene	For	No	98.99%
	1b	Elect Director Bruce E. Chinn	For	No	98.93%
	1c	Elect Director James C. Fish, Jr.	For	No	98.97%
	1d	Elect Director Andres R. Gluski	For	No	96.86%
	1e	Elect Director Victoria M. Holt	For	No	95.04%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1f	Elect Director Kathleen M. Mazzarella	For	No	96.79%
	1g	Elect Director Sean E. Menke	For	No	97.32%
	1h	Elect Director William B. Plummer	For	No	97.90%
	1i	Elect Director Maryrose T. Sylvester	For	No	97.09%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.01%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.53%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	66.34%
Cummins Inc. 14.05.24	1	Elect Director Jennifer W. Rumsey	Against	Yes	93.11%
	2	Elect Director Gary L. Belske	For	No	98.29%
	3	Elect Director Robert J. Bernhard	For	No	93.72%
	4	Elect Director Bruno V. Di Leo Allen	For	No	97.59%
	5	Elect Director Daniel W. Fisher	For	No	99.36%
	6	Elect Director Carla A. Harris	For	No	95.98%
	7	Elect Director Thomas J. Lynch	For	No	94.37%
	8	Elect Director William I. Miller	For	No	92.54%
	9	Elect Director Kimberly A. Nelson	For	No	97.26%
	10	Elect Director Karen H. Quintos	For	No	97.18%
	11	Elect Director John H. Stone	For	No	99.45%
	12	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.04%
	13	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.49%
	14	Require Independent Board Chair	For	Yes	43.65%
	15	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	For	Yes	16.45%
Prudential Financial, Inc. 14.05.24	1.1	Elect Director Gilbert F. Casellas	For	No	92.27%
	1.2	Elect Director Robert M. Falzon	For	No	95.88%
	1.3	Elect Director Martina Hund-Mejean	For	No	95.51%
	1.4	Elect Director Wendy E. Jones	For	No	97.14%
	1.5	Elect Director Charles F. Lowrey	Against	Yes	93.35%
	1.6	Elect Director Kathleen A. Murphy	For	No	97.15%
	1.7	Elect Director Sandra Pinalto	For	No	98.67%
	1.8	Elect Director Christine A. Poon	For	No	95.21%
	1.9	Elect Director Douglas A. Scovanner	For	No	98.42%
	1.10	Elect Director Michael A. Todman	For	No	95.49%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.18%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	72.74%
	4	Require Independent Board Chair	For	Yes	34.90%
Tencent Holdings Limited 14.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.58%
	2	Approve Final Dividend	For	No	99.99%
	3a	Elect Charles St Leger Searle as Director	For	No	85.12%
	3b	Elect Ke Yang as Director	For	No	99.63%
	3c	Authorize Board to Fix Remuneration of Directors	For	No	96.63%
	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	97.52%
	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	65.47%
	6	Authorize Repurchase of Issued Share Capital	For	No	99.85%
	7	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of Association and Articles of Association	For	No	99.99%
VAT Group AG 14.05.24	1.1	Accept Financial Statements and Statutory Reports	For	No	98.50%
	1.2	Approve Non-Financial Report	For	No	93.89%
	2.1	Approve Allocation of Income	For	No	99.96%
	2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	For	No	99.93%
	3	Approve Discharge of Board and Senior Management	For	No	97.05%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.1.1	Reelect Martin Komischke as Director and Board Chair	For	No	97.26%
	4.1.2	Reelect Urs Leinhaeuser as Director	For	No	96.98%
	4.1.3	Reelect Karl Schlegel as Director	For	No	98.77%
	4.1.4	Reelect Hermann Gerlinger as Director	For	No	97.49%
	4.1.5	Reelect Libo Zhang as Director	For	No	85.56%
	4.1.6	Reelect Daniel Lippuner as Director	For	No	98.97%
	4.1.7	Reelect Petra Denk as Director	For	No	98.52%
	4.1.8	Elect Thomas Piliszcuk as Director	For	No	98.93%
	4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For	No	95.82%
	4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For	No	96.63%
	4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	For	No	76.90%
	5	Designate Roger Foehn as Independent Proxy	For	No	99.95%
	6	Ratify KPMG AG as Auditors	For	No	97.93%
	7.1	Approve Remuneration Report	For	No	88.42%
	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	For	No	97.85%
	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	For	No	99.02%
	7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2025	For	No	97.79%
	7.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2024 AGM to 2025 AGM	For	No	98.56%
	8	Transact Other Business (Voting)	Against	Yes	
Elevance Health, Inc. 15.05.24	1.1	Elect Director Lewis Hay, III	For	No	97.76%
	1.2	Elect Director Antonio F. Neri	For	No	96.67%
	1.3	Elect Director Ramiro G. Peru	For	No	93.56%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.89%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	89.21%
	4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	No	5.13%
State Street Corporation 15.05.24	1a	Elect Director Patrick de Saint-Aignan	For	No	97.11%
	1b	Elect Director Marie A. Chandoha	For	No	99.35%
	1c	Elect Director DonnaLee A. DeMaio	For	No	99.45%
	1d	Elect Director Amelia C. Fawcett	For	No	93.30%
	1e	Elect Director William C. Freda	For	No	99.14%
	1f	Elect Director Sara Mathew	For	No	98.48%
	1g	Elect Director William L. Meaney	For	No	95.53%
	1h	Elect Director Ronald P. O'Hanley	Against	Yes	93.09%
	1i	Elect Director Sean P. O'Sullivan	For	No	99.41%
	1j	Elect Director Julio A. Portalatin	For	No	99.17%
	1k	Elect Director John B. Rhea	For	No	99.36%
	1l	Elect Director Gregory L. Summe	For	No	93.76%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.93%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	92.57%
Vertex Pharmaceuticals Incorporated 15.05.24	1.1	Elect Director Sangeeta Bhatia	For	No	99.63%
	1.2	Elect Director Lloyd Carney	For	No	96.18%
	1.3	Elect Director Alan Garber	For	No	99.40%
	1.4	Elect Director Reshma Kewalramani	For	No	99.68%
	1.5	Elect Director Michel Lagarde	For	No	99.89%
	1.6	Elect Director Jeffrey Leiden	For	No	98.11%
	1.7	Elect Director Diana McKenzie	For	No	98.28%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.8	Elect Director Bruce Sachs	For	No	93.51%
	1.9	Elect Director Jennifer Schneider	For	No	99.89%
	1.10	Elect Director Nancy Thornberry	For	No	99.89%
	1.11	Elect Director Suketu Upadhyay	For	No	99.65%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.29%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.31%
	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	72.29%
	5	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	28.83%
American Water Works Company, Inc. 15.05.24	1a	Elect Director Jeffrey N. Edwards	For	No	96.66%
	1b	Elect Director Martha Clark Goss	For	No	93.46%
	1c	Elect Director M. Susan Hardwick	For	No	99.50%
	1d	Elect Director Kimberly J. Harris	For	No	96.33%
	1e	Elect Director Laurie P. Havanec	For	No	99.43%
	1f	Elect Director Julia L. Johnson	For	No	94.17%
	1g	Elect Director Patricia L. Kampling	For	No	96.92%
	1h	Elect Director Karl F. Kurz	For	No	93.55%
	1i	Elect Director Michael L. Marberry	For	No	95.72%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	87.30%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	88.48%
SAP SE 15.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	No	99.95%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	99.50%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	99.43%
	5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	For	No	99.90%
	6	Approve Remuneration Report	For	No	90.38%
	7.1	Elect Aicha Evans to the Supervisory Board	Against	Yes	93.39%
	7.2	Elect Gerhard Oswald to the Supervisory Board	For	No	89.81%
	7.3	Elect Friederike Rotsch to the Supervisory Board	Against	Yes	92.45%
	7.4	Elect Ralf Herbrich to the Supervisory Board	For	No	99.29%
	7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	For	No	95.49%
	8	Approve Remuneration Policy for the Supervisory Board	For	No	98.24%
	9	Amend Articles Re: Proof of Entitlement	For	No	99.98%
Host Hotels & Resorts, Inc. 15.05.24	1.1	Elect Director Mary L. Baglivo	For	No	96.65%
	1.2	Elect Director Herman E. Bulls	For	No	96.05%
	1.3	Elect Director Diana M. Laing	For	No	99.02%
	1.4	Elect Director Richard E. Marriott	For	No	97.78%
	1.5	Elect Director Mary Hogan Preusse	For	No	97.16%
	1.6	Elect Director Walter C. Rakowich	For	No	95.67%
	1.7	Elect Director James F. Risoleo	For	No	99.50%
	1.8	Elect Director Gordon H. Smith	For	No	93.53%
	1.9	Elect Director A. William Stein	For	No	99.47%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.40%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.07%
	4	Approve Omnibus Stock Plan	For	No	93.65%
Molson Coors Beverage Company 15.05.24	1.1	Elect Director Roger G. Eaton	For	No	94.55%
	1.2	Elect Director Charles M. Herington	For	No	93.94%
	1.3	Elect Director H. Sanford Riley	For	No	70.06%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.33%
Valero Energy Corporation 15.05.24	1a	Elect Director Fred M. Diaz	For	No	98.58%
	1b	Elect Director H. Paulett Eberhart	For	No	97.56%
	1c	Elect Director Marie A. Ffolkes	For	No	98.68%
	1d	Elect Director Joseph W. Gorder	For	No	95.23%
	1e	Elect Director Kimberly S. Greene	For	No	97.27%
	1f	Elect Director Deborah P. Majoras	Against	Yes	91.19%
	1g	Elect Director Eric D. Mullins	For	No	98.91%
	1h	Elect Director Robert A. Profusek	For	No	95.09%
	1i	Elect Director R. Lane Riggs	For	No	98.28%
	1j	Elect Director Randall J. Weisenburger	For	No	96.25%
	1k	Elect Director Rayford Wilkins, Jr.	For	No	95.15%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.90%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.22%
The Hartford Financial Services Group, Inc. 15.05.24	1a	Elect Director Larry D. De Shon	For	No	97.44%
	1b	Elect Director Carlos Dominguez	For	No	96.82%
	1c	Elect Director Trevor Fetter	For	No	94.95%
	1d	Elect Director Donna A. James	For	No	97.77%
	1e	Elect Director Edmund Reese	For	No	99.37%
	1f	Elect Director Teresa Wynn Roseborough	For	No	95.52%
	1g	Elect Director Virginia P. Rueterholz	For	No	96.24%
	1h	Elect Director Christopher J. Swift	Against	Yes	93.34%
	1i	Elect Director Matthew E. Winter	For	No	96.78%
	1j	Elect Director Greig Woodring	For	No	99.25%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.56%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	90.27%
	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	84.65%
Swiss Life Holding AG 15.05.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.54%
	1.2	Approve Remuneration Report	For	No	95.50%
	1.3	Approve Non-Financial Report	For	No	91.13%
	2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	For	No	99.67%
	3	Approve Discharge of Board of Directors	For	No	98.93%
	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	For	No	97.43%
	4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 Million	For	No	97.09%
	4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For	No	96.02%
	5.1	Reelect Rolf Doerig as Director and Board Chair	For	No	89.76%
	5.2	Reelect Thomas Buess as Director	For	No	98.83%
	5.3	Reelect Monika Buetler as Director	For	No	98.16%
	5.4	Reelect Philomena Colatrella as Director	For	No	98.74%
	5.5	Reelect Adrienne Fumagalli as Director	For	No	98.74%
	5.6	Reelect Damir Filipovic as Director	For	No	95.39%
	5.7	Reelect Stefan Loacker as Director	For	No	98.31%
	5.8	Reelect Severin Moser as Director	For	No	99.05%
	5.9	Reelect Henry Peter as Director	For	No	87.65%
	5.10	Reelect Martin Schmid as Director	For	No	94.65%
	5.11	Reelect Franziska Sauber as Director	For	No	88.87%
	5.12	Reelect Klaus Tschuetscher as Director	For	No	90.24%
	5.13	Reappoint Martin Schmid as Member of the Compensation Committee	For	No	93.40%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	For	No	86.65%
	5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	No	88.45%
	6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	For	No	99.45%
	7	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	80.46%
	8	Amend Articles of Association	For	No	98.20%
	9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No	99.27%
	10	Transact Other Business (Voting)	Against	Yes	
Xylem Inc. 16.05.24	1a	Elect Director Jeanne Beliveau-Dunn	For	No	98.95%
	1b	Elect Director Earl R. Ellis	For	No	99.89%
	1c	Elect Director Robert F. Friel	For	No	98.65%
	1d	Elect Director Lisa Glatch	For	No	99.18%
	1e	Elect Director Victoria D. Harker	For	No	92.97%
	1f	Elect Director Mark D. Morelli	For	No	97.12%
	1g	Elect Director Jerome A. Peribere	For	No	95.92%
	1h	Elect Director Matthew F. Pine	For	No	99.52%
	1i	Elect Director Lila Tretikov	For	No	98.84%
	1j	Elect Director Uday Yadav	For	No	98.81%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.98%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	82.69%
	4	Advisory Vote on Say on Pay Frequency	One Year	No	
The Home Depot, Inc. 16.05.24	1a	Elect Director Gerard J. Arpey	For	No	95.09%
	1b	Elect Director Ari Bousbib	For	No	96.33%
	1c	Elect Director Jeffery H. Boyd	Against	Yes	89.20%
	1d	Elect Director Gregory D. Brenneman	For	No	96.82%
	1e	Elect Director J. Frank Brown	For	No	95.69%
	1f	Elect Director Edward P. Decker	Against	Yes	93.46%
	1g	Elect Director Wayne M. Hewett	For	No	97.48%
	1h	Elect Director Manuel Kadre	For	No	98.84%
	1i	Elect Director Stephanie C. Linnartz	For	No	99.00%
	1j	Elect Director Paula Santilli	For	No	96.01%
	1k	Elect Director Caryn Seidman-Becker	For	No	95.90%
	2	Ratify KPMG LLP as Auditors	Against	Yes	94.78%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.64%
	4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against	No	1.44%
	5	Report on Political Spending Congruency	For	Yes	11.92%
	6	Report on Corporate Contributions	Against	No	1.87%
	7	Report on Civil Rights and Non-Discrimination Audit	Against	No	1.91%
	8	Disclose a Biodiversity Impact and Dependency Assessment	For	Yes	16.12%
	9	Clawback of Incentive Payments	For	Yes	30.11%
Deutsche Bank AG 16.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	For	No	99.89%
	3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	For	No	97.43%
	3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	For	No	97.45%
	3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31, 2023) for Fiscal Year 2023	For	No	96.46%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	For	No	97.41%
	3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	For	No	96.51%
	3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	For	No	97.43%
	3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17, 2023) for Fiscal Year 2023	For	No	97.41%
	3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1, 2023) for Fiscal Year 2023	For	No	97.41%
	3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	For	No	97.41%
	3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	For	No	97.40%
	3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	For	No	97.43%
	4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	For	No	95.90%
	4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek (until May 17, 2023) for Fiscal Year 2023	For	No	96.55%
	4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17, 2023) for Fiscal Year 2023	For	No	96.56%
	4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	For	No	96.54%
	4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17, 2023) for Fiscal Year 2023	For	No	96.56%
	4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17, 2023) for Fiscal Year 2023	For	No	96.57%
	4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	For	No	96.55%
	4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	For	No	96.56%
	4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	For	No	96.56%
	4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17, 2023) for Fiscal Year 2023	For	No	96.57%
	4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	For	No	96.41%
	4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	For	No	96.56%
	4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17, 2023) for Fiscal Year 2023	For	No	96.53%
	4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17, 2023 - Jan. 12, 2024) for Fiscal Year 2023	For	No	96.52%
	4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17, 2023) for Fiscal Year 2023	For	No	96.52%
	4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023	For	No	96.55%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023	For	No	96.56%
	4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	For	No	96.56%
	4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023	For	No	96.56%
	4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	For	No	96.55%
	4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023	For	No	96.57%
	4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	For	No	96.54%
	4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	For	No	96.53%
	4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023	For	No	96.56%
	4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	For	No	96.56%
	4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023	For	No	96.54%
	4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	For	No	96.59%
	5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	For	No	99.56%
	5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	No	99.58%
	6	Approve Remuneration Report	Against	Yes	86.80%
	7	Approve Remuneration Policy	For	No	97.32%
	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	97.25%
	9	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	97.92%
E.ON SE 16.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	For	No	98.69%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	
	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	For	No	99.79%
	5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	No	99.87%
	6	Approve Remuneration Report	Against	Yes	93.79%
	7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	For	No	99.86%
	8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No	97.02%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	For	No	96.65%
	10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	96.34%
	11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	No	96.61%
Marsh & McLennan Companies, Inc. 16.05.24	1a	Elect Director Anthony K. Anderson	For	No	99.15%
	1b	Elect Director John Q. Doyle	For	No	98.52%
	1c	Elect Director Oscar Fanjul	For	No	95.57%
	1d	Elect Director H. Edward Hanway	For	No	94.50%
	1e	Elect Director Judith Hartmann	For	No	99.70%
	1f	Elect Director Deborah C. Hopkins	For	No	97.75%
	1g	Elect Director Tamara Ingram	For	No	98.52%
	1h	Elect Director Jane H. Lute	For	No	99.69%
	1i	Elect Director Steven A. Mills	For	No	93.28%
	1j	Elect Director Morton O. Schapiro	For	No	91.34%
	1k	Elect Director Lloyd M. Yates	For	No	96.39%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.74%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	92.90%
	4	Provide Right to Act by Written Consent	For	Yes	47.53%
Westinghouse Air Brake Technologies Corporation 16.05.24	1a	Elect Director Linda A. Harty	For	No	91.66%
	1b	Elect Director Brian P. Hehir	For	No	89.42%
	1c	Elect Director Beverley A. Babcock	For	No	97.96%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.54%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	94.69%
Chubb Limited 16.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.94%
	2.1	Allocate Disposable Profit	For	No	99.94%
	2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	No	99.95%
	3	Approve Discharge of Board of Directors	For	No	99.28%
	4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Against	Yes	96.00%
	4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Against	Yes	94.95%
	4.3	Ratify BDO AG (Zurich) as Special Audit Firm	For	No	99.74%
	5.1	Elect Director Evan G. Greenberg	Against	Yes	93.79%
	5.2	Elect Director Michael P. Connors	For	No	94.39%
	5.3	Elect Director Michael G. Atieh	For	No	98.50%
	5.4	Elect Director Nancy K. Buese	For	No	99.51%
	5.5	Elect Director Sheila P. Burke	For	No	99.34%
	5.6	Elect Director Nelson J. Chai	For	No	99.71%
	5.7	Elect Director Michael L. Corbat	For	No	99.39%
	5.8	Elect Director Robert J. Hugin	For	No	99.33%
	5.9	Elect Director Robert W. Scully	For	No	98.18%
	5.10	Elect Director Theodore E. Shasta	For	No	97.47%
	5.11	Elect Director David H. Sidwell	For	No	87.62%
	5.12	Elect Director Olivier Steimer	For	No	98.81%
	5.13	Elect Director Frances F. Townsend	For	No	94.25%
	6	Elect Evan G. Greenberg as Board Chairman	Against	Yes	79.27%
	7.1	Elect Michael P. Connors as Member of the Compensation Committee	For	No	95.69%
	7.2	Elect David H. Sidwell as Member of the Compensation Committee	For	No	95.31%
	7.3	Elect Frances F. Townsend as Member of the Compensation Committee	For	No	95.62%
	8	Designate Homburger AG as Independent Proxy	For	No	99.93%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	9	Cancel Repurchased Shares	For	No	99.80%
	10	Amend Articles Re: Creation of a Capital Band	For	No	95.76%
	11	Amend Qualified Employee Stock Purchase Plan	For	No	99.88%
	12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	For	No	99.81%
	12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Against	Yes	97.38%
	12.3	Approve Remuneration Report	Against	Yes	94.28%
	13	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.27%
	14	Approve Sustainability Report	For	No	98.53%
	15	Report on GHG Emissions Associated with Underwriting	For	Yes	28.31%
	16	Report on Median Gender/Racial Pay Gap	For	Yes	26.60%
	A	Transact Other Business	Against	Yes	
Waste Connections, Inc. 17.05.24	1a	Elect Director Andrea E. Bertone	For	No	96.81%
	1b	Elect Director Edward E. "Ned" Guillet	For	No	95.48%
	1c	Elect Director Michael W. Harlan	For	No	94.66%
	1d	Elect Director Larry S. Hughes	For	No	99.52%
	1e	Elect Director Elise L. Jordan	For	No	99.18%
	1f	Elect Director Susan "Sue" Lee	For	No	99.21%
	1g	Elect Director Ronald J. Mittelstaedt	For	No	98.28%
	1h	Elect Director Carl D. Sparks	For	No	99.91%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.73%
	3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.95%
nVent Electric plc 17.05.24	1a	Elect Director Sherry A. Aaholm	For	No	98.90%
	1b	Elect Director Jerry W. Burris	For	No	99.06%
	1c	Elect Director Susan M. Cameron	For	No	99.56%
	1d	Elect Director Michael L. Ducker	For	No	99.19%
	1e	Elect Director Danita K. Ostling	For	No	99.65%
	1f	Elect Director Nicola Palmer	For	No	99.61%
	1g	Elect Director Herbert K. Parker	For	No	93.59%
	1h	Elect Director Greg Scheu	For	No	99.63%
	1i	Elect Director Beth A. Wozniak	Against	Yes	96.81%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.17%
	3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.83%
	4	Authorize Board to Issue of Shares under Irish Law	For	No	98.71%
	5	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	No	95.52%
	6	Authorize Price Range for Reissuance of Treasury Shares	For	No	99.50%
Compagnie Generale des Etablissements Michelin SCA 17.05.24	1	Approve Financial Statements and Statutory Reports	For	No	99.99%
	2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	No	99.94%
	3	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.99%
	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.48%
	6	Approve Remuneration Policy of General Managers	For	No	96.50%
	7	Approve Remuneration Policy of Supervisory Board Members	For	No	99.77%
	8	Approve Compensation Report of Corporate Officers	For	No	99.03%
	9	Approve Compensation of Florent Menegaux	For	No	98.07%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	10	Approve Compensation of Yves Chapot	For	No	98.22%
	11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	For	No	99.74%
	12	Elect Patrick de La Chevardiere as Supervisory Board Member	For	No	98.31%
	13	Elect Catherine Soubie as Supervisory Board Member	For	No	98.55%
	14	Elect Pascal Vinet as Supervisory Board Member	For	No	99.41%
	15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	No	96.21%
	16	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	For	No	98.85%
	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	For	No	94.11%
	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	For	No	88.05%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	For	No	84.14%
	20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	No	85.93%
	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	For	No	80.53%
	22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	For	No	99.81%
	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	97.07%
	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.88%
	25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	For	No	95.93%
	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.74%
	27	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
Iberdrola SA 17.05.24	1	Approve Consolidated and Standalone Financial Statements	For	No	98.53%
	2	Approve Consolidated and Standalone Management Reports	For	No	98.70%
	3	Approve Non-Financial Information Statement	For	No	98.14%
	4	Approve Discharge of Board	For	No	97.44%
	5	Renew Appointment of KPMG Auditores as Auditor	For	No	98.12%
	6	Amend Preamble and Articles	For	No	98.80%
	7	Amend Articles	For	No	98.52%
	8	Amend Articles of General Meeting Regulations	For	No	98.32%
	9	Approve Remuneration Policy	For	No	94.26%
	10	Approve Engagement Dividend	For	No	98.66%
	11	Approve Allocation of Income and Dividends	For	No	98.51%
	12	Approve Scrip Dividends	For	No	98.48%
	13	Approve Scrip Dividends	For	No	98.52%
	14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	No	98.10%
	15	Advisory Vote on Remuneration Report	For	No	90.61%
	16	Reelect Nicola Mary Brewer as Director	For	No	98.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	17	Reelect Regina Helena Jorge Nunes as Director	For	No	98.11%
	18	Reelect Inigo Victor de Oriol Ibarra as Director	For	No	91.47%
	19	Fix Number of Directors at 14	For	No	98.62%
	20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	No	91.33%
	21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	No	93.28%
	22	Authorize Board to Ratify and Execute Approved Resolutions	For	No	98.78%
Consolidated Edison, Inc. 20.05.24	1a	Elect Director Timothy P. Cawley	Against	Yes	91.40%
	1b	Elect Director Ellen V. Futter	For	No	96.76%
	1c	Elect Director John F. Killian	For	No	91.80%
	1d	Elect Director Karol V. Mason	For	No	97.94%
	1e	Elect Director Dwight A. McBride	For	No	98.34%
	1f	Elect Director William J. Mulrow	For	No	92.97%
	1g	Elect Director Armando J. Olivera	For	No	97.62%
	1h	Elect Director Michael W. Ranger	For	No	91.67%
	1i	Elect Director Linda S. Sanford	For	No	98.89%
	1j	Elect Director Deirdre Stanley	For	No	96.46%
	1k	Elect Director L. Frederick Sutherland	For	No	95.03%
	1l	Elect Director Catherine Zoi	For	No	98.53%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	92.06%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.19%
	4	Approve Nonqualified Employee Stock Purchase Plan	For	No	99.03%
NARI Technology Co., Ltd. 20.05.24	1	Approve Financial Statements	For	No	99.64%
	2	Approve Report of the Independent Directors	For	No	99.76%
	3	Approve Report of the Board of Directors	For	No	99.76%
	4	Approve Report of the Board of Supervisors	For	No	99.76%
	5	Approve Financial Budget Report	For	No	99.85%
	6	Approve Investment Plan	For	No	99.87%
	7	Approve Related Party Transaction	For	No	99.57%
	8	Approve Financial Business Services Agreement	Against	Yes	71.08%
	9	Approve Appointment of Financial Auditor and Internal Control Auditor	For	No	99.24%
	10	Approve to Adjust the Allowance of Independent Directors	For	No	99.85%
	11	Approve Amendments to Articles of Association	For	No	99.80%
	12	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	No	99.78%
	13	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	No	99.78%
	14	Amend Working System for Independent Directors	For	No	99.78%
	15	Approve Profit Distribution and Interim Profit Distribution	For	No	99.80%
	16	Approve Annual Report and Summary	For	No	99.69%
	17.1	Elect Yang Xiongsheng as Director	For	No	97.40%
	17.2	Elect Zeng Yang as Director	For	No	97.38%
Veralto Corp. 21.05.24	1a	Elect Director Françoise Colpron	For	No	94.36%
	1b	Elect Director Shyam P. Kambeyanda	For	No	94.43%
	1c	Elect Director William H. King	For	No	90.32%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.58%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.74%
	4	Advisory Vote on Say on Pay Frequency	One Year	No	
JPMorgan Chase & Co. 21.05.24	1a	Elect Director Linda B. Bammann	For	No	97.64%
	1b	Elect Director Stephen B. Burke	For	No	91.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1c	Elect Director Todd A. Combs	For	No	90.44%
	1d	Elect Director Alicia Boler Davis	For	No	99.54%
	1e	Elect Director James Dimon	Against	Yes	94.22%
	1f	Elect Director Alex Gorsky	For	No	99.48%
	1g	Elect Director Mellody Hobson	For	No	98.77%
	1h	Elect Director Phebe N. Novakovic	For	No	98.51%
	1i	Elect Director Virginia M. Rometty	For	No	97.81%
	1j	Elect Director Mark A. Weinberger	For	No	98.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.37%
	3	Amend Omnibus Stock Plan	For	No	95.54%
	4	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.41%
	5	Require Independent Board Chair	For	Yes	42.67%
	6	Report on Impacts of JPMC's Climate Transition Policies	Against	No	1.03%
	7	Report on Respecting Indigenous Peoples' Rights	For	Yes	30.41%
	8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	For	Yes	7.79%
	9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	For	Yes	7.27%
	10	Submit Severance Agreement to Shareholder Vote	For	Yes	40.66%
	11	Report on Civil Rights and Non-Discrimination Audit	Against	No	
Shell Plc 21.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.09%
	2	Approve Remuneration Report	For	No	94.82%
	3	Re-elect Dick Boer as Director	For	No	97.41%
	4	Re-elect Neil Carson as Director	For	No	98.77%
	5	Re-elect Ann Godbehere as Director	For	No	96.06%
	6	Re-elect Sinead Gorman as Director	For	No	98.60%
	7	Re-elect Jane Lute as Director	For	No	98.76%
	8	Re-elect Catherine Hughes as Director	For	No	95.95%
	9	Re-elect Sir Andrew Mackenzie as Director	Against	Yes	90.15%
	10	Re-elect Sir Charles Roxburgh as Director	For	No	98.82%
	11	Re-elect Wael Sawan as Director	For	No	98.65%
	12	Re-elect Abraham Schot as Director	For	No	98.29%
	13	Re-elect Leena Srivastava as Director	For	No	98.78%
	14	Re-elect Cyrus Taraporevala as Director	For	No	98.83%
	15	Reappoint Ernst & Young LLP as Auditors	For	No	99.02%
	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No	99.70%
	17	Authorise Issue of Equity	For	No	97.81%
	18	Authorise Issue of Equity without Pre-emptive Rights	For	No	99.23%
	19	Authorise Market Purchase of Ordinary Shares	For	No	99.05%
	20	Authorise Off-Market Purchase of Ordinary Shares	For	No	98.62%
	21	Authorise UK Political Donations and Expenditure	For	No	98.77%
	22	Approve the Shell Energy Transition Strategy	For	No	78.02%
	23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For	Yes	18.62%
Coca-Cola HBC AG 21.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.96%
	2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	For	No	99.95%
	3.1	Approve Allocation of Income	For	No	99.99%
	3.2	Approve Dividend from Reserves	For	No	100.00%
	4	Approve Discharge of Board and Executive Leadership Team	For	No	98.35%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.1.1	Re-elect Anastassis David as Director and as Board Chairman	For	No	94.76%
	5.1.2	Re-elect Zoran Bogdanovic as Director	For	No	98.36%
	5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	For	No	96.19%
	5.1.4	Re-elect Henrique Braun as Director	For	No	96.10%
	5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	No	97.99%
	5.1.6	Re-elect William Douglas III as Director	For	No	98.68%
	5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	For	No	94.54%
	5.1.8	Re-elect Anastasios Leventis as Director	For	No	96.11%
	5.1.9	Re-elect Christodoulos Leventis as Director	For	No	96.13%
	5.1.A	Re-elect George Leventis as Director	For	No	97.52%
	5.1.B	Re-elect Evguenia Stoitchkova as Director	For	No	97.57%
	5.2.1	Elect Zulikat Abiola as Director	For	No	98.50%
	5.2.2	Elect Glykeria Tsernou as Director	For	No	98.54%
	6	Designate Ines Poeschel as Independent Proxy	For	No	99.45%
	7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Against	Yes	93.11%
	7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Against	Yes	97.02%
	8	Approve UK Remuneration Report	For	No	97.68%
	9	Approve Remuneration Policy	For	No	95.23%
	10	Approve Swiss Remuneration Report	For	No	93.30%
	11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	For	No	95.37%
	11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	For	No	94.77%
	12	Authorise Market Purchase of Ordinary Shares	For	No	99.99%
	13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	For	No	99.93%
	13.2	Amend Articles Re: Other Voluntary Changes	For	No	99.99%
Equitable Holdings, Inc. 22.05.24	1a	Elect Director Francis A. Hondal	For	No	99.53%
	1b	Elect Director Arlene Isaacs-Lowe	For	No	98.67%
	1c	Elect Director Daniel G. Kaye	For	No	98.15%
	1d	Elect Director Joan Lamm-Tennant	For	No	86.37%
	1e	Elect Director Craig MacKay	For	No	96.48%
	1f	Elect Director Mark Pearson	For	No	99.72%
	1g	Elect Director Bertram L. Scott	For	No	93.57%
	1h	Elect Director George Stansfield	For	No	99.73%
	1i	Elect Director Charles G.T. Stonehill	For	No	99.73%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.80%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.05%
Marathon Oil Corporation 22.05.24	1a	Elect Director Chadwick C. Deaton	For	No	97.40%
	1b	Elect Director Marcela E. Donadio	For	No	95.36%
	1c	Elect Director M. Elise Hyland	For	No	97.30%
	1d	Elect Director Holli C. Ladhani	For	No	98.64%
	1e	Elect Director Mark A. McCollum	For	No	96.00%
	1f	Elect Director Brent J. Smolik	For	No	97.66%
	1g	Elect Director Lee M. Tillman	Against	Yes	97.33%
	1h	Elect Director Shawn D. Williams	For	No	98.90%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.86%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.37%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	62.14%
Amazon.com, Inc. 22.05.24	1a	Elect Director Jeffrey P. Bezos	Against	Yes	94.77%
	1b	Elect Director Andrew R. Jassy	For	No	98.61%
	1c	Elect Director Keith B. Alexander	For	No	98.88%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1d	Elect Director Edith W. Cooper	For	No	93.97%
	1e	Elect Director Jamie S. Gorelick	For	No	95.90%
	1f	Elect Director Daniel P. Huttenlocher	For	No	97.37%
	1g	Elect Director Andrew Y. Ng	For	No	99.40%
	1h	Elect Director Indra K. Nooyi	For	No	98.47%
	1i	Elect Director Jonathan J. Rubinstein	For	No	88.88%
	1j	Elect Director Brad D. Smith	For	No	99.45%
	1k	Elect Director Patricia Q. Stonesifer	For	No	95.13%
	1l	Elect Director Wendell P. Weeks	For	No	98.63%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.24%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	77.69%
	4	Establish a Public Policy Committee	For	Yes	6.60%
	5	Establish a Board Committee on Corporate Financial Sustainability	Against	No	0.59%
	6	Report on Customer Due Diligence	For	Yes	16.79%
	7	Report on Lobbying Payments and Policy	For	Yes	29.70%
	8	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes	29.38%
	9	Report on Viewpoint Discrimination	Against	No	0.77%
	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	Yes	23.40%
	11	Report on Efforts to Reduce Plastic Use	For	Yes	28.64%
	12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	For	Yes	31.80%
	13	Disclose All Material Scope 3 GHG Emissions	For	Yes	15.24%
	14	Commission Third Party Study and Report on Risks Associated with Use of Recognition	For	Yes	19.07%
	15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	No	1.01%
	16	Establish a Board Committee on Artificial Intelligence	For	Yes	9.70%
	17	Commission a Third Party Audit on Working Conditions	For	Yes	31.24%
ONEOK, Inc. 22.05.24	1.1	Elect Director Brian L. Derksen	For	No	97.27%
	1.2	Elect Director Julie H. Edwards	For	No	95.25%
	1.3	Elect Director Lori A. Gobillot	For	No	99.06%
	1.4	Elect Director Mark W. Helderman	For	No	97.66%
	1.5	Elect Director Randall J. Larson	For	No	97.79%
	1.6	Elect Director Pattye L. Moore	For	No	94.84%
	1.7	Elect Director Pierce H. Norton, II	For	No	98.87%
	1.8	Elect Director Eduardo A. Rodriguez	For	No	93.35%
	1.9	Elect Director Gerald D. Smith	For	No	97.77%
	1.10	Elect Director Wayne T. Smith	For	No	99.01%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.05%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.34%
Thermo Fisher Scientific Inc. 22.05.24	1a	Elect Director Marc N. Casper	Against	Yes	91.73%
	1b	Elect Director Nelson J. Chai	For	No	93.97%
	1c	Elect Director Ruby R. Chandy	For	No	98.88%
	1d	Elect Director C. Martin Harris	For	No	93.42%
	1e	Elect Director Tyler Jacks	For	No	98.19%
	1f	Elect Director Jennifer M. Johnson	For	No	98.32%
	1g	Elect Director R. Alexandra Keith	For	No	97.55%
	1h	Elect Director James C. Mullen	For	No	97.98%
	1i	Elect Director Debora L. Spar	For	No	99.85%
	1j	Elect Director Scott M. Sperling	For	No	94.64%
	1k	Elect Director Dion J. Weisler	For	No	97.12%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.83%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	89.05%
	4	Adopt Simple Majority Vote Requirement	Against	No	5.61%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Watts Water Technologies, Inc. 22.05.24	1.1	Elect Director Rebecca J. Boll	For	No	99.31%
	1.2	Elect Director Michael J. Dubose	Withhold	Yes	89.85%
	1.3	Elect Director David A. Dunbar	Withhold	Yes	90.07%
	1.4	Elect Director Louise K. Goeser	Withhold	Yes	89.80%
	1.5	Elect Director Kenneth Napolitano	For	No	99.28%
	1.6	Elect Director Joseph T. Noonan	For	No	99.25%
	1.7	Elect Director Robert J. Pagano, Jr.	Withhold	Yes	96.97%
	1.8	Elect Director Merilee Raines	Withhold	Yes	87.12%
	1.9	Elect Director Joseph W. Reitmeier	Withhold	Yes	90.12%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	98.16%
	3	Ratify KPMG LLP as Auditors	Against	Yes	97.70%
Credit Agricole SA 22.05.24	1	Approve Financial Statements and Statutory Reports	For	No	99.84%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.88%
	3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	No	99.94%
	4	Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole	For	No	99.98%
	5	Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement	For	No	99.98%
	6	Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department	For	No	99.98%
	7	Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules	For	No	99.98%
	8	Reelect SAS Rue la Boetie as Director	Against	Yes	86.00%
	9	Reelect Olivier Auffray as Director	Against	Yes	87.41%
	10	Reelect Nicole Gourmelon as Director	Against	Yes	90.65%
	11	Reelect Marianne Laigneau as Director	For	No	98.55%
	12	Reelect Louis Tercinier as Director	Against	Yes	85.21%
	13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against	Yes	91.90%
	14	Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	For	No	98.02%
	15	Renew Appointment of Pricewaterhousecoopers Audit as Auditor; End of Mandate of Jean-Baptiste Deschryver as Alternate Auditor and Decision Not to Reelect and Renew	Against	Yes	95.84%
	16	Appoint Mazars as Auditor; End of Mandate of Auditex as Alternate Auditor and Decision Not to Reelect and Renew	For	No	99.58%
	17	Appoint Pricewaterhousecoopers Audit as Auditor for the Sustainability Reporting	For	No	98.52%
	18	Appoint Mazars as Auditor for the Sustainability Reporting	For	No	99.88%
	19	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	For	No	99.85%
	20	Approve Remuneration Policy of Philippe Brassac, CEO	For	No	95.85%
	21	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	For	No	96.11%
	22	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	For	No	96.11%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	23	Approve Remuneration Policy of Xavier Musca, Vice-CEO	For	No	95.95%
	24	Approve Remuneration Policy of Directors	For	No	99.91%
	25	Approve Compensation of Dominique Lefebvre, Chairman of the Board	For	No	99.85%
	26	Approve Compensation of Philippe Brassac, CEO	For	No	97.74%
	27	Approve Compensation of Olivier Gavalda, Vice-CEO	For	No	97.88%
	28	Approve Compensation of Jerome Grivet, Vice-CEO	For	No	97.88%
	29	Approve Compensation of Xavier Musca, Vice-CEO	For	No	97.52%
	30	Approve Compensation Report	For	No	99.82%
	31	Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	No	99.65%
	32	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.79%
	33	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	For	No	97.92%
	34	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	For	No	97.06%
	35	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	For	No	98.03%
	36	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 33-35, 37-38 and 41-42	For	No	96.33%
	37	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	99.54%
	38	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	No	98.38%
	39	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	For	No	98.78%
	40	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	No	99.86%
	41	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.22%
	42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	No	99.71%
	43	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	98.89%
	44	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%
ANSYS, Inc. 22.05.24	1	Approve Merger Agreement	For	No	83.75%
	2	Advisory Vote on Golden Parachutes	For	No	94.93%
	3	Adjourn Meeting	For	No	92.77%
STMicroelectronics NV 22.05.24	1	Receive Report of Management Board (Non-Voting)	Refer	No	
	2	Discussion on Company's Corporate Governance Structure	Refer	No	
	3	Receive Report of Supervisory Board (Non-Voting)	Refer	No	
	4	Approve Remuneration Report	For	No	95.00%
	5	Approve Remuneration Policy for the Supervisory Board	For	No	98.27%
	6	Adopt Financial Statements and Statutory Reports	For	No	97.41%
	7	Approve Dividends	For	No	99.29%
	8	Approve Discharge of Management Board	For	No	96.80%
	9	Approve Discharge of Supervisory Board	For	No	97.70%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	10	Amend Articles of Association	For	No	98.85%
	11	Approve Remuneration Policy for Management Board	For	No	94.53%
	12	Reelect Jean-Marc Chery to Management Board	For	No	99.91%
	13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	No	97.23%
	14	Elect Lorenzo Grandi to Management Board	For	No	99.94%
	15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	For	No	97.63%
	16	Approve New Unvested Stock Award Plan for Management and Key Employees	For	No	97.63%
	17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	For	No	99.68%
	18	Reelect Nicolas Dufourcq to Supervisory Board	For	No	96.53%
	19	Reelect Janet Davidson to Supervisory Board	For	No	97.48%
	20	Elect Pascal Daloz to Supervisory Board	For	No	72.77%
	21	Authorize Repurchase of Shares	For	No	99.54%
	22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	No	98.21%
	23	Allow Questions	Refer	No	
Dassault Systemes SE 22.05.24	1	Approve Financial Statements and Statutory Reports	For	No	99.89%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.95%
	3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	For	No	99.92%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%
	5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	No	99.10%
	6	Approve Remuneration Policy of Corporate Officers	Against	Yes	80.49%
	7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	For	No	98.19%
	8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against	Yes	78.73%
	9	Approve Compensation of Pascal Daloz, Vice-CEO from January 9, 2023 until December 31, 2023	For	No	91.17%
	10	Approve Compensation Report of Corporate Officers	Against	Yes	82.92%
	11	Elect Groupe Industriel Marcel Dassault SAS as Director	For	No	90.53%
	12	Reelect Laurence Daures as Director	For	No	89.89%
	13	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	No	99.70%
	14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.71%
	15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.97%
	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No	99.97%
	17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against	Yes	77.80%
	18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against	Yes	78.10%
	19	Delegate Powers to the Board to Approve Spin-Off Agreement	Against	Yes	77.67%
	20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against	Yes	78.09%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against	Yes	77.71%
	22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against	Yes	78.13%
	23	Authorize Filing of Required Documents/Other Formalities	For	No	99.98%
Valiant Holding AG 22.05.24	1	Accept Financial Statements and Statutory Reports	For	No	96.94%
	2	Approve Sustainability Report	For	No	91.34%
	3	Approve Remuneration Report	For	No	84.63%
	4	Approve Discharge of Board and Senior Management	For	No	96.33%
	5	Approve Allocation of Income and Dividends of CHF 5.50 per Share	For	No	96.44%
	6.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	No	90.48%
	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	No	90.16%
	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	No	82.92%
	7.1	Reelect Markus Gygax as Director and Board Chair	For	No	93.77%
	7.2	Reelect Christoph Buehler as Director	For	No	96.20%
	7.3	Reelect Barbara Artmann as Director	For	No	96.33%
	7.4	Reelect Maya Bundt as Director	For	No	94.00%
	7.5	Reelect Roger Harlacher as Director	For	No	95.18%
	7.6	Reelect Roland Herrmann as Director	For	No	96.64%
	7.7	Reelect Marion Khueny as Director	For	No	96.51%
	7.8	Reelect Ronald Traechsel as Director	For	No	96.59%
	8.1	Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	For	No	93.40%
	8.2	Reappoint Markus Gygax as Member of the Nomination and Compensation Committee	For	No	92.65%
	8.3	Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	For	No	95.27%
	9	Ratify PricewaterhouseCoopers AG as Auditors	Against	Yes	87.52%
	10	Designate burckhardt AG as Independent Proxy	For	No	97.06%
	11	Transact Other Business (Voting)	Against	Yes	
Partners Group Holding AG 22.05.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.98%
	1.2	Approve Non-Financial Report	For	No	95.65%
	2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	For	No	99.85%
	3	Approve Discharge of Board and Senior Management	For	No	99.02%
	4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	For	No	92.34%
	5	Approve Remuneration Report	For	No	84.00%
	6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For	No	93.99%
	6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	For	No	92.05%
	6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	For	No	92.36%
	6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	For	No	92.07%
	6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	For	No	88.19%
	6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	For	No	90.66%
	6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	For	No	96.10%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	7.1.1	Reelect Steffen Meister as Director and Board Chair	For	No	78.17%
	7.1.2	Reelect Marcel Erni as Director	For	No	88.93%
	7.1.3	Reelect Alfred Gantner as Director	For	No	92.22%
	7.1.4	Reelect Anne Lester as Director	For	No	93.64%
	7.1.5	Reelect Gaelle Olivier as Director	For	No	92.26%
	7.1.6	Reelect Urs Wietlisbach as Director	For	No	92.20%
	7.1.7	Reelect Flora Zhao as Director	For	No	83.83%
	7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For	No	80.09%
	7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For	No	90.36%
	7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	For	No	92.56%
	7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For	No	99.93%
	7.4	Ratify KPMG AG as Auditors	Against	Yes	90.57%
	8	Transact Other Business (Voting)	Against	Yes	
Brenntag SE 23.05.24	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Refer	No	
	2	Approve Allocation of Income and Dividends of EUR 2.10 per Share	For	No	99.99%
	3	Approve Discharge of Management Board for Fiscal Year 2023	For	No	99.49%
	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	No	99.97%
	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	For	No	99.99%
	6	Approve Remuneration Report	For	No	93.63%
	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No	96.75%
	8	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against	No	
ServiceNow, Inc. 23.05.24	1a	Elect Director Deborah Black	For	No	98.49%
	1b	Elect Director Susan L. Bostrom	For	No	92.46%
	1c	Elect Director Teresa Briggs	For	No	96.80%
	1d	Elect Director Jonathan C. Chadwick	For	No	96.44%
	1e	Elect Director Paul E. Chamberlain	For	No	98.72%
	1f	Elect Director Lawrence J. Jackson, Jr.	For	No	98.23%
	1g	Elect Director Frederic B. Luddy	For	No	98.58%
	1h	Elect Director William R. "Bill" McDermott	Against	Yes	93.34%
	1i	Elect Director Jeffrey A. Miller	For	No	95.92%
	1j	Elect Director Joseph "Larry" Quinlan	For	No	99.86%
	1k	Elect Director Anita M. Sands	For	No	92.77%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.45%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.07%
	4	Adopt Simple Majority Vote	For	No	96.40%
Aalberts NV 23.05.24	1	Open Meeting	Refer	No	
	2	Receive Annual Report	Refer	No	
	3a	Approve Remuneration Report	For	No	94.13%
	3b	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.99%
	4a	Receive Explanation on Company's Reserves and Dividend Policy	Refer	No	
	4b	Approve Dividends	For	No	99.99%
	5	Approve Discharge of Management Board	For	No	97.18%
	6	Approve Discharge of Supervisory Board	For	No	97.15%
	7	Reelect P. (Piet) Veenema to Supervisory Board	Against	Yes	90.00%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	8	Elect M.C.J. (Martin) van Pernis as Board Member of Stichting Prioriteit 'Aalberts N.V.'	For	No	99.87%
	9	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No	98.43%
	10	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	96.59%
	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.47%
	12	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.98%
	13	Other Business (Non-Voting)	Refer	No	
	14	Close Meeting	Refer	No	
Bentley Systems, Incorporated 23.05.24	1.1	Elect Director Barry J. Bentley	Withhold	Yes	94.20%
	1.2	Elect Director Gregory S. Bentley	Withhold	Yes	95.18%
	1.3	Elect Director Keith A. Bentley	Withhold	Yes	94.20%
	1.4	Elect Director Raymond B. Bentley	Withhold	Yes	94.17%
	1.5	Elect Director Kirk B. Griswold	Withhold	Yes	87.93%
	1.6	Elect Director Janet B. Haugen	Withhold	Yes	94.76%
	1.7	Elect Director Brian F. Hughes	Withhold	Yes	94.14%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	97.88%
	3	Ratify KPMG LLP as Auditors	Against	Yes	99.22%
Enel SpA 23.05.24	1	Accept Financial Statements and Statutory Reports	For	No	99.64%
	2	Approve Allocation of Income	For	No	99.17%
	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No	99.59%
	4	Approve Long Term Incentive Plan 2024	For	No	98.83%
	5.1	Approve Remuneration Policy	For	No	95.06%
	5.2	Approve Second Section of the Remuneration Report	For	No	97.64%
Schneider Electric SE 23.05.24	1	Approve Financial Statements and Statutory Reports	For	No	99.90%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%
	3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For	No	99.99%
	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.98%
	5	Appoint Mazars as Auditor for the Sustainability Reporting	For	No	98.79%
	6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	No	99.84%
	7	Approve Compensation Report of Corporate Officers	For	No	94.80%
	8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	For	No	85.88%
	9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	For	No	96.15%
	10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	No	97.07%
	11	Approve Remuneration Policy of CEO	For	No	94.41%
	12	Approve Remuneration Policy of Chairman of the Board	For	No	97.63%
	13	Approve Remuneration Policy of Directors	For	No	96.31%
	14	Reelect Fred Kindle as Director	For	No	98.76%
	15	Reelect Cecile Cabanis as Director	For	No	99.44%
	16	Reelect Jill Lee as Director	For	No	98.65%
	17	Elect Philippe Knoche as Director	For	No	99.71%
	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.05%
	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	99.01%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No	99.01%
	21	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
Quanta Services, Inc. 24.05.24	1.1	Elect Director Earl C. (Duke) Austin, Jr.	For	No	98.13%
	1.2	Elect Director Warner L. Baxter	For	No	98.36%
	1.3	Elect Director Doyle N. Beneby	For	No	97.31%
	1.4	Elect Director Vincent D. Foster	For	No	95.08%
	1.5	Elect Director Bernard Fried	For	No	95.60%
	1.6	Elect Director Worthing F. Jackman	For	No	94.74%
	1.7	Elect Director Holli C. Ladhani	For	No	99.77%
	1.8	Elect Director Jo-ann dePass Olsovsky	For	No	99.85%
	1.9	Elect Director R. Scott Rowe	For	No	94.83%
	1.10	Elect Director Raul J. Valentin	For	No	97.77%
	1.11	Elect Director Martha B. Wyrsh	For	No	88.01%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.10%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.91%
	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	68.99%
Wiwynn Corp. 24.05.24	1	Approve Business Report and Financial Statements	For	No	94.74%
	2	Approve Plan on Profit Distribution	For	No	94.79%
	3	Approve Issuance of New Common Shares to Participate in the Issuance of Global Depository Receipt and/or Issuance of New Shares through Public Offering and/or Private Placement and/or Issuance of GDR through Private Placement	For	No	93.57%
NN Group NV 24.05.24	1	Open Meeting	Refer	No	
	2	Receive Annual Report	Refer	No	
	3	Discussion on Company's Corporate Governance Structure	Refer	No	
	4	Approve Remuneration Report	For	No	97.32%
	5.A	Adopt Financial Statements and Statutory Reports	For	No	99.99%
	5.B	Receive Explanation on Company's Dividend Policy	Refer	No	
	5.C	Approve Dividends	For	No	99.99%
	6.A	Approve Discharge of Executive Board	For	No	97.80%
	6.B	Approve Discharge of Supervisory Board	For	No	97.84%
	7	Discuss Updated Profile of the Supervisory Board	Refer	No	
	8.A	Elect Robert Jenkins to Supervisory Board	For	No	96.85%
	8.B	Elect Koos Timmermans to Supervisory Board	For	No	97.93%
	9.A	Adopt Remuneration Policy for the Executive Board	For	No	94.49%
	9.B	Adopt Remuneration Policy for the Supervisory Board	For	No	99.44%
	10	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	For	No	95.96%
	11.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	No	98.40%
	11.A2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.27%
	11.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	No	96.77%
	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.67%
	13	Approve Reduction in Share Capital through Cancellation of Shares	For	No	99.78%
	14	Close Meeting	Refer	No	
TotalEnergies SE	1	Approve Financial Statements and Statutory Reports	For	No	99.45%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
24.05.24	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.49%
	3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	For	No	99.98%
	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	98.76%
	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No	99.97%
	6	Reelect Patrick Pouyanne as Director	Against	Yes	75.72%
	7	Reelect Jacques Aschenbroich as Director	For	No	89.31%
	8	Reelect Glenn Hubbard as Director	For	No	95.57%
	9	Elect Marie-Ange Debon as Director	For	No	99.30%
	10	Approve Compensation Report of Corporate Officers	For	No	94.89%
	11	Approve Remuneration Policy of Directors	For	No	99.16%
	12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	No	92.68%
	13	Approve Remuneration Policy of Chairman and CEO	For	No	91.88%
	14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Against	Yes	79.71%
	15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	For	No	96.36%
	16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	No	99.49%
	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	For	No	94.95%
	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	For	No	94.93%
	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	For	No	86.92%
	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	For	No	80.95%
	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No	90.47%
	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.06%
	23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	94.58%
	MediaTek, Inc. 27.05.24	1	Approve Business Report and Financial Statements	For	No
2		Approve Profit Distribution	For	No	89.53%
3		Approve Issuance of Restricted Stocks	For	No	85.67%
4.1		Elect Ming-Kai Tsai with SHAREHOLDER NO.1 as Non-independent Director	For	No	
4.2		Elect Rick Tsai with SHAREHOLDER NO.374487 as Non-independent Director	For	No	
4.3		Elect Joe Chen with SHAREHOLDER NO.157 as Non-independent Director	For	No	
4.4	Elect Cheng-Yaw Sun with SHAREHOLDER NO.109274 as Non-independent Director	For	No		
4.5	Elect Chung-Yu Wu with SHAREHOLDER NO.1512 as Independent Director	For	No		

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	4.6	Elect Peng-Heng Chang with SHAREHOLDER NO.A102501XXX as Independent Director	For	No	
	4.7	Elect Syaru Shirley Lin with SHAREHOLDER NO.A222291XXX as Independent Director	For	No	
	4.8	Elect Yao-Wen Chang with SHAREHOLDER NO.Q121127XXX as Independent Director	For	No	
	5	Approve Release of Restrictions of Competitive Activities of Directors	For	No	76.10%
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP 27.05.24	1	Amend Articles and Consolidate Bylaws	Against	Yes	71.84%
	2	Amend Articles	Against	Yes	76.77%
	3	Approve Conversion of One Common Share Held by the State of Sao Paulo into One Share of a Special Class Exclusively Held by the State of Sao Paulo	For	No	94.43%
	4	Elect Fiscal Council Member	For	No	90.56%
	5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	No	
Merck & Co., Inc. 28.05.24	1a	Elect Director Douglas M. Baker, Jr.	For	No	97.80%
	1b	Elect Director Mary Ellen Coe	For	No	98.79%
	1c	Elect Director Pamela J. Craig	For	No	97.65%
	1d	Elect Director Robert M. Davis	Against	Yes	91.68%
	1e	Elect Director Thomas H. Glocer	For	No	91.91%
	1f	Elect Director Risa J. Lavizzo-Mourey	For	No	98.72%
	1g	Elect Director Stephen L. Mayo	For	No	99.49%
	1h	Elect Director Paul B. Rothman	For	No	99.33%
	1i	Elect Director Patricia F. Russo	For	No	84.78%
	1j	Elect Director Christine E. Seidman	For	No	99.41%
	1k	Elect Director Inge G. Thulin	For	No	97.13%
	1l	Elect Director Kathy J. Warden	For	No	97.11%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.50%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.85%
	4	Provide Right to Act by Written Consent	For	Yes	34.74%
	5	Disclose a Government Censorship Transparency Report	Against	No	1.42%
6	Report on Civil Rights and Non-Discrimination Audit	Against	No	2.02%	
Sungrow Power Supply Co., Ltd. 28.05.24	1	Approve Report of the Board of Directors	For	No	99.89%
	2	Approve Report of the Board of Supervisors	For	No	99.89%
	3	Approve Financial Statements	For	No	99.89%
	4	Approve Profit Distribution and Capitalization of Capital Reserves	For	No	99.88%
	5	Approve Annual Report and Summary	For	No	99.89%
	6	Approve Provision of Guarantees	For	No	96.72%
	7	Approve Foreign Exchange Hedging Business	For	No	99.81%
	8	Approve Issuing of Letter of Guarantee	Against	Yes	88.12%
	9	Approve to Appoint Auditor	For	No	97.42%
	10	Approve Remuneration of Directors	For	No	99.80%
	11	Approve Remuneration of Supervisors	For	No	99.86%
	12.1	Approve Amendments to Articles of Association	Against	Yes	87.52%
	12.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	Against	Yes	87.47%
	12.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	Against	Yes	87.47%
	12.4	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against	Yes	87.47%
12.5	Amend Working System for Independent Directors	Against	Yes	87.47%	

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	12.6	Amend Information Disclosure Management System	Against	Yes	87.47%
NXP Semiconductors N.V.	1	Adopt Financial Statements and Statutory Reports	For	No	99.96%
29.05.24	2	Approve Discharge of Board Members	For	No	99.71%
	3a	Reelect Kurt Sievers as Executive Director	For	No	99.95%
	3b	Reelect Annette Clayton as Non-Executive Director	For	No	95.94%
	3c	Reelect Anthony Foxx as Non-Executive Director	For	No	98.98%
	3d	Reelect Moshe Gavrielov as Non-Executive Director	For	No	99.68%
	3e	Reelect Chunyuan Gu as Non-Executive Director	For	No	99.95%
	3f	Reelect Lena Olving as Non-Executive Director	For	No	99.62%
	3g	Reelect Julie Southern as Non-Executive Director	For	No	91.04%
	3h	Reelect Jasmin Staiblin as Non-Executive Director	For	No	99.93%
	3i	Reelect Gregory Summe as Non-Executive Director	For	No	99.31%
	3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For	No	90.33%
	4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No	99.42%
	5	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No	98.96%
	6	Authorize Share Repurchase Program	For	No	99.62%
	7	Approve Cancellation of Ordinary Shares	For	No	99.85%
	8	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.95%
	9	Approve Remuneration of the Non Executive Members of the Board	For	No	99.74%
	10	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.88%
DocuSign, Inc.	1a	Elect Director Enrique Salem	For	No	95.26%
29.05.24	1b	Elect Director Peter Solvik	Against	Yes	57.42%
	1c	Elect Director Maggie Wilderotter	For	No	91.96%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.40%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	45.14%
	4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes	36.18%
Elite Material Co., Ltd.	1	Approve Financial Statements	For	No	92.22%
29.05.24	2	Approve Plan on Profit Distribution	For	No	92.22%
	3.1	Elect James Cheng, with Shareholder No. A121778XXX, as Independent Director	For	No	
Williams-Sonoma, Inc.	1.1	Elect Director Laura Alber	For	No	99.88%
29.05.24	1.2	Elect Director Esi Eggleston Bracey	For	No	99.55%
	1.3	Elect Director Andrew Campion	For	No	99.91%
	1.4	Elect Director Scott Dahnke	For	No	98.59%
	1.5	Elect Director Anne Finucane	For	No	98.97%
	1.6	Elect Director William Ready	For	No	81.04%
	1.7	Elect Director Frits van Paasschen	For	No	99.25%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.86%
	3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	No	81.59%
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.31%
Exxon Mobil Corporation	1.1	Elect Director Michael J. Angelakis	For	No	96.75%
29.05.24	1.2	Elect Director Angela F. Braly	Against	Yes	94.58%
	1.3	Elect Director Gregory J. Goff	For	No	96.42%
	1.4	Elect Director John D. Harris, II	For	No	97.24%
	1.5	Elect Director Kaisa H. Hietala	For	No	96.69%
	1.6	Elect Director Joseph L. Hooley	For	No	87.12%
	1.7	Elect Director Steven A. Kandarian	For	No	96.49%
	1.8	Elect Director Alexander A. Karsner	Against	Yes	95.41%
	1.9	Elect Director Lawrence W. Kellner	Against	Yes	96.30%
	1.10	Elect Director Dina Powell McCormick	For	No	98.44%
	1.11	Elect Director Jeffrey W. Ubben	Against	Yes	95.69%
	1.12	Elect Director Darren W. Woods	Against	Yes	91.57%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	97.06%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	92.26%
	4	Revisit Executive Pay Incentives for GHG Emission Reductions	Against	No	1.70%
	5	Report on Median Gender/Racial Pay Gaps	For	Yes	20.04%
	6	Report on Reduced Plastics Demand Impact on Financial Assumptions	For	Yes	20.80%
	7	Report on Social Impact from Plant Closure or Energy Transition	For	Yes	7.47%
Meta Platforms, Inc. 29.05.24	1.1	Elect Director Peggy Alford	Withhold	Yes	81.58%
	1.2	Elect Director Marc L. Andreessen	Withhold	Yes	85.27%
	1.3	Elect Director John Arnold	For	No	99.87%
	1.4	Elect Director Andrew W. Houston	Withhold	Yes	85.80%
	1.5	Elect Director Nancy Killefer	For	No	98.98%
	1.6	Elect Director Robert M. Kimmitt	For	No	97.58%
	1.7	Elect Director Hock E. Tan	For	No	97.73%
	1.8	Elect Director Tracey T. Travis	For	No	97.11%
	1.9	Elect Director Tony Xu	Withhold	Yes	87.05%
	1.10	Elect Director Mark Zuckerberg	Withhold	Yes	92.86%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	98.63%
	3	Amend Certificate of Incorporation to Limit the Liability of Officers	Against	Yes	75.46%
	4	Amend Omnibus Stock Plan	Against	Yes	72.13%
	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	26.27%
	6	Report on Generative AI Misinformation and Disinformation Risks	For	Yes	16.72%
	7	Disclosure of Voting Results Based on Class of Shares	For	Yes	17.12%
	8	Report on Human Rights Risks in Non-US Markets	For	Yes	5.47%
	9	Amend Corporate Governance Guidelines	For	Yes	17.69%
	10	Report on Human Rights Impact Assessment of Targeted Advertising	For	Yes	14.45%
	11	Report on Child Safety and Harm Reduction	For	Yes	18.46%
	12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against	No	0.31%
	13	Report on Political Advertising and Election Cycle Enhanced Actions	For	Yes	3.04%
	14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	Yes	8.24%
Legrand SA 29.05.24	1	Approve Financial Statements and Statutory Reports	For	No	99.98%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.98%
	3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	For	No	99.97%
	4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	For	No	99.78%
	5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	No	98.60%
	6	Approve Compensation Report	For	No	96.06%
	7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	For	No	99.93%
	8	Approve Compensation of Benoit Coquart, CEO	For	No	97.60%
	9	Approve Remuneration Policy of Chairwoman of the Board	For	No	99.92%
	10	Approve Remuneration Policy of CEO	For	No	98.20%
	11	Approve Remuneration Policy of Directors	For	No	99.23%
	12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	For	No	99.27%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	13	Elect Rekha Mehrotra Menon as Director	For	No	99.97%
	14	Reelect Jean-Marc Chery as Director	For	No	99.48%
	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.62%
	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No	99.71%
	17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	No	96.76%
	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	No	96.31%
	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	No	97.09%
	20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	For	No	94.74%
	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	For	No	91.76%
	22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	No	99.74%
	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No	98.02%
	24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	No	98.08%
	25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	For	No	99.85%
	26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	For	No	99.89%
	27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	For	No	99.99%
	28	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
BizLink Holding, Inc. 30.05.24	1	Approve Financial Statements	For	No	99.95%
	2	Approve Profit Distribution	For	No	99.82%
	3	Amend Company's Memorandum and Articles of Association	For	No	99.96%
	4	Approve Establishment of Procedures for the Election of Directors	For	No	99.96%
	5	Amend Procedures Governing the Acquisition or Disposal of Assets	Against	Yes	73.74%
	6	Approve to Issue Employee Stock Option Certificates Below the Market Price	Against	Yes	56.20%
	7.1	Elect HWA TSE LIANG with SHAREHOLDER NO.1 as Non-independent Director	For	No	
	7.2	Elect INRU KUO with SHAREHOLDER NO.2 as Non-independent Director	For	No	
	7.3	Elect CHIEN HUA TENG with SHAREHOLDER NO.3 as Non-independent Director	For	No	
	7.4	Elect SHERMAN LEE, a Representative of YIFEN INVESTMENT CO., LTD. with SHAREHOLDER NO.4232 as Non-independent Director	For	No	
	7.5	Elect CHIA JIUN CHERNG with SHAREHOLDER NO.Q100695XXX as Independent Director	For	No	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	7.6	Elect CHIEN CHENG LIN with SHAREHOLDER NO.R122150XXX as Independent Director	For	No	
	7.7	Elect LIN, CHIA SHIN with SHAREHOLDER NO.N102655XXX as Independent Director	For	No	
	8	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors and Representatives	For	No	99.94%
Iron Mountain Incorporated 30.05.24	1a	Elect Director Jennifer Allerton	For	No	99.55%
	1b	Elect Director Pamela M. Arway	For	No	96.81%
	1c	Elect Director Clarke H. Bailey	For	No	87.51%
	1d	Elect Director Kent P. Dauten	For	No	94.68%
	1e	Elect Director Monte Ford	For	No	99.23%
	1f	Elect Director Robin L. Matlock	For	No	99.62%
	1g	Elect Director William L. Meaney	For	No	99.47%
	1h	Elect Director Wendy J. Murdock	For	No	98.33%
	1i	Elect Director Walter C. Rakowich	For	No	95.60%
	1j	Elect Director Theodore R. Samuels	For	No	98.77%
	1k	Elect Director Doyle R. Simons	For	No	99.58%
	2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	No	66.14%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.05%
	4	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	96.62%
Delta Electronics, Inc. 30.05.24	1	Approve Business Report and Financial Statements	For	No	93.23%
	2	Approve Plan on Profit Distribution	For	No	93.35%
	3	Approve Amendments to Articles of Association	For	No	92.36%
	4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets, Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantees	For	No	92.36%
	5.1	Elect Yancey Hai with SHAREHOLDER NO.38010 as Non-independent Director	For	No	
	5.2	Elect Bruce CH Cheng with SHAREHOLDER NO.1 as Non-independent Director	For	No	
	5.3	Elect Ping Cheng with SHAREHOLDER NO.43 as Non-independent Director	For	No	
	5.4	Elect Mark Ko with SHAREHOLDER NO.15314 as Non-independent Director	For	No	
	5.5	Elect Simon Chang with SHAREHOLDER NO.19 as Non-independent Director	For	No	
	5.6	Elect Victor Cheng with SHAREHOLDER NO.44 as Non-independent Director	For	No	
	5.7	Elect Shan Shan Guo with SHAREHOLDER NO.5436 as Non-independent Director	For	No	
	5.8	Elect Audrey Tseng with SHAREHOLDER NO.A220289XXX as Independent Director	Against	Yes	
	5.9	Elect Shyue Ching Lu with SHAREHOLDER NO.H100330XXX as Independent Director	For	No	
	5.10	Elect Jack J.T. Huang with SHAREHOLDER NO.A100320XXX as Independent Director	For	No	
	5.11	Elect Rose Tsou with SHAREHOLDER NO.E220471XXX as Independent Director	For	No	
	5.12	Elect Doris Hsu with SHAREHOLDER NO.F220489XXX as Independent Director	For	No	
	6	Approve the Release from Non-competition of Restrictions on the Company's Directors	For	No	83.33%
Ping An Insurance (Group)	1	Approve Report of the Board of Directors	For	No	99.68%
	2	Approve Report of the Supervisory Committee	For	No	99.68%

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Co. of China Ltd. 30.05.24	3	Approve Annual Report and Its Summary	For	No	99.68%
	4	Approve Financial Statements and Statutory Reports	For	No	99.68%
	5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	No	99.97%
	6	Approve Ernst & Young Hua Ming LLP as Auditor of PRC GAAP and Ernst & Young as Auditor of IFRS and Authorize Board to Fix Their Remuneration	For	No	99.88%
	7.01	Elect Ma Mingzhe as Director	For	No	95.94%
	7.02	Elect Xie Yonglin as Director	For	No	97.73%
	7.03	Elect Michael Guo as Director	For	No	97.73%
	7.04	Elect Cai Fangfang as Director	For	No	96.92%
	7.05	Elect Fu Xin as Director	For	No	95.89%
	7.06	Elect Soopakij Chearavanont as Director	For	No	93.62%
	7.07	Elect Yang Xiaoping as Director	For	No	87.99%
	7.08	Elect He Jianfeng as Director	For	No	95.19%
	7.09	Elect Cai Xun as Director	For	No	92.87%
	8.01	Elect Zhu Xinrong as Supervisor	For	No	99.87%
	8.02	Elect Liew Fui Kiang as Supervisor	For	No	99.87%
	8.03	Elect Hung Ka Hai Clement as Supervisor	For	No	99.86%
	9	Approve Grant of General Mandate to the Board to issue H Shares	For	No	98.44%
	10	Approve Issuance of Debt Financing Instruments	Against	Yes	75.83%
	11	Amend Articles of Association	Against	Yes	69.55%
	Ferguson Plc 30.05.24	12.01	Elect Ng Sing Yip as Director	For	No
12.02		Elect Chu Yiyun as Director	For	No	96.63%
12.03		Elect Liu Hong as Director	For	No	96.63%
12.04		Elect Ng Kong Ping Albert as Director	For	No	95.01%
12.05		Elect Jin Li as Director	For	No	95.50%
12.06		Elect Wang Guangqian as Director	For	No	97.50%
1		Change Jurisdiction of Incorporation from Jersey to Delaware	For	No	99.56%
2.A		Amend Articles	For	No	99.89%
2.B		Permit Board to Amend Bylaws Without Shareholder Consent	For	No	94.57%
2.C		Authorize Board to Fill Vacancies	For	No	80.97%
2.D	Provide Right to Call a Special Meeting	Against	Yes	48.81%	
2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	For	No	83.59%	
2.F	Amend Exclusive Forum Provision	For	No	85.78%	
2.G	Authorize New Class of Preferred Stock	Against	Yes	16.51%	
2.H	Authorize a New Class of Common Stock	For	No	97.03%	
Lowe's Companies, Inc. 31.05.24	1.1	Elect Director Raul Alvarez	For	No	92.88%
	1.2	Elect Director David H. Batchelder	For	No	98.23%
	1.3	Elect Director Scott H. Baxter	For	No	98.74%
	1.4	Elect Director Sandra B. Cochran	For	No	99.50%
	1.5	Elect Director Laurie Z. Douglas	For	No	98.53%
	1.6	Elect Director Richard W. Dreiling	For	No	95.83%
	1.7	Elect Director Marvin R. Ellison	Withhold	Yes	93.40%
	1.8	Elect Director Navdeep Gupta	For	No	99.52%
	1.9	Elect Director Brian C. Rogers	For	No	95.63%
	1.10	Elect Director Bertram L. Scott	For	No	91.64%
	1.11	Elect Director Lawrence Simkins	For	No	99.51%
	1.12	Elect Director Colleen Taylor	For	No	99.59%
	1.13	Elect Director Mary Beth West	For	No	99.59%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	91.78%
3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.27%	
Amgen Inc. 31.05.24	1a	Elect Director Wanda M. Austin	For	No	98.91%
	1b	Elect Director Robert A. Bradway	Against	Yes	93.75%
	1c	Elect Director Michael V. Drake	For	No	98.32%
	1d	Elect Director Brian J. Druker	For	No	99.17%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1e	Elect Director Robert A. Eckert	For	No	94.73%
	1f	Elect Director Greg C. Garland	For	No	96.87%
	1g	Elect Director Charles M. Holley, Jr.	For	No	96.38%
	1h	Elect Director S. Omar Ishrak	For	No	99.13%
	1i	Elect Director Tyler Jacks	For	No	97.32%
	1j	Elect Director Mary E. Klotman	For	No	99.71%
	1k	Elect Director Ellen J. Kullman	For	No	97.90%
	1l	Elect Director Amy E. Miles	For	No	97.24%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.42%
	3	Amend Omnibus Stock Plan	For	No	94.57%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.67%
Redeia Corporacion SA 03.06.24	1	Approve Standalone Financial Statements	For	No	99.92%
	2	Approve Consolidated Financial Statements	For	No	99.92%
	3	Approve Allocation of Income and Dividends	For	No	99.51%
	4	Approve Non-Financial Information Statement	For	No	99.93%
	5	Approve Discharge of Board	For	No	99.36%
	6.1	Reelect Beatriz Corredor Sierra as Director	For	No	94.74%
	6.2	Reelect Roberto Garcia Merino as Director	For	No	98.68%
	6.3	Elect Guadalupe de la Mata Munoz as Director	For	No	99.25%
	7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	No	91.60%
	8	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	No	93.22%
	9.1	Authorize Share Repurchase Program	For	No	65.60%
	9.2	Approve Stock-for-Salary Plan	For	No	67.68%
	9.3	Revoke All Previous Authorizations	For	No	67.90%
	10.1	Approve Remuneration Report	For	No	64.71%
	10.2	Approve Remuneration of Directors	For	No	67.67%
	10.3	Approve Remuneration Policy	For	No	60.43%
	11	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.96%
	12	Receive Corporate Governance Report	Refer	No	
	13	Receive Sustainability Report for FY 2023	Refer	No	
UnitedHealth Group Incorporated 03.06.24	1a	Elect Director Charles Baker	For	No	99.71%
	1b	Elect Director Timothy Flynn	For	No	97.85%
	1c	Elect Director Paul Garcia	For	No	93.19%
	1d	Elect Director Kristen Gil	For	No	93.32%
	1e	Elect Director Stephen Hemsley	For	No	96.72%
	1f	Elect Director Michele Hooper	For	No	95.43%
	1g	Elect Director F. William McNabb, III	For	No	91.37%
	1h	Elect Director Valerie Montgomery Rice	For	No	99.21%
	1i	Elect Director John Noseworthy	For	No	95.70%
	1j	Elect Director Andrew Witty	For	No	99.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	95.92%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.33%
	4	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes	24.75%
Juniper Networks, Inc. 04.06.24	1a	Elect Director Anne DeSanto	For	No	94.57%
	1b	Elect Director Kevin DeNuccio	For	No	99.07%
	1c	Elect Director James Dolce	For	No	99.33%
	1d	Elect Director Steven Fernandez	For	No	98.89%
	1e	Elect Director Christine Gorjanc	For	No	99.77%
	1f	Elect Director Janet Haugen	For	No	99.12%
	1g	Elect Director Scott Kriens	For	No	94.58%
	1h	Elect Director Rahul Merchant	For	No	99.83%
	1i	Elect Director Rami Rahim	For	No	99.60%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1j	Elect Director William Stensrud	For	No	91.59%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	93.86%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.48%
	4	Amend Omnibus Stock Plan	For	No	93.23%
	5	Amend Qualified Employee Stock Purchase Plan	For	No	99.77%
Taiwan Semiconductor Manufacturing Co., Ltd. 04.06.24	1	Approve Business Operations Report and Financial Statements	For	No	88.74%
	2	Approve Amendments to Articles of Association	For	No	88.94%
	3	Approve Issuance of Restricted Stocks	For	No	87.00%
	4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	For	No	
	4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	For	No	
	4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	For	No	
	4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	For	No	
	4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	For	No	
	4.6	Elect Moshe N. Gavriellov, with SHAREHOLDER NO.A04480XXX, as Independent Director	For	No	
	4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	For	No	
	4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	For	No	
	4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	For	No	
	4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	For	No	
Booking Holdings Inc. 04.06.24	1.1	Elect Director Glenn D. Fogel	For	No	99.60%
	1.2	Elect Director Mirian M. Graddick-Weir	For	No	96.65%
	1.3	Elect Director Kelly Grier	For	No	99.60%
	1.4	Elect Director Wei Hopeman	For	No	99.18%
	1.5	Elect Director Robert J. Mylod, Jr.	For	No	97.91%
	1.6	Elect Director Charles H. Noski	For	No	91.80%
	1.7	Elect Director Larry Quinlan	For	No	99.61%
	1.8	Elect Director Nicholas J. Read	For	No	99.58%
	1.9	Elect Director Thomas E. Rothman	For	No	97.79%
	1.10	Elect Director Sumit Singh	For	No	98.72%
	1.11	Elect Director Lynn Vojvodich Radakovich	For	No	98.32%
	1.12	Elect Director Vanessa A. Wittman	For	No	97.86%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.34%
	3	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	90.85%
	4	Amend Clawback Policy	For	Yes	30.65%
	5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes	14.75%
KEI Industries Limited 05.06.24	1	Elect Rajesh Kumar Yaduvanshi as Director	For	No	98.90%
Devon Energy Corporation. 05.06.24	1.1	Elect Director Barbara M. Baumann	For	No	97.60%
	1.2	Elect Director John E. Bethancourt	For	No	98.58%
	1.3	Elect Director Ann G. Fox	For	No	97.91%
	1.4	Elect Director Gennifer F. Kelly	For	No	99.28%
	1.5	Elect Director Kelt Kindick	For	No	97.39%
	1.6	Elect Director John Krenicki, Jr.	For	No	98.92%
	1.7	Elect Director Karl F. Kurz	For	No	96.86%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.8	Elect Director Michael N. Mears	For	No	98.77%
	1.9	Elect Director Robert A. Mosbacher, Jr.	For	No	94.19%
	1.10	Elect Director Richard E. Muncrief	For	No	98.74%
	1.11	Elect Director Valerie M. Williams	For	No	97.84%
	2	Ratify KPMG LLP as Auditors	Against	Yes	95.44%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	93.65%
	4	Amend Bylaw regarding Stockholder Approval of Director Compensation	For	Yes	1.52%
Hydro One Limited 05.06.24	1A	Elect Director Cherie Brant	For	No	99.58%
	1B	Elect Director David Hay	For	No	99.18%
	1C	Elect Director Timothy Hodgson	For	No	99.06%
	1D	Elect Director David Lebeter	For	No	99.96%
	1E	Elect Director Stacey Mowbray	For	No	99.02%
	1F	Elect Director Mitch Panciuk	For	No	99.74%
	1G	Elect Director Mark Podlasly	For	No	99.62%
	1H	Elect Director Helga Reidel	For	No	99.75%
	1I	Elect Director Melissa Sonberg	For	No	99.26%
	1J	Elect Director Brian Vaasjo	For	No	99.92%
	1K	Elect Director Susan Wolburgh Jenah	For	No	99.48%
	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.34%
	3	Advisory Vote on Executive Compensation Approach	For	No	96.84%
Fidelity National Information Services, Inc. 05.06.24	1a	Elect Director Lee Adrean	For	No	99.48%
	1b	Elect Director Mark D. Benjamin	For	No	99.24%
	1c	Elect Director Stephanie L. Ferris	For	No	99.52%
	1d	Elect Director Jeffrey A. Goldstein	For	No	90.53%
	1e	Elect Director Lisa A. Hook	For	No	99.38%
	1f	Elect Director Kenneth T. Lamneck	For	No	98.46%
	1g	Elect Director Gary L. Lauer	For	No	89.46%
	1h	Elect Director James B. Stallings, Jr.	For	No	97.10%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	91.64%
	3	Ratify KPMG LLP as Auditors	Against	Yes	95.34%
Centrica Plc 05.06.24	1	Accept Financial Statements and Statutory Reports	For	No	99.42%
	2	Approve Remuneration Report	For	No	90.08%
	3	Approve Final Dividend	For	No	99.79%
	4	Elect Philippe Boisseau as Director	For	No	98.72%
	5	Elect Jo Harlow as Director	For	No	99.95%
	6	Elect Sue Whalley as Director	For	No	99.92%
	7	Re-elect Carol Arrowsmith as Director	For	No	97.05%
	8	Re-elect Nathan Bostock as Director	For	No	97.09%
	9	Re-elect Chanderepreet Duggal as Director	For	No	98.20%
	10	Re-elect Heidi Mottram as Director	For	No	96.30%
	11	Re-elect Russell O'Brien as Director	For	No	99.54%
	12	Re-elect Kevin O'Byrne as Director	For	No	98.33%
	13	Re-elect Chris O'Shea as Director	For	No	99.94%
	14	Re-elect Amber Rudd as Director	For	No	96.35%
	15	Re-elect Scott Wheway as Director	For	No	94.31%
	16	Reappoint Deloitte LLP as Auditors	For	No	99.95%
	17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No	99.96%
	18	Authorise UK Political Donations and Expenditure	For	No	99.22%
	19	Authorise Issue of Equity	For	No	94.43%
	20	Authorise Issue of Equity without Pre-emptive Rights	For	No	95.79%
	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	92.80%
	22	Authorise Market Purchase of Ordinary Shares	For	No	99.41%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	94.02%
MercadoLibre, Inc. 05.06.24	1.1	Elect Director Nicolas Galperin	For	No	91.21%
	1.2	Elect Director Henrique Dubugras	For	No	96.09%
	1.3	Elect Director Richard Sanders	For	No	97.01%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	90.23%
	3	Ratify Pistrelli, Henry Martin y Asociados S.R.L. as Auditors	For	No	99.75%
lululemon athletica inc. 06.06.24	1a	Elect Director Calvin McDonald	For	No	99.16%
	1b	Elect Director Isabel Mahe	For	No	97.21%
	1c	Elect Director Martha (Marti) Morfitt	For	No	81.51%
	1d	Elect Director Emily White	For	No	78.21%
	1e	Elect Director Shane Grant	For	No	99.73%
	1f	Elect Director Teri List	For	No	99.52%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	98.20%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.16%
	4	Report on Risks from Company's Use of Animal-Derived Materials	Against	No	7.52%
Diamondback Energy, Inc. 06.06.24	1.1	Elect Director Travis D. Stice	Against	Yes	97.17%
	1.2	Elect Director Vincent "Vince" K. Brooks	For	No	98.02%
	1.3	Elect Director David L. Houston	For	No	96.37%
	1.4	Elect Director Rebecca A. Klein	For	No	99.77%
	1.5	Elect Director Stephanie K. Mains	For	No	98.50%
	1.6	Elect Director Mark L. Plaumann	For	No	95.72%
	1.7	Elect Director Melanie M. Trent	For	No	97.70%
	1.8	Elect Director Frank D. Tsuru	For	No	99.76%
	1.9	Elect Director Steven E. West	For	No	98.85%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.59%
	3	Ratify Grant Thornton LLP as Auditors	Against	Yes	98.90%
Xiaomi Corporation 06.06.24	1	Accept Financial Statements and Statutory Reports	For	No	99.96%
	2	Elect Lin Bin as Director	For	No	99.00%
	3	Elect Liu De as Director	For	No	99.08%
	4	Elect Cai Jinqing as Director	For	No	99.08%
	5	Authorize Board to Fix Remuneration of Directors	For	No	99.89%
	6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.58%
	7	Authorize Repurchase of Issued Share Capital	For	No	99.97%
	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	93.53%
	9	Authorize Reissuance of Repurchased Shares	Against	Yes	93.69%
	10	Adopt 2024 Xiaomi HK Share Scheme and Related Transactions	Against	Yes	95.22%
	11	Adopt Service Provider Sublimit	Against	Yes	93.69%
	12	Adopt Eighteenth Amended and Restated Memorandum and Articles of Association and Related Transactions	For	No	99.98%
Trane Technologies Plc 06.06.24	1a	Elect Director Kirk E. Arnold	For	No	96.82%
	1b	Elect Director Ana P. Assis	For	No	99.64%
	1c	Elect Director Ann C. Berzin	For	No	95.34%
	1d	Elect Director April Miller Boise	For	No	97.80%
	1e	Elect Director Gary D. Forsee	For	No	96.94%
	1f	Elect Director Mark R. George	For	No	99.72%
	1g	Elect Director John A. Hayes	For	No	99.52%
	1h	Elect Director Linda P. Hudson	For	No	98.26%
	1i	Elect Director Myles P. Lee	For	No	99.62%
	1j	Elect Director David S. Regnery	Against	Yes	91.31%
	1k	Elect Director Melissa N. Schaeffer	For	No	99.71%
	1l	Elect Director John P. Surma	For	No	93.31%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	86.65%
	3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Against	Yes	90.14%
	4	Authorise Issue of Equity	For	No	96.80%
	5	Authorise Issue of Equity without Pre-emptive Rights	For	No	90.47%
	6	Determine Price Range for Re-allotment of Treasury Shares	For	No	99.08%
Compagnie de Saint-Gobain SA 06.06.24	1	Approve Financial Statements and Statutory Reports	For	No	99.75%
	2	Approve Consolidated Financial Statements and Statutory Reports	For	No	99.77%
	3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	For	No	99.86%
	4	Approve Auditors' Special Report on Related-Party Transactions	For	No	99.96%
	5	Reelect Jean-Francois Cirelli as Director	For	No	94.48%
	6	Elect Sophie Brochu as Director	For	No	99.56%
	7	Elect Helene de Tissot as Director	For	No	99.56%
	8	Elect Geoffroy Roux de Bezieux as Director	For	No	99.29%
	9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	For	No	92.25%
	10	Approve Compensation of Benoit Bazin, CEO	For	No	89.20%
	11	Approve Compensation Report of Corporate Officers	For	No	91.35%
	12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	For	No	99.19%
	13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	For	No	94.27%
	14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	For	No	91.53%
	15	Approve Remuneration Policy of Directors	For	No	99.61%
	16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	For	No	99.02%
	17	Renew Appointment of KPMG SA as Auditor	Against	Yes	87.31%
	18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	For	No	99.77%
	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.01%
	20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	For	No	99.98%
	21	Authorize Filing of Required Documents/Other Formalities	For	No	99.99%
Netflix, Inc. 06.06.24	1a	Elect Director Richard N. Barton	For	No	76.52%
	1b	Elect Director Mathias Dopfner	For	No	97.89%
	1c	Elect Director Reed Hastings	For	No	96.85%
	1d	Elect Director Jay C. Hoag	For	No	91.51%
	1e	Elect Director Greg Peters	For	No	98.28%
	1f	Elect Director Susan E. Rice	For	No	99.20%
	1g	Elect Director Ted Sarandos	For	No	98.08%
	1h	Elect Director Bradford L. Smith	For	No	96.84%
	1i	Elect Director Anne M. Sweeney	For	No	96.81%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	96.12%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	82.17%
	4	Report on Use of Artificial Intelligence	For	Yes	43.05%
	5	Establish Committee on Corporate Sustainability	Against	No	0.40%
	6	Amend Director Election Resignation Bylaw	Against	No	16.33%
	7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	Against	No	5.55%
	8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes	45.63%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Alphabet Inc. 07.06.24	1a	Elect Director Larry Page	For	No	98.00%
	1b	Elect Director Sergey Brin	For	No	98.01%
	1c	Elect Director Sundar Pichai	For	No	98.50%
	1d	Elect Director John L. Hennessy	Against	Yes	83.04%
	1e	Elect Director Frances H. Arnold	Against	Yes	88.30%
	1f	Elect Director R. Martin "Marty" Chavez	For	No	99.23%
	1g	Elect Director L. John Doerr	Against	Yes	86.23%
	1h	Elect Director Roger W. Ferguson, Jr.	For	No	98.80%
	1i	Elect Director K. Ram Shriram	Against	Yes	86.84%
	1j	Elect Director Robin L. Washington	Against	Yes	86.41%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	97.46%
	3	Amend Bylaw regarding Stockholder Approval of Director Compensation	Against	No	0.60%
	4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No	0.22%
	5	Report on Electromagnetic Radiation and Wireless Technologies Risks	Against	No	0.82%
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against	No	0.28%	
7	Report on Climate Risk in Retirement Plan Options	For	Yes	3.65%	
8	Report on Lobbying Payments and Policy	For	Yes	15.23%	
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes	31.28%	
10	Report on Reproductive Healthcare Misinformation Risks	For	Yes	6.41%	
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	For	Yes	7.38%	
12	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Yes	17.56%	
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	For	Yes	18.51%	
14	Adopt Targets Evaluating YouTube Child Safety Policies	For	Yes	14.13%	
ANSYS, Inc. 07.06.24	1A	Elect Director Jim Frankola	For	No	97.77%
	1B	Elect Director Alec D. Gallimore	For	No	98.39%
	1C	Elect Director Ronald W. Hovsepian	For	No	92.04%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	92.54%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	85.61%
4	Provide Right to Call a Special Meeting	For	Yes	59.54%	
Comcast Corporation 10.06.24	1.1	Elect Director Kenneth J. Bacon	Withhold	Yes	78.48%
	1.2	Elect Director Thomas J. Baltimore, Jr.	For	No	78.28%
	1.3	Elect Director Madeline S. Bell	Withhold	Yes	86.67%
	1.4	Elect Director Louise F. Brady	For	No	99.57%
	1.5	Elect Director Edward D. Breen	For	No	97.16%
	1.6	Elect Director Jeffrey A. Honickman	Withhold	Yes	85.23%
	1.7	Elect Director Wonya Y. Lucas	For	No	99.72%
	1.8	Elect Director Asuka Nakahara	For	No	98.83%
	1.9	Elect Director David C. Novak	For	No	98.15%
	1.10	Elect Director Brian L. Roberts	Withhold	Yes	95.93%
2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	97.26%	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	88.84%	
4	Report on Congruency of Political Spending with Company Stated Values	For	Yes	14.60%	
Synchrony Financial 11.06.24	1a	Elect Director Brian D. Doubles	For	No	99.90%
	1b	Elect Director Fernando Aguirre	For	No	94.39%
	1c	Elect Director Paget L. Alves	For	No	97.36%
	1d	Elect Director Kamila Chytil	For	No	99.88%
	1e	Elect Director Arthur W. Coviello, Jr.	For	No	99.87%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1f	Elect Director Roy A. Guthrie	For	No	99.11%
	1g	Elect Director Jeffrey G. Naylor	For	No	95.97%
	1h	Elect Director P.W. "Bill" Parker	For	No	98.06%
	1i	Elect Director Laurel J. Richie	For	No	94.93%
	1j	Elect Director Ellen M. Zane	For	No	98.65%
	2	Ratify KPMG LLP as Auditors	Against	Yes	98.49%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	61.32%
	4	Approve Omnibus Stock Plan	For	No	95.45%
	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No	77.43%
Sonova Holding AG 11.06.24	1.1	Accept Financial Statements and Statutory Reports	For	No	99.90%
	1.2	Approve Non-Financial Report (Non-Binding)	For	No	99.83%
	1.3	Approve Remuneration Report (Non-Binding)	Against	Yes	51.49%
	2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	For	No	99.94%
	3	Approve Discharge of Board and Senior Management	For	No	99.65%
	4.1.1	Reelect Robert Spoerry as Director and Board Chair	For	No	91.08%
	4.1.2	Reelect Stacy Seng as Director	For	No	94.11%
	4.1.3	Reelect Gregory Behar as Director	For	No	95.15%
	4.1.4	Reelect Lynn Bleil as Director	For	No	94.78%
	4.1.5	Reelect Lukas Braunschweiler as Director	For	No	92.69%
	4.1.6	Reelect Roland Diggelmann as Director	For	No	91.14%
	4.1.7	Reelect Julie Tay as Director	For	No	94.30%
	4.1.8	Reelect Ronald van der Vis as Director	For	No	89.42%
	4.1.9	Reelect Adrian Widmer as Director	For	No	99.76%
	4.2	Elect Gilbert Achermann as Director	For	No	99.67%
	4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	No	80.34%
	4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	No	82.01%
	4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	No	85.21%
	4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	For	No	85.34%
	4.4	Ratify Ernst & Young AG as Auditors	For	No	99.85%
	4.5	Designate Keller AG as Independent Proxy	For	No	99.97%
	5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	No	94.22%
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	For	No	87.01%
	6	Transact Other Business (Voting)	Against	Yes	
Caterpillar, Inc. 12.06.24	1.1	Elect Director Daniel M. Dickinson	For	No	94.52%
	1.2	Elect Director James C. Fish, Jr.	For	No	98.76%
	1.3	Elect Director Gerald Johnson	For	No	98.37%
	1.4	Elect Director David W. MacLennan	Against	Yes	94.58%
	1.5	Elect Director Judith F. Marks	For	No	98.87%
	1.6	Elect Director Debra L. Reed-Klages	For	No	97.34%
	1.7	Elect Director Susan C. Schwab	For	No	96.54%
	1.8	Elect Director D. James Umpleby, III	Against	Yes	94.31%
	1.9	Elect Director Rayford Wilkins, Jr.	For	No	96.56%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.97%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.87%
	4	Require Independent Board Chair	For	Yes	31.17%
	5	Report on Lobbying Payments and Policy	For	Yes	22.98%
	6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	Against	No	1.53%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Incyte Corporation 12.06.24	1.1	Elect Director Julian C. Baker	For	No	89.60%
	1.2	Elect Director Jean-Jacques Bienaime	For	No	94.67%
	1.3	Elect Director Otis W. Brawley	For	No	99.18%
	1.4	Elect Director Paul J. Clancy	For	No	94.98%
	1.5	Elect Director Jacquelyn A. Fouse	For	No	97.47%
	1.6	Elect Director Edmund P. Harrigan	For	No	99.29%
	1.7	Elect Director Katherine A. High	For	No	99.42%
	1.8	Elect Director Herve Hoppenot	Against	Yes	93.07%
	1.9	Elect Director Susanne Schaffert	For	No	98.46%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.43%
	3	Ratify Ernst & Young LLP as Auditors	Against	Yes	91.90%
T-Mobile US, Inc. 12.06.24	1.1	Elect Director Andre Almeida	Withhold	Yes	88.57%
	1.2	Elect Director Marcelo Claire	Withhold	Yes	87.47%
	1.3	Elect Director Srikant M. Datar	For	No	98.18%
	1.4	Elect Director Srinivasan Gopalan	Withhold	Yes	82.16%
	1.5	Elect Director Timotheus Hottges	Withhold	Yes	88.43%
	1.6	Elect Director Christian P. Illek	Withhold	Yes	83.00%
	1.7	Elect Director James Kavanaugh	For	No	98.70%
	1.8	Elect Director Raphael Kubler	Withhold	Yes	82.93%
	1.9	Elect Director Thorsten Langheim	Withhold	Yes	89.03%
	1.10	Elect Director Dominique Leroy	Withhold	Yes	82.93%
	1.11	Elect Director Letitia A. Long	For	No	93.23%
	1.12	Elect Director G. Michael (Mike) Sievert	Withhold	Yes	91.85%
	1.13	Elect Director Teresa A. Taylor	For	No	89.56%
	1.14	Elect Director Kelvin R. Westbrook	For	No	97.68%
2	Ratify Deloitte & Touche LLP as Auditors	For	No	99.89%	
Aegon Ltd. 12.06.24	1	Open Meeting	Refer	No	
	2.1	Presentation by CEO	Refer	No	
	2.2	Receive Financial Statements and Statutory Reports (Non-Voting)	Refer	No	
	2.3	Approve Remuneration Report	For	No	98.75%
	2.4	Approve Final Dividend	For	No	99.59%
	3.1	Approve Remuneration Policy of Board of Directors	For	No	97.41%
	4.1	Ratify Ernst & Young Accountants LLP as Auditors	For	No	99.96%
	5.1	Amend Bye-Laws	For	No	99.96%
	6.1	Reelect Lard Friese as Executive Director (CEO)	For	No	98.96%
	6.2	Reelect Corien Wortmann-Kool as Non-Executive Director	For	No	98.46%
	6.3	Reelect Caroline Ramsay as Non-Executive Director	For	No	98.99%
	6.4	Reelect Thomas Wellauer as Non-Executive Director	For	No	98.98%
	6.5	Elect Albert Benchimol as Non-Executive Director	For	No	99.08%
	7.1	Authorize Board to Exclude Preemptive Rights in Connection with Issuance of Common Shares	For	No	98.28%
7.2	Authorize Board to Exclude Preemptive Rights in Connection with a Rights Issue	For	No	90.57%	
7.3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No	99.76%	
8	Transact Other Business (Non-Voting)	Refer	No		
9	Close Meeting	Refer	No		
Roper Technologies, Inc. 12.06.24	1.1	Elect Director Shellye L. Archambeau	For	No	98.25%
	1.2	Elect Director Amy Woods Brinkley	For	No	94.81%
	1.3	Elect Director Irene M. Esteves	For	No	98.74%
	1.4	Elect Director L. Neil Hunn	For	No	99.42%
	1.5	Elect Director Robert D. Johnson	For	No	96.26%
	1.6	Elect Director Thomas P. Joyce, Jr.	For	No	98.50%
	1.7	Elect Director John F. Murphy	For	No	99.39%
	1.8	Elect Director Laura G. Thatcher	For	No	97.53%
	1.9	Elect Director Richard F. Wallman	For	No	95.46%
	1.10	Elect Director Christopher Wright	For	No	95.64%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	89.11%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.21%
	4	Adopt Simple Majority Vote	For	No	94.40%
Accton Technology Corp. 13.06.24	1	Approve Business Report and Financial Statements	For	No	87.66%
	2	Approve Plan on Profit Distribution	For	No	88.32%
	3	Approve Amendments to Articles of Association	For	No	88.30%
	4.1	Elect a Representative of KUAN XIN INVESTMENT CORP., with Shareholder No. 0248318, as Non-independent Director	Against	Yes	
	4.2	Elect HUANG, KUO HSIU, with Shareholder No. 0000712, as Non-Independent Director	Against	Yes	
	4.3	Elect DU, HENG YI, a Representative of TING SING CO., LTD. with Shareholder No. 0192084, as Non-Independent Director	Against	Yes	
	4.4	Elect HUANG, SHU CHIEH, with Shareholder No. B120322XXX, as Independent Director	Against	Yes	
	4.5	Elect LEE, FA YAUH, with Shareholder No. A104398XXX, as Independent Director	Against	Yes	
	4.6	Elect EIZO KOBAYASHI, with Shareholder No. 1949010XXX, as Independent Director	Against	Yes	
	4.7	Elect ANKUR SINGLA, with Shareholder No. 1977032XXX, as Independent Director	Against	Yes	
	5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	No	84.42%
Sinopharm Group Co. Ltd. 13.06.24	1	Approve Report of the Board of Directors	For	No	99.94%
	2	Approve Report of the Supervisory Committee	For	No	99.94%
	3	Approve Audited Financial Statements and the Auditors' Report of the Company and Its Subsidiaries	For	No	99.94%
	4	Approve Profit Distribution Plan and Payment of Final Dividend	For	No	99.99%
	5	Authorize Board to Fix Remuneration of Directors	For	No	90.23%
	6	Authorize Supervisory Committee to Fix Remuneration of Supervisors	For	No	94.84%
	7	Approve of PricewaterhouseCoopers as International Auditors and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditors and Authorize Audit Committee of the Board to Fix Their Remuneration	For	No	
	8	Approve Delegation of Power of Provision of Guarantees	Against	Yes	76.62%
	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	Against	Yes	71.79%
	10	Authorize Repurchase of Issued H Share Capital	For	No	99.89%
	11	Approve Centralized Registration for Issue Amount of Non-Financial Corporate Debt Financing Instruments and Approve Liu Yong to be Authorized Person to Deal with All Matters in Relation to Issue of Non-Financial Corporate Debt Financing Instruments	For	No	99.21%
Monolithic Power Systems, Inc. 13.06.24	1.1	Elect Director Eugen Elmiger	For	No	80.36%
	1.2	Elect Director Eileen Wynne	For	No	94.32%
	1.3	Elect Director Jeff Zhou	For	No	92.12%
	2	Ratify Ernst & Young LLP as Auditors	For	No	99.92%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	96.83%
	4	Declassify the Board of Directors	For	Yes	83.07%
Sinopharm Group Co. Ltd. 13.06.24	1	Authorize Repurchase of Issued H Share Capital	For	No	99.67%
Tesla, Inc.	1a	Elect Director James Murdoch	Against	Yes	67.89%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
13.06.24	1b	Elect Director Kimbal Musk	Against	Yes	78.52%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	79.41%
	3	Change State of Incorporation from Delaware to Texas	For	No	62.74%
	4	Ratify Performance Based Stock Options to Elon Musk	Against	Yes	76.21%
	5	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.20%
	6	Declassify the Board of Directors	For	Yes	53.31%
	7	Adopt Simple Majority Vote	For	Yes	53.06%
	8	Report on Harassment and Discrimination Prevention Efforts	For	Yes	30.85%
	9	Adopt a Non-Interference Policy Respecting Freedom of Association	For	Yes	20.03%
	10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against	No	3.64%
	11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For	Yes	9.92%
	12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	Against	No	7.48%
CTBC Financial Holding Co., Ltd. 14.06.24	1	Approve Financial Statements	For	No	92.49%
	2	Approve Plan on Profit Distribution	For	No	92.63%
	3	Approve Issuance of Restricted Stocks	Against	Yes	81.20%
Voltronic Power Technology Corp. 14.06.24	1	Approve Business Report and Financial Statements	For	No	94.26%
	2	Approve Plan on Profit Distribution	For	No	94.71%
	3	Approve Cash Distribution from Capital Reserve	For	No	94.71%
	4.1	Elect HSIEH CHUO MING, with Shareholder No. 0000001, as Non-Independent Director	Against	Yes	
	4.2	Elect CHEN TSUI FANG, a Representative of OPEN GREAT INTERNATIONAL INVESTMENT LIMITED COMPANY with Shareholder No. 0000003, as Non-Independent Director	For	No	
	4.3	Elect CHENG YA JEN, a Representative of FSP TECHNOLOGY INC. with Shareholder No. 0000007, as Non-Independent Director	For	No	
	4.4	Elect PASSUELLO FABIO, with Shareholder No. YB4492XXX, as Non-Independent Director	For	No	
	4.5	Elect LI CHIEN JAN, with Shareholder No. F122404XXX, as Independent Director	For	No	
	4.6	Elect WANG HSIU CHI, with Shareholder No. N200364XXX, as Independent Director	For	No	
	4.7	Elect SAM HO, with Shareholder No. F126520XXX, as Independent Director	For	No	
4.8	Elect LIAO KUEI FANG, with Shareholder No. H220375XXX, as Independent Director	For	No		
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	For	No	87.72%	
Fortinet, Inc. 14.06.24	1.1	Elect Director Ken Xie	Against	Yes	93.66%
	1.2	Elect Director Michael Xie	For	No	99.51%
	1.3	Elect Director Kenneth A. Goldman	For	No	96.83%
	1.4	Elect Director Ming Hsieh	For	No	98.40%
	1.5	Elect Director Jean Hu	For	No	99.83%
	1.6	Elect Director William H. Neukom	For	No	97.83%
	1.7	Elect Director Judith Sim	For	No	96.85%
	1.8	Elect Director James Stavridis	For	No	94.58%
	1.9	Elect Director Mary Agnes "Maggie" Wilderotter	For	No	96.34%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.35%
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	87.78%	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Regeneron Pharmaceuticals, Inc. 14.06.24	1a	Elect Director N. Anthony Coles	For	No	98.33%
	1b	Elect Director Kathryn Guarini	For	No	99.67%
	1c	Elect Director Arthur F. Ryan	Against	Yes	72.13%
	1d	Elect Director David P. Schenkein	For	No	95.10%
	1e	Elect Director George L. Sing	For	No	91.47%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	95.49%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.02%
	4	Adopt Simple Majority Vote	For	Yes	76.51%
Tesco Plc 14.06.24	1	Accept Financial Statements and Statutory Reports	For	No	99.98%
	2	Approve Remuneration Report	For	No	93.48%
	3	Approve Final Dividend	For	No	99.99%
	4	Elect Dame Carolyn Fairbairn as Director	For	No	99.98%
	5	Elect Gerry Murphy as Director	For	No	98.50%
	6	Re-elect Melissa Bethell as Director	For	No	97.94%
	7	Re-elect Bertrand Bodson as Director	For	No	98.53%
	8	Re-elect Thierry Garnier as Director	For	No	98.25%
	9	Re-elect Stewart Gilliland as Director	For	No	97.18%
	10	Re-elect Ken Murphy as Director	For	No	99.93%
	11	Re-elect Imran Nawaz as Director	For	No	99.69%
	12	Re-elect Alison Platt as Director	For	No	96.91%
	13	Re-elect Caroline Silver as Director	For	No	98.30%
	14	Re-elect Karen Whitworth as Director	For	No	97.48%
	15	Reappoint Deloitte LLP as Auditors	For	No	99.84%
	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No	99.87%
	17	Authorise UK Political Donations and Expenditure	For	No	97.41%
	18	Authorise Issue of Equity	For	No	91.07%
	19	Authorise Issue of Equity without Pre-emptive Rights	For	No	90.05%
	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No	87.91%
	21	Authorise Market Purchase of Shares	For	No	98.79%
	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No	93.66%
Meituan 14.06.24	1	Accept Financial Statements and Statutory Reports	For	No	99.86%
	2	Elect Wang Xing as Director	Against	Yes	91.46%
	3	Elect Mu Rongjun as Director	Against	Yes	89.30%
	4	Authorize Board to Fix Remuneration of Directors	For	No	98.90%
	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	For	No	97.59%
	6	Authorize Repurchase of Issued Share Capital	For	No	99.85%
	7	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	No	98.48%
	8	Amend Existing Articles of Association and Adopt Eighth Amended and Restated Memorandum of Association and Articles of Association	For	No	99.99%
Yadea Group Holdings Ltd. 17.06.24	1	Accept Financial Statements and Statutory Reports	For	No	99.96%
	2	Approve Final Dividend	For	No	99.99%
	3A1	Elect Shen Yu as Director	For	No	98.75%
	3A2	Elect Wong Lung Ming as Director	For	No	98.88%
	3A3	Elect Chen Mingyu as Director	For	No	98.50%
	3A4	Elect Ma Chenguang as Director	For	No	99.33%
	3A5	Elect Liang Qin as Director	For	No	99.33%
	3B	Authorize Board to Fix Remuneration of Directors	For	No	99.96%
	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.97%
	5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes	81.27%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5B	Authorize Repurchase of Issued Share Capital	For	No	99.91%
	5C	Authorize Reissuance of Repurchased Shares	Against	Yes	83.38%
	6	Adopt New Share Option Scheme and Scheme Mandate Limit	Against	Yes	82.01%
Mastercard Incorporated 18.06.24	1a	Elect Director Merit E. Janow	For	No	97.26%
	1b	Elect Director Candido Bracher	For	No	99.84%
	1c	Elect Director Richard K. Davis	For	No	97.24%
	1d	Elect Director Julius Genachowski	For	No	97.54%
	1e	Elect Director Choon Phong Goh	For	No	93.87%
	1f	Elect Director Oki Matsumoto	For	No	99.57%
	1g	Elect Director Michael Miebach	For	No	99.86%
	1h	Elect Director Youngme Moon	For	No	99.63%
	1i	Elect Director Rima Qureshi	For	No	98.34%
	1j	Elect Director Gabrielle Sulzberger	For	No	97.98%
	1k	Elect Director Harit Talwar	For	No	99.61%
	1l	Elect Director Lance Ugla	For	No	99.51%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.32%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	94.26%
	4	Report on Lobbying Payments and Policy	For	Yes	25.52%
	5	Amend Director Election Resignation Bylaw	Against	No	13.97%
	6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	No	1.06%
	7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against	No	0.80%
	8	Report on Gender-Based Compensation and Benefits Inequities	Against	No	1.18%
Workday, Inc. 18.06.24	1a	Elect Director Aneel Bhusri	Against	Yes	91.83%
	1b	Elect Director Thomas F. Bogan	Against	Yes	92.97%
	1c	Elect Director Lynne M. Doughtie	Against	Yes	90.55%
	2	Ratify Ernst & Young LLP as Auditors	Against	Yes	99.66%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	81.76%
	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Against	Yes	85.92%
Tokyo Electron Ltd. 18.06.24	1.1	Elect Director Kawai, Toshiki	For	No	97.02%
	1.2	Elect Director Sasaki, Sadao	For	No	99.25%
	1.3	Elect Director Nunokawa, Yoshikazu	For	No	99.15%
	1.4	Elect Director Sasaki, Michio	For	No	99.41%
	1.5	Elect Director Ichikawa, Sachiko	For	No	99.52%
	1.6	Elect Director Joseph A. Kraft Jr	For	No	99.62%
	1.7	Elect Director Suzuki, Yukari	For	No	99.76%
	2.1	Appoint Statutory Auditor Miura, Ryota	For	No	99.46%
	2.2	Appoint Statutory Auditor Endo, Yutaka	For	No	99.77%
	3	Approve Annual Bonus	For	No	99.05%
	4	Approve Deep Discount Stock Option Plan	For	No	97.99%
Toyota Motor Corp. 18.06.24	1.1	Elect Director Toyoda, Akio	Against	Yes	71.93%
	1.2	Elect Director Hayakawa, Shigeru	For	No	89.53%
	1.3	Elect Director Sato, Koji	For	No	95.44%
	1.4	Elect Director Nakajima, Hiroki	For	No	97.48%
	1.5	Elect Director Miyazaki, Yoichi	For	No	97.42%
	1.6	Elect Director Simon Humphries	For	No	97.54%
	1.7	Elect Director Sugawara, Ikuro	For	No	94.12%
	1.8	Elect Director Sir Philip Craven	For	No	92.64%
	1.9	Elect Director Oshima, Masahiko	For	No	94.47%
	1.10	Elect Director Osono, Emi	For	No	97.65%
	2	Appoint Statutory Auditor Osada, Hiromi	For	No	98.66%
	3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	For	No	98.78%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	For	Yes	9.17%
Powszechny Zakład Ubezpieczen SA 18.06.24	1	Open Meeting	Refer	No	
	2	Elect Meeting Chairman	For	No	99.99%
	3	Acknowledge Proper Convening of Meeting	Refer	No	
	4	Approve Agenda of Meeting	For	No	100.00%
	5	Receive Financial Statements	Refer	No	
	6	Receive Consolidated Financial Statements	Refer	No	
	7	Receive Management Board Report on Company's, Group's Operations, and Non-Financial Information	Refer	No	
	8	Receive Supervisory Board Report	Refer	No	
	9	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	For	No	93.99%
	10	Approve Financial Statements	For	No	99.39%
	11	Approve Consolidated Financial Statements	For	No	99.39%
	12	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	For	No	99.40%
	13	Approve Supervisory Board Report	For	No	99.40%
	14	Approve Allocation of Income and Dividends of PLN 4.34 per Share	For	No	99.99%
	15.1	Approve Discharge of Ernest Bejda (Management Board Member)	For	No	
	15.2	Approve Discharge of Malgorzata Kot (Management Board Member)	For	No	
	15.3	Approve Discharge of Beata Kozlowska-Chyla (CEO)	For	No	
	15.4	Approve Discharge of Krzysztof Kozlowski (Management Board Member)	For	No	
	15.5	Approve Discharge of Tomasz Kulik (Management Board Member)	For	No	
	15.6	Approve Discharge of Piotr Nowak (Management Board Member)	For	No	
	15.7	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	For	No	
	15.8	Approve Discharge of Malgorzata Sadurska (Management Board Member)	For	No	
	16.1	Approve Discharge of Marcin Chludzinski (Supervisory Board Member)	For	No	
	16.2	Approve Discharge of Pawel Gorecki (Supervisory Board Deputy Chairman)	For	No	
	16.3	Approve Discharge of Agata Gornicka (Supervisory Board Secretary and Member)	For	No	
	16.4	Approve Discharge of Robert Jastrzebski (Supervisory Board Chairman)	For	No	
	16.5	Approve Discharge of Marcin Kubicza (Supervisory Board Member)	For	No	
	16.6	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	For	No	
	16.7	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	For	No	
	16.8	Approve Discharge of Radoslaw Sierpinski (Supervisory Board Member)	For	No	
	16.9	Approve Discharge of Robert Snitko (Supervisory Board Member and Secretary)	For	No	
	16.10	Approve Discharge of Piotr Wachowiak (Supervisory Board Member)	For	No	
	16.11	Approve Discharge of Jozef Wierzbowski (Supervisory Board Member)	For	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	16.12	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	For	No	
	17.1	Approve Discharge of Przemyslaw Dabrowski (Management Board Member)	For	No	
	17.2	Approve Discharge of Rafal Grodzicki (Management Board Member)	For	No	
	17.3	Approve Discharge of Witold Jaworski (Management Board Member)	For	No	
	17.4	Approve Discharge of Andrzej Klesyk (CEO)	For	No	
	17.5	Approve Discharge of Dariusz Krzewina (CEO and Management Board Member)	For	No	
	17.6	Approve Discharge of Tomasz Tarkowski (Management Board Member)	For	No	
	17.7	Approve Discharge of Ryszard Trepczynski (Management Board Member)	For	No	
	17.8	Approve Discharge of Zbigniew Cwiakalski (Supervisory Board Chairman and Deputy Chairman)	For	No	
	17.9	Approve Discharge of Zbigniew Derdziuk (Supervisory Board Member)	For	No	
	17.10	Approve Discharge of Dariusz Filar (Supervisory Board Member and Secretary)	For	No	
	17.11	Approve Discharge of Dariusz Kacprzyk (Supervisory Board Member)	For	No	
	17.12	Approve Discharge of Jakub Karnowski (Supervisory Board Member)	For	No	
	17.13	Approve Discharge of Aleksandra Magaczewska (Supervisory Board Chairwoman and Member)	For	No	
	17.14	Approve Discharge of Tomasz Zganiacz (Supervisory Board Member and Secretary)	For	No	
	18.1	Approve Individual Suitability of Anita Elzanowska (Supervisory Board Member)	For	No	
	18.2	Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member)	For	No	
	18.3	Approve Individual Suitability of Anna Machnikowska (Supervisory Board Secretary)	For	No	
	18.4	Approve Individual Suitability of Adam Uszpolewicz (Supervisory Board Member)	For	No	
	18.5	Approve Individual Suitability of Filip Gorczyca (Supervisory Board Member)	For	No	
	18.6	Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chairman)	For	No	
	18.7	Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chairwoman)	For	No	
	18.8	Approve Individual Suitability of Michal Bernaczyk (Supervisory Board Member)	For	No	
	18.9	Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member)	For	No	
	18.10	Approve Individual Suitability of Wojciech Olejniczak (Supervisory Board Member)	For	No	
	18.11	Approve Collective Suitability of Supervisory Board Members	For	No	
	19	Amend Policy of Suitability of Supervisory Board and Audit Committee Members	For	No	
	20.1	Recall Supervisory Board Member	Against	Yes	
	20.2	Elect Supervisory Board Member	Against	Yes	
	21	Approve Assessment of Supervisory Board Suitability	Against	Yes	
	22	Approve Remuneration Report	Against	Yes	
	23	Close Meeting	Refer	No	
MetLife, Inc. 18.06.24	1a	Elect Director Cheryl W. Grise	For	No	95.39%
	1b	Elect Director Carlos M. Gutierrez	For	No	99.39%
	1c	Elect Director Carla A. Harris	For	No	96.68%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1d	Elect Director Laura J. Hay	For	No	99.86%
	1e	Elect Director David L. Herzog	For	No	99.01%
	1f	Elect Director R. Glenn Hubbard	For	No	95.25%
	1g	Elect Director Jeh C. Johnson	For	No	98.54%
	1h	Elect Director Edward J. Kelly, III	For	No	99.16%
	1i	Elect Director William E. Kennard	For	No	99.41%
	1j	Elect Director Michel A. Khalaf	For	No	99.58%
	1k	Elect Director Diana L. McKenzie	For	No	99.22%
	1l	Elect Director Denise M. Morrison	For	No	97.56%
	1m	Elect Director Mark A. Weinberger	For	No	97.35%
	2	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	95.01%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	94.75%
	4	Approve Omnibus Stock Plan	For	No	96.41%
	5	Conduct and Report a Third-Party Racial Equity Audit	For	Yes	16.54%
Honda Motor Co., Ltd. 19.06.24	1.1	Elect Director Mibe, Toshihiro	For	No	89.42%
	1.2	Elect Director Aoyama, Shinji	For	No	94.59%
	1.3	Elect Director Kaihara, Noriya	For	No	94.53%
	1.4	Elect Director Fujimura, Eiji	For	No	94.53%
	1.5	Elect Director Suzuki, Asako	For	No	92.01%
	1.6	Elect Director Morisawa, Jiro	For	No	94.37%
	1.7	Elect Director Sakai, Kunihiro	For	No	94.60%
	1.8	Elect Director Kokubu, Fumiya	For	No	93.85%
	1.9	Elect Director Ogawa, Yoichiro	For	No	95.75%
	1.10	Elect Director Higashi, Kazuhiro	For	No	94.22%
	1.11	Elect Director Nagata, Ryoko	For	No	96.32%
	1.12	Elect Director Agatsuma, Mika	For	No	98.80%
Takasago Thermal Engineering Co., Ltd. 19.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 91	For	No	
	2.1	Elect Director Kojima, Kazuhito	Against	Yes	
	2.2	Elect Director Kubota, Hiroshi	For	No	
	2.3	Elect Director Kamiya, Tadashi	For	No	
	2.4	Elect Director Morino, Masatoshi	For	No	
	2.5	Elect Director Uchino, Shuma	For	No	
	2.6	Elect Director Takagi, Atsushi	For	No	
	2.7	Elect Director Seki, Yoko	For	No	
	2.8	Elect Director Morimoto, Hideka	For	No	
	3	Approve Trust-Type Equity Compensation Plan	For	No	
Acciona SA 19.06.24	1.1	Approve Consolidated and Standalone Financial Statements	For	No	99.97%
	1.2	Approve Consolidated and Standalone Management Reports	For	No	99.97%
	1.3	Approve Discharge of Board	For	No	97.12%
	1.4	Approve Non-Financial Information Statement	For	No	99.97%
	1.5	Approve Allocation of Income and Dividends	For	No	99.99%
	1.6	Renew Appointment of KPMG Auditores as Auditor	For	No	99.81%
	2.1	Reelect Jose Manuel Entrecanales Domecq as Director	Against	Yes	94.55%
	2.2	Reelect Juan Ignacio Entrecanales Franco as Director	For	No	99.83%
	2.3	Reelect Daniel Entrecanales Domecq as Director	For	No	99.85%
	2.4	Reelect Javier Entrecanales Franco as Director	For	No	99.86%
	2.5	Reelect Javier Sendagorta Gomez del Campillo as Director	For	No	97.69%
	2.6	Reelect Maria Dolores Dancausa Trevino as Director	For	No	96.58%
	2.7	Fix Number of Directors at 12	For	No	99.98%
	3	Advisory Vote on Remuneration Report	Against	Yes	86.45%
	4	Authorize Company to Call EGM with 15 Days' Notice	For	No	98.15%
	5	Authorize Board to Ratify and Execute Approved Resolutions	For	No	99.99%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
Ivanhoe Mines Ltd. 20.06.24	1	Fix Number of Directors at Eleven	For	No	99.91%
	2A	Elect Director Robert M. Friedland	For	No	97.95%
	2B	Elect Director Weibao (Webber) Hao	For	No	97.42%
	2C	Elect Director Tadeu Carneiro	For	No	96.65%
	2D	Elect Director Jinghe Chen	For	No	98.72%
	2E	Elect Director William Hayden	For	No	98.70%
	2F	Elect Director Martie Janse van Rensburg	For	No	99.50%
	2G	Elect Director Manfu Ma	For	No	98.72%
	2H	Elect Director Peter G. Meredith	For	No	96.22%
	2I	Elect Director Phumzile Mlambo-Ngcuka	For	No	97.73%
	2J	Elect Director Kgalema P. Motlanthe	For	No	99.42%
	2K	Elect Director Delphine Traore	Withhold	Yes	91.14%
	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	99.27%
eBay Inc. 20.06.24	1a	Elect Director Adriane M. Brown	For	No	94.51%
	1b	Elect Director Aparna Chennapragada	For	No	99.89%
	1c	Elect Director Logan D. Green	For	No	97.59%
	1d	Elect Director E. Carol Hayles	For	No	97.88%
	1e	Elect Director Jamie J. Iannone	For	No	99.90%
	1f	Elect Director Shripriya Mahesh	For	No	99.93%
	1g	Elect Director Paul S. Pressler	For	No	97.03%
	1h	Elect Director Zane Rowe	For	No	99.88%
	1i	Elect Director Mohak Shroff	For	No	99.92%
	1j	Elect Director Perry M. Traquina	For	No	99.69%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	88.36%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	85.47%
	Recruit Holdings Co., Ltd. 20.06.24	1.1	Elect Director Minegishi, Masumi	For	No
1.2		Elect Director Idekoba, Hisayuki	For	No	97.68%
1.3		Elect Director Senaha, Ayano	For	No	99.13%
1.4		Elect Director Rony Kahan	For	No	99.28%
1.5		Elect Director Izumiya, Naoki	For	No	99.24%
1.6		Elect Director Totoki, Hiroki	For	No	99.29%
1.7		Elect Director Honda, Keiko	For	No	99.32%
1.8		Elect Director Katrina Lake	For	No	99.30%
2.1		Appoint Statutory Auditor Nagashima, Yukiko	For	No	90.47%
2.2		Appoint Statutory Auditor Ogawa, Yoichiro	For	No	99.62%
2.3		Appoint Statutory Auditor Natori, Katsuya	For	No	96.21%
2.4		Appoint Alternate Statutory Auditor Tanaka, Miho	For	No	99.64%
3		Approve Compensation Ceiling for Statutory Auditors	For	No	99.29%
Haier Smart Home Co., Ltd. 20.06.24	1	Approve Financial Statements	For	No	99.59%
	2	Approve Report on the Work of the Board of Directors	For	No	99.24%
	3	Approve Report on the Work of the Board of Supervisors	For	No	99.59%
	4	Approve Annual Report and Annual Report Summary	For	No	99.59%
	5	Approve Audit Report on the Internal Control	For	No	99.57%
	6	Approve Profit Distribution Plan	For	No	99.85%
	7	Approve Formulation of the Shareholder Return Plan for the Next Three Years	For	No	99.82%
	8	Approve Appointment of PRC Accounting Standards Auditors	Against	Yes	99.27%
	9	Approve Appointment of International Accounting Standards Auditors	For	No	99.71%
	10	Approve Anticipated Guarantees' Amounts for the Company and its Subsidiaries	For	No	99.84%
	11	Approve Conduct of Foreign Exchange Fund Derivatives Business	For	No	99.85%
	12	Approve Change of Use and Cancellation of Partial Repurchased Shares	For	No	99.86%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	13	Approve Grant of General Mandate to the Board of Directors to Decide to Issue Domestic and Overseas Debt Financing Instruments	Against	Yes	79.43%
	14	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of A Shares	For	No	98.00%
	15	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of H Shares	For	No	98.02%
	16	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of D Shares	For	No	98.02%
	17	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	For	No	99.80%
	18	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of D Shares of the Company in Issue	For	No	99.81%
	19	Amend Articles of Association	Against	Yes	79.52%
	20	Amend Rules of Procedure for the General Meeting	For	No	99.85%
	21	Amend Rules of Procedure for the Board of Directors	For	No	99.85%
	22	Amend Rules of Procedure for the Board of Supervisors	For	No	99.85%
	23	Amend Regulations on the Management of Fund Raising	For	No	99.85%
	24	Amend Independent Directors System	For	No	99.85%
	25	Amend Management System of Entrusted Wealth Management	For	No	99.85%
	26	Approve 2024 A Share Core Employee Stock Ownership Plan (Draft) and Its Summary	For	No	95.31%
	27	Approve 2024 H Share Core Employee Stock Ownership Plan (Draft) and Its Summary	For	No	95.29%
	28	Approve Adjustment of Directors' Remuneration	For	No	99.83%
	29	Elect Liu Yongfei as Supervisor	For	No	95.36%
	1	Approve Change of Use and Cancellation of Partial Repurchased Shares	For	No	99.92%
	2	Approve Grant a General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	For	No	99.86%
	3	Approve Grant a General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of D Shares of the Company in Issue	For	No	99.86%
Hitachi Ltd. 21.06.24	1.1	Elect Director Ihara, Katsumi	For	No	96.62%
	1.2	Elect Director Ravi Venkatesan	For	No	99.64%
	1.3	Elect Director Sugawara, Ikuro	For	No	99.56%
	1.4	Elect Director Isabelle Deschamps	For	No	99.82%
	1.5	Elect Director Joe Harlan	For	No	99.64%
	1.6	Elect Director Louise Pentland	For	No	99.73%
	1.7	Elect Director Yamamoto, Takatoshi	For	No	99.53%
	1.8	Elect Director Yoshihara, Hiroaki	For	No	94.66%
	1.9	Elect Director Helmuth Ludwig	For	No	99.59%
	1.10	Elect Director Kojima, Keiji	For	No	95.34%
	1.11	Elect Director Nishiyama, Mitsuaki	For	No	96.31%
	1.12	Elect Director Higashihara, Toshiaki	For	No	96.77%
ITOCHU Corp. 21.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	No	99.67%
	2.1	Elect Director Okafuji, Masahiro	For	No	93.96%
	2.2	Elect Director Ishii, Keita	For	No	94.24%
	2.3	Elect Director Kobayashi, Fumihiko	For	No	96.16%
	2.4	Elect Director Hachimura, Tsuyoshi	For	No	96.13%
	2.5	Elect Director Tsubai, Hiroyuki	For	No	96.23%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2.6	Elect Director Seto, Kenji	For	No	96.62%
	2.7	Elect Director Naka, Hiroyuki	For	No	96.24%
	2.8	Elect Director Kawana, Masatoshi	For	No	98.35%
	2.9	Elect Director Nakamori, Makiko	For	No	98.43%
	2.10	Elect Director Ishizuka, Kunio	For	No	97.78%
	2.11	Elect Director Ito, Akiko	For	No	98.63%
	3	Appoint Statutory Auditor Kyoda, Makoto	For	No	97.86%
	4	Approve Trust-Type Equity Compensation Plan	For	No	99.20%
Mimaki Engineering Co., Ltd. 21.06.24	1.1	Elect Director Ikeda, Kazuaki	For	No	96.56%
	1.2	Elect Director Takeuchi, Kazuyuki	For	No	99.77%
	1.3	Elect Director Shimizu, Koji	For	No	99.77%
	1.4	Elect Director Haba, Yasuhiro	For	No	99.77%
	1.5	Elect Director Makino, Nariaki	For	No	99.75%
	1.6	Elect Director Kodaira, Takeshi	For	No	99.77%
	1.7	Elect Director Morisawa, Shujiro	For	No	99.78%
	1.8	Elect Director Numata, Shunsuke	For	No	99.78%
	2	Appoint Kanade Partnership Audit Co. as New External Audit Firm	For	No	99.95%
	3	Approve Restricted Stock Plan	For	No	96.73%
Hindustan Unilever Limited 21.06.24	1	Accept Financial Statements and Statutory Reports	For	No	99.99%
	2	Confirm Interim Dividend and Declare Final Dividend	For	No	99.85%
	3	Reelect Nitin Paranjpe as Director	For	No	98.83%
	4	Reelect Dev Bajpai as Director	For	No	99.78%
	5	Reelect Ritesh Tiwari as Director	For	No	99.79%
	6	Approve Walker Chandio & Co. LLP, Chartered Accountants as Statutory Auditors and Authorize Board to Fix Their Remuneration	For	No	99.97%
	7	Approve Material Related Party Transactions	For	No	99.99%
	8	Approve Appointment and Remuneration of Biddappa Bittianda Ponnappa as Whole-Time Director	For	No	99.43%
	9	Approve Revision in Remuneration Payable to Non-Executive Directors by way of Commission	For	No	99.95%
	10	Approve Remuneration of Cost Auditors for Financial Year Ended March 31, 2024	For	No	99.99%
	11	Approve Remuneration of Cost Auditors for Financial Year Ending March 31, 2025	For	No	99.99%
Sompo Holdings, Inc. 24.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 150	For	No	99.04%
	2.1	Elect Director Okumura, Mikio	Against	Yes	61.52%
	2.2	Elect Director Hamada, Masahiro	For	No	97.03%
	2.3	Elect Director Hara, Shinichi	For	No	97.15%
	2.4	Elect Director Scott Trevor Davis	For	No	91.09%
	2.5	Elect Director Endo, Isao	Against	Yes	68.70%
	2.6	Elect Director Higashi, Kazuhiro	For	No	91.90%
	2.7	Elect Director Shibata, Misuzu	For	No	94.24%
	2.8	Elect Director Nawa, Takashi	For	No	93.03%
	2.9	Elect Director Yamada, Meyumi	For	No	94.16%
	2.10	Elect Director Ito, Kumi	For	No	93.98%
	2.11	Elect Director Waga, Masayuki	For	No	95.07%
	2.12	Elect Director Kajikawa, Toru	For	No	97.82%
	2.13	Elect Director Kasai, Satoshi	For	No	90.83%
Tokio Marine Holdings, Inc. 24.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 62.5	For	No	99.73%
	2.1	Elect Director Nagano, Tsuyoshi	Against	Yes	71.73%
	2.2	Elect Director Komiya, Satoru	Against	Yes	66.91%
	2.3	Elect Director Okada, Kenji	For	No	88.36%
	2.4	Elect Director Moriwaki, Yoichi	For	No	93.92%
	2.5	Elect Director Yamamoto, Kichiichiro	For	No	91.50%
	2.6	Elect Director Wada, Kiyoshi	For	No	93.37%
	2.7	Elect Director Mitachi, Takashi	For	No	96.08%
	2.8	Elect Director Endo, Nobuhiro	For	No	92.07%



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	2.9	Elect Director Katanozaka, Shinya	For	No	89.86%
	2.10	Elect Director Osono, Emi	For	No	96.96%
	2.11	Elect Director Shindo, Kosei	For	No	93.77%
	2.12	Elect Director Robert Alan Feldman	For	No	98.74%
	2.13	Elect Director Matsuyama, Haruka	For	No	99.41%
	2.14	Elect Director Fujita, Keiko	For	No	96.97%
	2.15	Elect Director Shirota, Hiroaki	For	No	96.33%
	3	Appoint Statutory Auditor Harashima, Akira	For	No	94.45%
	4	Approve Trust-Type Equity Compensation Plan	For	No	84.29%
Adani Ports & Special Economic Zone Limited 24.06.24	1	Accept Financial Statements and Statutory Reports	Against	Yes	90.75%
	2	Declare Dividend on Preference Shares	For	No	99.96%
	3	Declare Dividend on Equity Shares	For	No	99.96%
	4	Reelect Karan Adani as Director	For	No	98.87%
	5	Approve M S K A & Associates, Chartered Accountants as Statutory Auditors and Authorize Board to Fix Their Remuneration	For	No	99.99%
	6	Approve Borrowing Powers	For	No	99.99%
	7	Approve Appointment of Branch Auditors	For	No	98.99%
ORIX Corp. 25.06.24	1.1	Elect Director Inoue, Makoto	For	No	97.78%
	1.2	Elect Director Matsuzaki, Satoru	For	No	99.36%
	1.3	Elect Director Stan Koyanagi	For	No	99.36%
	1.4	Elect Director Mikami, Yasuaki	For	No	99.37%
	1.5	Elect Director Takahashi, Hidetake	For	No	99.23%
	1.6	Elect Director Michael Cusumano	For	No	99.42%
	1.7	Elect Director Akiyama, Sakie	For	No	97.61%
	1.8	Elect Director Watanabe, Hiroshi	For	No	97.29%
	1.9	Elect Director Sekine, Aiko	For	No	98.46%
	1.10	Elect Director Hodo, Chikatomo	For	No	98.16%
	1.11	Elect Director Yanagawa, Noriyuki	For	No	99.38%
Sony Group Corp. 25.06.24	1.1	Elect Director Yoshida, Kenichiro	For	No	99.00%
	1.2	Elect Director Totoki, Hiroki	For	No	99.00%
	1.3	Elect Director Hatanaka, Yoshihiko	For	No	99.00%
	1.4	Elect Director Wendy Becker	For	No	99.00%
	1.5	Elect Director Akiyama, Sakie	For	No	99.00%
	1.6	Elect Director Kishigami, Keiko	For	No	99.00%
	1.7	Elect Director Joseph A. Kraft Jr	For	No	99.00%
	1.8	Elect Director Neil Hunt	For	No	99.00%
	1.9	Elect Director William Morrow	For	No	99.00%
	1.10	Elect Director Konomoto, Shingo	For	No	99.00%
Landis+Gyr Group AG 25.06.24	1.1	Accept Financial Statements and Statutory Reports	For	No	
	1.2	Approve Sustainability Report	For	No	
	1.3	Approve Remuneration Report	For	No	
	2.1	Approve Treatment of Net Loss	For	No	
	2.2	Approve Dividends of CHF 2.25 per Share from Capital Contribution Reserves	For	No	
	3	Approve Discharge of Board and Senior Management	For	No	
	4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	No	
	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	No	
	5.1.1	Reelect Andreas Umbach as Director	For	No	
	5.1.2	Reelect Eric Elzvik as Director	For	No	
	5.1.3	Reelect Peter Bason as Director	For	No	
	5.1.4	Reelect Peter Mainz as Director	For	No	
	5.1.5	Reelect Andreas Spreiter as Director	For	No	
	5.1.6	Reelect Christina Stercken as Director	For	No	
	5.1.7	Reelect Lauren Tolson as Director	For	No	
	5.1.8	Reelect Audrey Zibelman as Director	For	No	
	5.2	Reelect Andreas Umbach as Board Chair	For	No	
	5.3.1	Reappoint Eric Elzvik as Member of the Compensation Committee	For	No	



Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	5.3.2	Reappoint Peter Mainz as Member of the Compensation Committee	For	No	
	5.3.3	Reappoint Lauren Tolson as Member of the Compensation Committee	For	No	
	5.4	Ratify PricewaterhouseCoopers AG as Auditors	For	No	
	5.5	Designate ADROIT Anwaelte as Independent Proxy	For	No	
	6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against	Yes	
	6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	No	
Infosys Limited 26.06.24	1	Accept Financial Statements and Statutory Reports	For	No	
	2	Approve Final Dividend and Special Dividend	For	No	
	3	Reelect Nandan M. Nilekani as Director	For	No	
Core & Main, Inc. 26.06.24	1.1	Elect Director Robert M. Buck	Withhold	Yes	76.83%
	1.2	Elect Director James G. Castellano	For	No	97.00%
	1.3	Elect Director Kathleen M. Mazarella	Withhold	Yes	73.21%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.78%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	85.78%
NVIDIA Corporation 26.06.24	1a	Elect Director Robert K. Burgess	For	No	96.74%
	1b	Elect Director Tench Coxe	For	No	92.38%
	1c	Elect Director John O. Dabiri	For	No	99.00%
	1d	Elect Director Persis S. Drell	For	No	97.10%
	1e	Elect Director Jen-Hsun Huang	For	No	98.64%
	1f	Elect Director Dawn Hudson	For	No	96.97%
	1g	Elect Director Harvey C. Jones	For	No	90.21%
	1h	Elect Director Melissa B. Lora	For	No	99.90%
	1i	Elect Director Stephen C. Neal	For	No	94.16%
	1j	Elect Director A. Brooke Seawell	For	No	91.51%
	1k	Elect Director Aarti Shah	For	No	92.26%
	1l	Elect Director Mark A. Stevens	For	No	94.22%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	92.20%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	96.40%
	4	Adopt Simple Majority Vote	For	No	88.89%
Nihon Kohden Corp. 26.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 31	For	No	99.88%
	2.1	Elect Director Ogino, Hirokazu	For	No	98.21%
	2.2	Elect Director Tamura, Takashi	For	No	98.72%
	2.3	Elect Director Hasegawa, Tadashi	For	No	98.72%
	2.4	Elect Director Tanaka, Eiichi	For	No	98.72%
	2.5	Elect Director Yoshitake, Yasuhiro	For	No	98.72%
	2.6	Elect Director Kawatsuhara, Shigeru	For	No	99.20%
	2.7	Elect Director Sasaya, Hidemitsu	For	No	99.18%
	2.8	Elect Director Morita, Sumie	For	No	99.86%
	2.9	Elect Director Danny Risberg	For	No	99.86%
	3.1	Elect Director and Audit Committee Member Shimizu, Kazuo	For	No	99.22%
	3.2	Elect Director and Audit Committee Member Sato, Ikumi	For	No	99.74%
	4	Elect Alternate Director and Audit Committee Member Moriwaki, Sumio	For	No	99.88%
	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	No	99.79%
	6	Approve Restricted Stock Plan	For	No	99.21%
Olympus Corp. 26.06.24	1.1	Elect Director Fujita, Sumitaka	For	No	70.27%
	1.2	Elect Director David Robert Hale	For	No	98.99%
	1.3	Elect Director Jimmy C. Beasley	For	No	99.17%
	1.4	Elect Director Ichikawa, Sachiko	For	No	99.21%
	1.5	Elect Director Kan, Kohei	For	No	99.20%
	1.6	Elect Director Gary John Pruden	For	No	97.71%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	1.7	Elect Director Luann Marie Pency	For	No	99.18%
	1.8	Elect Director Iwasaki, Masato	For	No	98.50%
	1.9	Elect Director Takeuchi, Yasuo	For	No	94.53%
	1.10	Elect Director Stefan Kaufmann	For	No	96.87%
	1.11	Elect Director Okubo, Toshihiko	For	No	95.47%
The Musashino Bank, Ltd. 26.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 55	For	No	97.90%
	2	Amend Articles to Reduce Directors' Term	For	No	99.90%
	3	Elect Director Takizawa, Kiyoshi	For	No	99.50%
	4.1	Appoint Statutory Auditor Kurosawa, Susumu	For	No	97.90%
	4.2	Appoint Statutory Auditor Wakabayashi, Kazuhiro	For	No	99.50%
Kurita Water Industries Ltd. 27.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 42	For	No	98.84%
	2.1	Elect Director Kadota, Michiya	For	No	91.40%
	2.2	Elect Director Ejiri, Hirohiko	For	No	91.50%
	2.3	Elect Director Shirode, Shuji	For	No	95.64%
	2.4	Elect Director Muto, Yukihiko	For	No	94.35%
	2.5	Elect Director Kobayashi, Kenjiro	For	No	97.24%
	2.6	Elect Director Tanaka, Keiko	For	No	96.35%
	2.7	Elect Director Miyazaki, Masahiro	For	No	97.00%
	2.8	Elect Director Takayama, Yoshiko	For	No	98.80%
Mitsubishi UFJ Financial Group, Inc. 27.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	For	No	97.78%
	2.1	Elect Director Fujii, Mariko	For	No	93.03%
	2.2	Elect Director Honda, Keiko	For	No	94.17%
	2.3	Elect Director Kato, Kaoru	For	No	93.02%
	2.4	Elect Director Kuwabara, Satoko	For	No	92.83%
	2.5	Elect Director Nomoto, Hirofumi	Against	Yes	72.87%
	2.6	Elect Director Mari Elka Pangestu	For	No	97.74%
	2.7	Elect Director Shimizu, Hiroshi	Against	Yes	80.32%
	2.8	Elect Director David Sneider	For	No	94.17%
	2.9	Elect Director Tsuji, Koichi	For	No	93.98%
	2.10	Elect Director Miyanaga, Kenichi	For	No	91.02%
	2.11	Elect Director Shinke, Ryoichi	For	No	90.98%
	2.12	Elect Director Mike, Kanetsugu	Against	Yes	67.17%
	2.13	Elect Director Kamezawa, Hironori	Against	Yes	64.58%
	2.14	Elect Director Nagashima, Iwao	For	No	93.85%
	2.15	Elect Director Hanzawa, Junichi	For	No	86.64%
	2.16	Elect Director Kobayashi, Makoto	For	No	84.63%
	3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	For	Yes	25.79%
	4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For	Yes	18.38%
Nintendo Co., Ltd. 27.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 131	For	No	
	2.1	Elect Director Furukawa, Shuntaro	For	No	
	2.2	Elect Director Miyamoto, Shigeru	For	No	
	2.3	Elect Director Takahashi, Shinya	For	No	
	2.4	Elect Director Shibata, Satoru	For	No	
	2.5	Elect Director Shiota, Ko	For	No	
	2.6	Elect Director Beppu, Yusuke	For	No	
	2.7	Elect Director Chris Meledandri	For	No	
	2.8	Elect Director Miyoko Demay	For	No	
	3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	For	No	
	3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	For	No	
	3.3	Elect Director and Audit Committee Member Shinkawa, Asa	For	No	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	3.4	Elect Director and Audit Committee Member Osawa, Eiko	For	No	
	3.5	Elect Director and Audit Committee Member Akashi, Keiko	For	No	
	4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	No	
Sumitomo Mitsui Financial Group, Inc. 27.06.24	1	Approve Allocation of Income, with a Final Dividend of JPY 135	For	No	99.53%
	2	Amend Articles to Update Authorized Capital in Connection with Stock Split	For	No	99.35%
	3.1	Elect Director Kunibe, Takeshi	Against	Yes	78.38%
	3.2	Elect Director Nakashima, Toru	For	No	94.58%
	3.3	Elect Director Kudo, Teiko	For	No	98.49%
	3.4	Elect Director Ito, Fumihiko	For	No	98.08%
	3.5	Elect Director Isshiki, Toshihiro	For	No	95.96%
	3.6	Elect Director Gono, Yoshiyuki	For	No	95.93%
	3.7	Elect Director Yamazaki, Shozo	For	No	98.60%
	3.8	Elect Director Kadonaga, Sonosuke	For	No	98.82%
	3.9	Elect Director Tsutsui, Yoshinobu	For	No	96.27%
	3.10	Elect Director Shimbo, Katsuyoshi	For	No	98.67%
	3.11	Elect Director Sakurai, Eriko	For	No	98.33%
	3.12	Elect Director Charles D. Lake II	For	No	97.88%
	3.13	Elect Director Jenifer Rogers	For	No	99.03%
	4	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	For	Yes	26.34%
	5	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	For	Yes	24.21%
Salesforce, Inc. 27.06.24	1a	Elect Director Marc Benioff	Against	Yes	95.93%
	1b	Elect Director Laura Alber	For	No	98.40%
	1c	Elect Director Craig Conway	For	No	96.30%
	1d	Elect Director Arnold Donald	For	No	97.99%
	1e	Elect Director Parker Harris	For	No	98.52%
	1f	Elect Director Neelie Kroes	For	No	98.09%
	1g	Elect Director Sachin Mehra	For	No	99.28%
	1h	Elect Director G. Mason Morfit	For	No	99.34%
	1i	Elect Director Oscar Munoz	For	No	98.44%
	1j	Elect Director John V. Roos	For	No	93.68%
	1k	Elect Director Robin Washington	For	No	95.27%
	1l	Elect Director Maynard Webb	For	No	98.08%
	1m	Elect Director Susan Wojcicki	For	No	99.03%
	2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	No	67.48%
	3	Amend Omnibus Stock Plan	For	No	93.59%
	4	Ratify Ernst & Young LLP as Auditors	Against	Yes	95.38%
	5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	45.59%
	6	Require Independent Board Chair	For	Yes	21.64%
	7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No	5.12%
	8	Report on Viewpoint Discrimination	Against	No	0.51%
Solaria Energia y Medio Ambiente SA 27.06.24	1	Approve Consolidated and Standalone Financial Statements	For	No	
	2	Approve Allocation of Income	For	No	
	3	Approve Discharge of Board	For	No	
	4.A	Reelect Enrique Diaz-Tejeiro Gutierrez as Director	Against	Yes	
	4.B	Reelect Carlos Francisco Abad Rico as Director	For	No	
	4.C	Reelect Maria Dolores Larranaga Horna as Director	Against	Yes	
	4.D	Reelect Arturo Diaz-Tejeiro Larranaga as Director	For	No	
	4.E	Reelect Maria Jose Canel Crespo as Director	Against	Yes	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	4.F	Reelect Manuel Azpilicueta Ferrer as Director	Against	Yes	
	5	Approve Remuneration of Directors	For	No	
	6	Appoint Ernst & Young as Auditor	For	No	
	7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Against	Yes	
	8	Authorize Board to Ratify and Execute Approved Resolutions	For	No	
	9	Advisory Vote on Remuneration Report	For	No	
China Construction Bank Corporation 27.06.24	1	Approve Report of the Board of Directors	For	No	99.54%
	2	Approve Report of the Board of Supervisors	For	No	99.84%
	3	Approve Final Financial Accounts	For	No	99.84%
	4	Approve Profit Distribution Plan	For	No	99.97%
	5	Approve Interim Profit Distribution Arrangements	For	No	99.97%
	6	Approve Fixed Assets Investment Budget	For	No	99.97%
	7	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	No	99.95%
	8	Elect Zhang Yi as Director	For	No	99.24%
	9	Elect Lin Zhijun as Director	For	No	99.61%
	10	Elect William Coen as Director	For	No	98.74%
	11	Elect Leung Kam Chung, Antony as Director	For	No	98.34%
	12	Approve Independent Directors Working System	For	No	99.88%
	1	Approve Report of the Board of Directors	For	No	99.54%
	2	Approve Report of the Board of Supervisors	For	No	99.84%
	3	Approve Final Financial Accounts	For	No	99.84%
	4	Approve Profit Distribution Plan	For	No	99.97%
	5	Approve Interim Profit Distribution Arrangements	For	No	99.97%
	6	Approve Fixed Assets Investment Budget	For	No	99.97%
	7	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	No	99.95%
	8	Elect Zhang Yi as Director	For	No	99.24%
	9	Elect Lin Zhijun as Director	For	No	99.61%
	10	Elect William Coen as Director	For	No	98.74%
	11	Elect Leung Kam Chung, Antony as Director	For	No	98.34%
	12	Approve Independent Directors Working System	For	No	99.88%
LEM Holding SA 27.06.24	1.1	Accept Financial Statements and Statutory Reports	For	No	
	1.2	Approve Remuneration Report (Non-Binding)	Against	Yes	
	1.3	Approve Non-Financial Report (Non-Binding)	For	No	
	2	Approve Allocation of Income and Dividends of CHF 50 per Share	For	No	
	3	Approve Discharge of Board and Senior Management	For	No	
	4	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	No	
	5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 840,123	Against	Yes	
	5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	For	No	
	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	For	No	
	6.1.1	Reelect Ilan Cohen as Director	Against	Yes	
	6.1.2	Reelect Francois Gabella as Director	Against	Yes	
	6.1.3	Reelect Andreas Huerlimann as Director and Board Chair	Against	Yes	
	6.1.4	Reelect Ulrich Looser as Director	For	No	
	6.1.5	Reelect Ueli Wampfler as Director	For	No	
	6.1.6	Reelect Werner Weber as Director	For	No	
	6.2	Elect Libo Zhang as Director	For	No	
	7.1	Reappoint Andreas Huerlimann as Member of the Nomination and Compensation Committee	Against	Yes	

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For
	7.2	Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Against	Yes	
	7.3	Appoint Werner Weber as Member of the Nomination and Compensation Committee	Against	Yes	
	8	Designate Hartmann Dreyer as Independent Proxy	For	No	
	9	Ratify Ernst & Young Ltd. as Auditors	Against	Yes	
	10	Transact Other Business (Voting)	Against	Yes	
Havells India Ltd. 28.06.24	1	Accept Financial Statements and Statutory Reports	For	No	
	2	Confirm Payment of Interim Dividend	For	No	
	3	Declare Final Dividend	For	No	
	4	Reelect Ameet Kumar Gupta as Director	Against	Yes	
	5	Reelect Surjit Kumar Gupta as Director	For	No	
	6	Approve Remuneration of Cost Auditors	For	No	
	7	Approve Reappointment and Remuneration of Ameet Kumar Gupta as Whole-time Director	Against	Yes	
	8	Approve Reappointment and Remuneration of Rajesh Kumar Gupta as Whole-time Director and Group CFO	Against	Yes	
	9	Reelect Bontha Prasada Rao as Director	For	No	
	10	Reelect Subhash S Mundra as Director	For	No	
	11	Reelect Vivek Mehra as Director	For	No	
Zomato Ltd. 29.06.24	1	Approve Formulation, Adoption and Implementation of Zomato Employee Stock Option Plan 2024 for Grant of Employee Stock Options to the Employees of the Company Under this Plan	For	No	
	2	Approve Formulation, Adoption and Implementation of Zomato Employee Stock Option Plan 2024 for Grant of Employee Stock Options to the Employees of Subsidiaries of the Company Under this Plan	For	No	

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.

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0.04%

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5.42%

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6.71%

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Against

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1.24%

6.34%

0.43%

0.01%

3.25%

0.91%

3.56%

0.49%

3.58%

2.66%

**98.62%**

**97.96%**

**96.15%**

**97.94%**

**97.59%**

0.83%

0.73%

1.11%

1.07%

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0.03%

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**27.25%**

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**12.53%**

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Against

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14.04%  
0.85%

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3.97%  
2.76%  
3.73%  
2.15%  
3.82%  
8.49%  
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3.06%  
4.68%  
1.65%  
4.40%  
13.58%

5.18%  
65.70%  
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84.18%  
89.21%  
70.41%  
90.68%

98.42%

69.57%

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7.09%  
1.64%

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Against

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9.76%

0.45%

1.88%

6.40%

5.10%

1.79%

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7.78%

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2.03%

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9.36%

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3.34%

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16.55%

7.35%

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97.69%

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Against

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14.43%

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**Against**

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0.00%  
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Against

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Against

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10.31%

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Against

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Against

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0.25%
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3.85%
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Against

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**87.92%**

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**21.13%**

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**94.36%**

**56.99%**

**68.21%**

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Against

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4.90%

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4.21%

**89.90%**

**99.08%**

**89.75%**

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**70.22%**

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**79.40%**

**78.70%**

**99.01%**

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Against

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6.60%  
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**66.06%**

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**19.99%**

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**%  
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**85.23%**

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**Against**

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3.13%  
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**68.65%**

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